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the **enquire**  
learning trust



# **Preventing Radicalisation Policy**

Apprenticeship  
Provision



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## Version History

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## 1. Introduction

The Enquire Learning Trust (ELT) is committed to safeguarding all learners across its apprenticeship provision. As an apprenticeship provider, ELT recognises its statutory duty under **Section 26 of the Counter-Terrorism and Security Act 2015** to have *due regard to the need to prevent people from being drawn into terrorism*. Preventing radicalisation is a core element of our safeguarding responsibilities and applies to all apprentices, staff, employers, and partners.

This policy outlines how ELT ensures apprentices are protected from extremist influences, both within training environments and in the workplace.

## 2. Purpose

The purpose of this policy is to:

- Protect apprentices from exposure to extremist ideologies and radicalisation.
- Ensure staff and employers understand their responsibilities under the Prevent Duty.
- Embed **British Values** across apprenticeship teaching, assessment, and workplace learning.
- Provide clear procedures for identifying, reporting, and responding to Prevent concerns.
- Ensure compliance with Ofsted expectations for safeguarding in apprenticeship provision.

## 3. Scope

This policy applies to:

- All ELT apprenticeship staff (tutors, assessors, support staff, leaders).
- All apprentices enrolled on ELT programmes.
- All employers and workplace mentors involved in apprenticeship delivery.
- Visitors, contractors, and external partners engaged with apprenticeship activity.

## 4. Definitions

**Radicalisation** The process by which an individual comes to support terrorism or extremist ideologies.

**Extremism** Vocal or active opposition to **British Values**, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.

## British Values

- Democracy
- Rule of Law
- Individual Liberty
- Mutual Respect and Tolerance of Different Faiths and Beliefs

## 5. Responsibilities

### 5.1 Enquire Learning Trust

- Ensures Prevent is embedded across all apprenticeship safeguarding systems.
- Provides training and resources for staff and employers.
- Monitors compliance and risk across apprenticeship delivery.

### 5.2 Trust Inclusion Officer

- Leads Prevent implementation across apprenticeship provision.
- Manages referrals to external agencies, including Prevent/Channel.
- Ensures staff receive appropriate Prevent training.

### 5.3 Apprenticeship Staff

- Identify early indicators of radicalisation.
- Use the *Notice, Check, Share* approach recommended in Prevent training.
- Promote British Values in all learning environments.
- Record and report concerns promptly.

### 5.4 Employers & Workplace Mentors

- Maintain safe working environments free from extremist influence.
- Support apprentices in understanding British Values.
- Report concerns to ELT immediately.

## 6. Embedding Prevent and British Values into Apprenticeship Delivery

British Values and Prevent responsibilities are introduced during apprentice induction, ensuring every learner understands how these principles apply both in training and in the workplace. Induction includes examples of how extremism can manifest in everyday environments and how apprentices can seek support.

Tutors and assessors embed British Values throughout the curriculum, linking them to professional behaviours, equality legislation, safeguarding expectations, and sector-specific ethical standards. This ensures Prevent is not a standalone topic but part of the wider learning culture.

Progress reviews include structured discussions about respect, tolerance, online behaviour, and how apprentices experience British Values in their workplace. These conversations help identify early concerns and reinforce positive behaviours.

Employer engagement activities ensure workplace mentors understand their Prevent responsibilities, including how to challenge discriminatory or extremist attitudes and how to report concerns to ELT.

Learning materials, scenarios, and case studies are regularly reviewed and updated to reflect current Prevent risks, emerging extremist narratives, and sector-specific vulnerabilities.

Apprentices are encouraged to reflect on how British Values support safe, inclusive, and productive workplaces, helping them recognise their own role in promoting these values.

## **7. Conducting Prevent Risk Assessments for Apprenticeship Provision**

ELT completes an annual Prevent risk assessment for each apprenticeship standard, considering learner demographics, delivery locations, employer settings, and the nature of the work apprentices undertake.

Risk assessments identify sector-specific vulnerabilities, such as apprentices working in isolated environments, public-facing roles, or digital/IT settings where online radicalisation risks may be higher.

Findings from risk assessments inform curriculum planning, staff training, employer guidance, and safeguarding strategies to ensure appropriate mitigation is in place.

Delivery models (e.g., block release, day release, remote learning, workplace-only delivery) are assessed to ensure safeguarding measures are appropriate for each context.

Risk assessments are reviewed following any Prevent-related incident, significant change in national threat levels, or changes to statutory guidance.

The Trust Inclusion Officer ensures risk assessments are shared with relevant staff and used to shape Prevent practice across apprenticeship delivery.

## **8. Online Safety Measures for Apprentices**

Apprentices accessing ELT digital platforms are protected by filtering and monitoring systems designed to block extremist, radicalising, or harmful content. These systems are reviewed regularly to ensure they remain effective.

Tutors teach apprentices how to critically evaluate online information, recognise extremist narratives, identify misinformation, and understand how online algorithms can reinforce harmful content.

Apprentices receive guidance on safe online behaviour, including responsible social media use, managing digital footprints, and avoiding online spaces that promote hate or extremism.

Staff are trained to identify signs of online radicalisation, such as sudden changes in online activity, secrecy, or engagement with extremist forums or influencers.

Remote learning sessions include safeguarding check-ins to ensure apprentices feel safe and supported when learning independently.

ELT provides clear reporting routes for apprentices who encounter extremist content online, whether through work, training, or personal use.

## 9. Supporting Employers and Workplace Mentors

ELT provides employers with a Prevent information pack outlining their responsibilities, signs of concern, reporting routes, and how Prevent aligns with workplace safeguarding and HR policies.

Workplace mentors complete Prevent awareness training to help them recognise early indicators of radicalisation and understand how to respond appropriately.

Employers are supported to create inclusive, respectful workplace cultures where apprentices feel safe to raise concerns without fear of judgement or repercussions.

ELT work with employers to ensure apprentices are not exposed to discriminatory, extremist, or hateful language or behaviour in the workplace, and will intervene where concerns arise.

Employers are included in safeguarding reviews where Prevent concerns relate to workplace environments, ensuring a coordinated approach to managing risk.

Regular communication between ELT and employers ensures Prevent responsibilities remain clear and consistently applied throughout the apprenticeship.

## 10. Identifying and Reporting Concerns (Notice, Check, Share)

Staff and employers use the **Notice, Check, Share** model to identify and respond to Prevent concerns. This includes noticing changes in behaviour, checking context where appropriate, and sharing concerns with the DSL immediately.

Indicators may include withdrawal, fixation on extremist topics, sudden hostility, increased secrecy, changes in peer groups, or use of extremist symbols or language.

Apprentices are encouraged to report concerns about peers confidentially, and are reassured that reporting is a protective measure, not a punitive one.

All Prevent concerns are recorded securely using ELT safeguarding systems and reviewed as part of ongoing monitoring processes.

The Trust Inclusion Officer liaises with external agencies, including Prevent/Channel, when risk indicators meet the threshold for referral, ensuring timely and appropriate intervention.

Staff are supported to understand that Prevent concerns should be reported even when information is incomplete or uncertain.

## **11. Training for Apprenticeship Staff**

All staff involved in apprenticeship delivery complete Prevent Awareness Training annually to ensure their knowledge remains current and aligned with national guidance.

DSLs and safeguarding leads within our organisations complete advanced Prevent and Channel training to support effective risk assessment, decision-making, and referral processes.

New staff receive Prevent training as part of their induction before working with apprentices, ensuring they understand their responsibilities from the outset.

Training includes sector-specific scenarios, online radicalisation risks, and how to support apprentices who may be vulnerable due to personal circumstances such as isolation, mental health challenges, or social pressures.

ELT maintains a central training log and monitor compliance across all apprenticeship teams, ensuring all staff remain up to date.

Refresher sessions, briefings, and updates are provided when national Prevent guidance changes or when new risks emerge.

## **12. Promoting a Culture of Openness and Safety**

Apprentices are encouraged to discuss concerns openly and are reassured that ELT provides a safe, non-judgemental environment where sensitive topics can be explored constructively.

Staff model respectful dialogue, critical thinking, and tolerance, helping apprentices develop resilience to extremist narratives.

ELT promotes equality, diversity, and inclusion across all apprenticeship activity, reinforcing the values that underpin Prevent. (*See EDI Policy*)

Apprentices are supported to challenge discriminatory or extremist views safely and appropriately, both in training and in the workplace.

Feedback from apprentices is used to improve Prevent practice and ensure safeguarding approaches remain relevant and effective.