

CiRCOMEDIA

PREVENT POLICY

This is a core policy that forms part of the induction for all staff, volunteers, and Trustees. It is a requirement that all members have access to this policy and sign to say they have read and understood its contents.

Owner:	Circomedia
Author:	Academic Team
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This policy will be reviewed and ratified at least annually and/or following any updates to national and local guidance.

1. Background	2
2. Definitions	2
3. Training	2
4. Confidentiality and Sharing Information	3
5. Disclosures and Referrals	3
6. Prevent Compliance	3
7. Online and e-Safety	4

1. Background

In accordance with the *Counter-Terrorism and Security Act 2015*, there is a statutory duty on colleges to “have due regard to the need to prevent people from being drawn into terrorism”. This is known as the *Prevent* duty.

Extremism is defined by the UK Government as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs" (UK Government, 2015).

To fulfil its duty, Circomedia liaises closely with City of Bristol College, who in turn liaise with the local area *Prevent* lead to receive updates regarding local concerns and to refer students of concern to the *Channel* process. To further safeguard our students in regard to the threats of terrorism Circomedia has also implemented a procedure in the case of critical incidents based on the *Run Hide Tell* guidance 2015.

2. Definitions

The *Prevent* Duty says that trustees and staff should exemplify the following British values:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

3. Training

Circomedia recognises the need to provide appropriate training for staff involved in the implementation of this duty. Completion of *Prevent* training is compulsory for all staff. All staff will receive regular *Prevent* in-house training at least annually.

All staff should understand what radicalisation means and why people may be vulnerable to it. They need to be aware of what we mean by the term “extremism” and the relationship between extremism and terrorism.

Staff need to know what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it.

They need to understand how to obtain support for people who may be being exploited by radicalising influences.

Staff Training programmes will ensure that the following learning outcomes are addressed:

- All staff are aware of the internal referral systems if they have a concern.
- All staff should know how and where to get additional advice and support.
- All staff are aware of the local context in terms of risk levels for radicalisation.

- All staff are aware of the threat of online radicalisation.

4. Confidentiality and Sharing Information

The *Prevent* programme must not involve any covert activity against people or communities. However, specified authorities may need to share personal information to ensure, for example, that a person at risk of radicalisation is given appropriate support (for example on the *Channel* programme). For more information on the *Channel* process follow this link: [Channel and Prevent Multi-Agency Panel \(PMAP\) guidance - GOV.UK](https://www.gov.uk/guidance/channel-and-prevent-multi-agency-panel-pmap-guidance)

Information sharing must be assessed on a case-by-case basis and is governed by legislation. To ensure the rights of individuals are fully protected, Circomedia complies with information-sharing agreements at a local level.

When considering sharing personal information, Circomedia takes account of the following:

- Necessity and proportionality: personal information should only be shared where it is strictly necessary to the intended outcome and proportionate to it. Key to determining the necessity and proportionality of sharing information will be the professional judgement of the risks to an individual or the public.
- Consent: wherever possible the consent of the person concerned should be obtained before sharing any information about them.
- *Data Protection Act* and the *Common Law Duty of Confidentiality* (General Data Protection Regulation GDPR).

5. Disclosures and Referrals

Where a member of staff has any concerns about a student or participant, as a matter of urgency they should refer the matter to the Designated Safeguarding Lead or a Designated Safeguarding Officer.

There may be some circumstances where Circomedia, in the course of *Prevent*-related work, identifies someone who may already be engaged in illegal terrorist-related activity. People suspected of being involved in such activity should be referred to the police by the Designated Safeguarding Lead or a Designated Safeguarding Officer.

6. Prevent Compliance

To underpin this policy, Circomedia recognises its role in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views that terrorists exploit.

Circomedia understands that radicalisation is usually a process not an event. During that process, behaviours as well as opinions are likely to change. These changes may be apparent to the friends, families and work colleagues of the person concerned.

Regular contact with students will enable such changes to be noted and where concerns arise to be reported to the Safeguarding Team.

The *Prevent* strategy is to be implemented in a proportionate and risk-based way ensuring that opportunities in the curriculum are used to promote British values to learners.

British values are defined as “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs”.

Circomedia will encourage young people to respect others with particular regard to the protected characteristics set out in the *Equality Act 2010*.

Young people will be taught about radicalisation and extremism as a part of the tutorial programme and informed of how to report any extremist content they may see online.

Circomedia takes seriously its responsibility to exclude those promoting extremist views that support or are conducive to terrorism. Visiting tutors or artists who are deemed to have extremist views will not be booked to deliver sessions.

7. Online and E-Safety

Circomedia has robust firewalls and other IT mechanisms in place to ensure that students are unable to access inappropriate material.

Student logins are entirely separate from those of staff or visiting artists. Each shared student computer is logged into using a guest login which then limits the sharing of information with the next user. On logging out, the system is set to delete all the data used and files stored on that machine by that user at the end of the session.