

Prevent Policy for The Thrive Tribe Collective t/a The Thrive Tribe

1. Introduction

The Prevent Duty, as outlined in the Counter-Terrorism and Security Act 2015, places a legal obligation on training organisations to have due regard to the need to prevent individuals from being drawn into terrorism. This policy demonstrates The Thrive Tribe commitment to ensuring compliance with the Prevent Duty and safeguarding all learners, staff, and stakeholders.

2. Purpose

This policy aims to:

- Safeguard individuals from radicalisation and extremist influences.
- Promote awareness and understanding of the Prevent Duty among staff and learners.
- Provide clear procedures for identifying and addressing concerns related to radicalisation or extremist behaviours.

3. Scope

This policy applies to all learners, staff, contractors, and visitors involved in activities organised The Thrive Tribe

4. Definitions

Radicalisation: The process by which individuals come to support terrorism or extremist ideologies associated with terrorist groups.

Extremism: 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.

British Values: Include democracy, the rule of law, individual liberty, mutual respect, and tolerance for those with different faiths and beliefs.

5. Responsibilities

Leadership Team:

- Ensure compliance with the Prevent Duty and this policy.
- Provide training and resources to staff on the Prevent Duty.

Staff:

- Be vigilant for signs of radicalisation and report concerns to the Designated

Safeguarding Lead (DSL).

- Embed British values into teaching and organisational culture.

Learners:

- Participate in activities that promote British values.
- Report concerns about peers or others to a trusted staff member.

6. Procedures

Identifying Concerns:

- Staff should be alert to changes in behaviour, expressed opinions, or interactions that suggest susceptibility to radicalisation.
- Concerns may arise through direct observation, learner disclosures, or third-party information.

Reporting Concerns:

- All concerns must be reported to the DSL using the designated safeguarding reporting process.
- The DSL will assess the concern and, if necessary, refer it to external agencies such as Channel or the local Prevent Coordinator.

Intervention:

- The DSL will work with appropriate authorities to support individuals at risk.
- Support may include mentoring, counselling, or referral to external programmes.

7. Training and Awareness

- All staff will receive mandatory Prevent training to:
 - Recognise signs of radicalisation.
 - Understand reporting procedures.
- Learners will participate in workshops and activities that promote awareness of British values and resilience to extremist influences.

8. Monitoring and Review

This policy will be reviewed annually or in response to significant legislative or organisational changes.

Regular audits will be conducted to ensure compliance with the Prevent Duty.

9. Resources and Support

Designated Safeguarding Lead: Mark Pitfield mark.pitfield@thethrivetribe.com

Local Prevent Coordinator: Paul Dring – Lincolnshire County Council

External Resources:



- Channel Programme
- Counter Terrorism Policing
- Prevent Duty Guidance for Further Education

10. Related Policies

Safeguarding Policy
Equality and Diversity Policy
Code of Conduct

To be disseminated to: Staff, volunteers, stakeholders, visitors		Version no. 003
Authorised by: Managing Director	Issue Date: August 2026	Review Due: August 2027
Amendments: Replaced all mentions of Skills 365 with The Thrive Tribe (August 2025)		