

Prevent Duty Policy

Policy Statement

Learning Spot Ltd trading as The Builders Academy™ is committed to safeguarding and promoting the welfare of all learners, apprentices, employees, and visitors.

We recognise our responsibility under the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism or extremist activity.

The Builders Academy™ is committed to creating a safe, supportive, and inclusive learning environment where individuals are encouraged to respect diversity, challenge extremist views, and report concerns appropriately.

Scope

This policy applies to:

- Employees
- Delivery staff and tutors
- Apprentices and learners
- Employers and workplace providers
- Contractors and visitors
- Any individual engaged with The Builders Academy™

Objectives

The Builders Academy™ aims to:

- Safeguard learners and staff from radicalisation and extremist influences
- Promote equality, diversity, mutual respect, and inclusion
- Encourage open discussion and critical thinking in a safe environment
- Identify and respond appropriately to concerns relating to radicalisation or extremism
- Work in partnership with relevant agencies where necessary

Definitions

Extremism

Extremism is defined as vocal or active opposition to fundamental British values, including:

- Democracy
- The rule of law
- Individual liberty

- Mutual respect and tolerance of different faiths and beliefs

Radicalisation

Radicalisation refers to the process by which an individual comes to support terrorism or extremist ideologies.

British Values

The Builders Academy™ promotes British values throughout its training and learning environment, including:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect
- Tolerance of different faiths, beliefs, and backgrounds

We expect all learners, staff, and stakeholders to behave respectfully and professionally at all times.

Responsibilities

Management

Management is responsible for:

- Ensuring this policy is implemented effectively
- Promoting safeguarding and Prevent awareness
- Providing appropriate staff training and guidance
- Responding appropriately to concerns or referrals
- Maintaining a safe and inclusive learning environment

Staff and Delivery Personnel

Staff must:

- Remain vigilant to signs of radicalisation or extremist behaviour
- Report concerns promptly to management
- Promote equality, diversity, and respectful behaviour
- Challenge inappropriate language, behaviour, or conduct where appropriate
- Support learners in a safe and professional manner

Learners and Apprentices

Learners and apprentices are expected to:

- Treat others with dignity and respect
- Avoid extremist, abusive, discriminatory, or threatening behaviour
- Report concerns relating to safety or wellbeing
- Follow company rules and expectations at all times

Safeguarding and Referral Procedures

Any concerns relating to radicalisation, extremism, or safeguarding must be reported immediately to management.

Concerns will be handled sensitively, appropriately, and confidentially where possible.

Where necessary, The Builders Academy™ may seek guidance or make referrals to external agencies, including safeguarding authorities, Prevent coordinators, or law enforcement agencies.

Online Safety

The Builders Academy™ recognises the role that online activity and social media can play in radicalisation.

Reasonable steps will be taken to ensure that IT systems, learning platforms, and internet usage within training environments are used safely and responsibly.

Users must not access, share, or promote extremist or inappropriate content using company systems or within training environments.

Training and Awareness

Appropriate Prevent Duty and safeguarding awareness training will be provided to staff where necessary.

Learners may also receive information and guidance relating to safeguarding, Prevent Duty, online safety, and British values during their training programmes.

Monitoring and Review

This policy will be reviewed annually or sooner where necessary to ensure compliance with current legislation, safeguarding guidance, and best practice standards.

The Builders Academy™ is committed to maintaining a safe and inclusive environment for all learners, staff, and stakeholders.

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