

Group Prevent Action Plan

Introduction

All schools and colleges are subject to a duty under section 29 of the Counterterrorism and Security Act 2015 (the CTSA 2015) the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty. [Prevent Duty Guidance](#) - statutory guidance for England and Wales, was issued on 7 September 2023 under [Section 29 of the Counter-Terrorism and Security Act 2015](#). It came into force on 31 December 2023. There are no new legal obligations or additional responsibilities for Further Education and Skills providers in the guidance, but the changes provide greater clarity, practical advice, and signpost for best practice. The Terrorism (Protection of Premises) Act 2025, became law on April 3, 2025. Factsheets and Bill documentation can be found [here](#).

The three Prevent Objectives are:

- **Respond to the ideological challenge of terrorism:** This involves challenging the ideas and narratives that promote terrorism and violent extremism.
- **Prevent people from being drawn into terrorism:** This objective focuses on early intervention and support for individuals who may be vulnerable to radicalisation, providing advice and safeguarding them from harm.
- **Work with key sectors and institutions:** Prevent requires various sectors, including local authorities, police, charities, community organizations, and healthcare professionals, to address risks of radicalisation and protect communities.

What are our responsibilities?

The Group has a duty to help prevent the risk of people who may be vulnerable to radicalisation, becoming terrorists or supporting terrorism. It sits alongside long-established safeguarding duties to protect people from a range of other harms, such as substance abuse, involvement in gangs, and physical and sexual exploitation. The duty helps to ensure that people who are vulnerable to radicalisation are supported as they would be under safeguarding processes.

STCG (South Thames College Group) and associated Colleges must demonstrate an awareness and understanding, shared with partners, of the potential risk of radicalisation in the local area. Those in leadership positions within the Group are expected to:

- Establish or use existing mechanisms for understanding the risk of radicalisation.
- Ensure staff understand the risk and build the capabilities to deal with it.
- Communicate and promote the importance of Prevent Duty.
- Ensure staff implement the duty effectively.

2025-26

Prevent is part of a wider strategy and depends upon effective partnerships and productive cooperation with local Prevent coordinators, the police and local authorities, and multi-agency forums. Our safeguarding arrangements must be robust and demonstrate that we can identify children and young people at risk, intervene as appropriate, and identify the most appropriate referral. A person's susceptibility to radicalisation may be linked to their vulnerability. A person can be vulnerable if they need special care, support or protection because of age, disability, risk of abuse or neglect. A person's vulnerabilities may be relevant to their susceptibility to radicalisation and to the early intervention approach that is required to divert them away from radicalisation. Although it is important to recognise that not all people susceptible to radicalisation will be vulnerable, and there are other circumstances, needs or other underlying factors that may make a person susceptible to radicalisation but do not constitute a vulnerability.

Our staff must have the knowledge and confidence to identify children and young people susceptible to radicalisation, challenge extremist ideas and know how to refer children and young people for further help. The promotion of the fundamental British Values of democracy, rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs is fundamental to our being able to counter extremism. In addition, the guidance highlights the importance of 'Reducing Permissive Environments' to tackle the ideological causes of terrorism to reduce radicalising influences. This is reflected in our Filtering and Monitoring arrangements set out in the Safeguarding Children and Adults at Risk Policy & Freedom of Speech and Visiting Speaker Policy.

What is the College trying to achieve?

The College has a statutory duty to deliver the Prevent element of the national counter terrorism strategy. It also has a responsibility to create a dynamic, safe, and positive learning environment where students are given the chance to express their views and develop their ideas to become confident in aspirational individuals. This is a live document intended for leaders, managers, and governors to engage; review and shape how Prevent is delivered at STCG.

2025-26

RAG

GREEN – LOW RISK		AMBER – MEDIUM RISK			RED – HIGH RISK	
No	Prevent Vulnerability / risk area	Action to Remove or Mitigate Vulnerability	Responsible	When	Update	RAG
1.a	<p>Staff awareness & understanding</p> <p>Do the following people have a good understanding of Prevent?</p> <p>Board of Governors Executive Team Staff Safeguarding Leads Security Staff</p> <p>Teaching staff are confident to facilitate discussion on terrorism and extremism.</p>	<p>All new Governors must undertake awareness training on Prevent and or every two years.</p> <p>Prevent and Child Protection refresher training TES Develop modules for all staff. Prevent module required as part of staff induction and for all staff to complete every two years.</p> <p>Designated Deputy Leads (HoSS) complete DSL (Designated Safeguarding Lead) training.</p> <p>DSL/DDSL and Student Services Team Leaders receive training on ideologies to enable them to train and advise other staff and support making informed referrals to Prevent where required.</p>	<p>Head of Governance</p> <p>DHR</p> <p>DSL (DSS)</p> <p>DSL (DSS)</p>	<p>On-going</p> <p>Mandatory schedule dates</p> <p>Nov 2025</p>	<p>All Governors and members of the Executive complete relevant SG training at Induction.</p> <p>Mandatory schedules are published. Deadline 30th October 2025.</p> <p>DSL training: November 5th 2025.</p> <p>DFE London Coordinator Training for DSL dates are: 10/02/26 3.30-4.45 22/04/26 3.30-4.45 23/06/26 3/.30-4.45</p>	

2025-26

		<p>Permanent contract security staff are included in the 'Prevent' training programme.</p> <p>Sector training offer with FE/HE Regional Prevent Coordinator for London Due Diligence and Counter Extremism Division.</p> <p>SGO Safeguarding training in online platforms for all staff.</p> <p>Prevent FE (Further Education) sector newsletter disseminated to provide sector updates with Prevent.</p> <p>Prevent training for staff.</p>	<p>Head of Facilities</p> <p>DSL (DSS/HoSS)</p> <p>DSS & HoSS</p>	<p>Ongoing</p> <p>On-going</p> <p>On-going</p>	<p>KCSiE updates provided to all staff Aug – Sept 2025.</p> <p>Awaiting dates for additional online training via the DFE.</p> <p>Protect Duty added to all staff for mandatory training.</p>	
1.b	<p>Student understanding and engagement</p> <p>Do students have a good understanding of Prevent?</p> <p>Is the college a safe place to discuss terrorism and extremism?</p>	<p>All students on full time study programmes online My College Zone knowledge checks on Safeguarding and Prevent during induction or tutorial. Prevent embedded within curriculum delivery and the tutorial programme.</p> <p>Adult learners are provided with the Safeguarding Guide for Learners which covers safeguarding including radicalization and exploitation. Induction</p>	<p>HoS/DHoS/C M's</p> <p>College Principal (STC) /DSS/HoS</p>	<p>On-going</p>	<p>Induction for all Study Programme and Adult students includes prevent. Study Programme tutorial Schedule to include hate crime Term 2 Jan – Mar 2026, misogyny and protected characteristics.</p> <p>Student Induction Survey results pending.</p> <p>All Adult Induction sessions are provided to relevant teaching staff; rolling delivery linked to adult starters.</p>	

2025-26

	<p>Are external speakers invited to discuss Prevent?</p>	<p>materials are provided for adult groups.</p> <p>16-18 Tutorial and Event Weeks (including Be Safe) schedule aligned against themes.</p> <p>Learning Walks - each College will undertake Learning walks which will include BV, Prevent and E-Safety. E-safety hub.</p> <p>Online safety promotion, materials, and guidance are available on My College Zone page including Prevent. Promotion at all LRCs (Learning Resources Centre).</p> <p>The Student Council will include a lead for Community and Safety at each College site to include a focus on Prevent themes.</p>	<p>College Principals / Pastoral Services Coordinator</p> <p>DQ&D</p> <p>CP / HLSS</p> <p>HoSS</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>Nov 2025</p>	<p>Tutorial activities for 16-18's scheduled in term 2 around critical thinking.</p> <p>LWs include specific Teaching Standards – Personal Develop (TS 5) covers BV. Prevent and E-Safety are covered in Induction and Tutorials. Online Safety Hub data for 42 days.</p> <p>t.b.c</p> <p>Schedule to recruit these posts is in place. Plan for a Prevent agenda topic at the December / March Student Council Group Meeting.</p>	
--	--	---	--	---	---	--

2025-26

2	<p>Safeguarding</p> <p>Do safeguarding and student support service lead, and staff recognise who may be susceptible to radicalization and what to do if they suspect that someone is being drawn into terrorism? Do safeguarding policies incorporate Prevent?</p>	<p>HoSS attend sector network meetings to disseminate information as appropriate. HoSS to feedback and updates on safeguarding teams.</p> <p>SG reports to include analysis of any Prevent / Channel referrals.</p> <p>Prevent Monthly Digest disseminated to all SGO's.</p> <p>Safeguarding policies incorporate Prevent and radicalisation.</p> <p>Internal posters signpost students if they have a concern to contact Support Services/Safeguarding Officers. Pink Lanyards introduced to identify Safeguarding team.</p>	<p>HoSS(STC)</p> <p>DSS / HoSS</p> <p>HoSS</p> <p>DSS</p> <p>HoSS</p>	<p>As per the meeting schedule</p> <p>Termly report to GLT</p> <p>Termly</p> <p>Annual</p> <p>On-going</p>	<p>No sector meetings held to date Borough specific support – Centre Leads attend local relevant Prevent/safeguarding meetings.</p> <p>Ongoing.</p> <p>Digest circulated on 22/09/2025.</p> <p>2025-26 Child Protection and Adults at Risk Policy drafted and to be published wk.bg 13th October.</p> <p>Updated Safeguarding and Prevent posters / literature have been produced and distributed. Leaflets are disseminated.</p>	
---	---	---	---	--	--	--

2025-26

<p>3</p>	<p>Safety On-line</p> <p>What filtering/firewall systems are in place to prevent individuals from accessing extremist websites? Have they been tested recently, are the filtering systems up to date? Do they alert you if someone tries to access extremist sites? Do you know what to do?</p>	<p>All sites use Fortigate NGFW filtering and firewall system. The filtering system part of NGFW is updated automatically twice a day and tested daily.</p> <p>Person (Staff/Students/Visitors) going onto a blocked/filtered site will get a warning on their device screen immediately and are blocked from going any further.</p> <p>A 'Key Word' instant alert is under review.</p> <p>All staff and students are to confirm if they have read the IT policy as part of the log in process.</p>	<p>I.T Services</p>	<p>On-going</p> <p>Oct 2025</p>	<p>Filtering systems are active; both Real Time and Weekly Summary reports are automatically produced and received by relevant Safeguarding Teams for further analysis.</p> <p>Automated Real Time Reporting of Key Words/Categories Website attempts in place. Reports are sent to members of the Safeguarding Team which detailed usernames and attempted site access.</p> <p>Weekly 'Safeguarding' Report is generated from FastVUE.</p> <p>Staff mandatory report After the annual review of filtering and monitoring, the college is currently looking at aids around monitoring and preventative responses to safeguarding concerns with live alerting, changing the response from a reactive to a more proactive approach. Cost analysis and demos are underway.</p>	
<p>4</p>	<p>Campus Security</p> <p>Are learners and staff challenged if they are not wearing ID?</p>	<p>Visible ID policy in place at all campuses. Expectation that staff and students wear.</p>	<p>College Principals</p>	<p>Annual Review.</p>	<p>I.D. Policy implemented. Posters are displayed across the Group. Arrangements and procedures for management of visitors are in place. Reminders are issued to all staff.</p>	

2025-26

	<p>How are authorised visitors managed? How do you identify and stop unauthorised visitors? How do they restrict access to the campus, e.g., swipe, code entry?</p> <p>How does the Group ensure compliance to legislation that has been updated or set to be introduced?</p>	<p>visible ID. Posters displayed to reinforce this message.</p> <p>Reception is notified if visitors are expected. On arrival visitors sign in and are met by a college staff member.</p> <p>Security Screening Operations.</p> <p>Unauthorised visitors are not given access to the site; they are unable to access the sites as they are all barrier controlled with swipe card system. Access control is via barriers managed by Security. Staff and students are aware of ID policy and asked to challenge those without ID. Swipe card at main entrances. Variation across College where some key areas also have swipe and keypad access only where</p>	<p>Director of Facilities and</p> <p>Director of Facilities Director of Facilities / Admissions</p>	<p>Monthly review of arrangements with service provider including staff training.</p> <p>On-going</p>	<p>Behaviour meetings have started at each college /including contributions from the Community Officers who now operate at all colleges (nine staff).</p> <p>Security Screening Operations Scheduled for Autumn and Spring Term 25/26. Joint operations with Police and Security Company. For stakeholder engagement via the Home Office – contact dfc.protectandprepare@education.gov.uk Sector updates when received and distributed by the HoSS (STC).</p>	
--	---	---	---	---	---	--

2025-26

		<p>enhanced security is required.</p> <p>‘Protect Duty is for public venues which do include education institutions, achieved royal assent in April 2025 with an expectation of at least 24 months before the act comes into force. It is expected that the College will be put into the standard tier (there is a standard tier for 200-799 individuals to be present and an enhanced tier of 800 or more to be present. The college comes under a provider which has special considerations and as such will be placed in the standard tier.</p>	Director of Facilities	2025	The Director of Facilities is working with Met Police on counter terrorism to ensure compliance.	
5	<p>Literature/Posters</p> <p>Does permission have to be granted for people to distribute leaflets?</p>	<p>Leaflets and posters distribution via the College Management Team Principal/APs/HoS. This is strictly monitored, and any unauthorised literature is removed without warning.</p>	College Principals	Annual Review.		

2025-26

	<p>Do people know who to contact if they come across extremist literature?</p> <p>Do they know what extremist literature looks like?</p> <p>What happens if individuals are handing out leaflets outside the institution?</p>	<p>Staff are aware, line manager, Safeguarding Team, Duty Managers, College Management Team.</p> <p>All staff contact the Centre Safeguarding Lead (Head of Student Services) for advice via line managers if unsure of literature.</p>	<p>College Principals</p> <p>College Principals</p>	<p>Annual Review.</p> <p>On- going.</p>		
6	<p>Funding and Resources</p> <p>Do you fund community/voluntary/student groups?</p> <p>How do you know that monies are not funding extremist activities?</p> <p>Do students/external groups book your rooms; how do you monitor if extremist activities are taking place?</p>	<p>External groups are not funded.</p> <p>All monies for fundraising activities must be approved by the College Principal/AP/HoS. Specific national charities such as Children in Need, NSPCC, Red Nose Day.</p> <p>External organisations can book rooms through our Letting policy. Guest speaker approval is required through a request forwarded to managers. The Group does not host any activities allied to political parties or religious organisations, apart from when there are elections where planned activity linked</p>	<p>College Principals</p> <p>College Principals</p>	<p>Annual Review.</p> <p>Annual Review.</p>	<p>Visiting Speakers and Freedom of Speech Policy in place.</p>	

2025-26

		to political parties may take place.				
7	Policies and Procedures What policies need to change to incorporate Prevent (safeguarding, security, and estate management, disciplinary, behaviour, room booking, and external speakers)?	Where relevant, all policies and procedures have been amended and updated. <i>Serious incident risk assessments reviewed for each campus to determine the appropriate actions if any required for each site.</i> Lettings Procedures are reviewed annually. Safeguarding Policy- updated reviewed annually. External review of AP	College Principals Director of Facilities & College Principals Director of Facilities DSL DSL/CSL STC	Annual Review. Oct 2025 t.b.c	Group level Invacuation (including Lockdown) Policy and Procedure published. Local College arrangements are owned and managed by College Principals. Safeguarding Children and Adults at Risk Policy published 13 th October. Prevent Action Plan was last reviewed on 28 th May 2024 by the Wandsworth LA Prevent and Hate Crime Coordinator.	
8	Information Sharing Is there information sharing protocols in place with the Police and the Council? Do the Police know who to contact for any issues?	Arrangements are in place for each college. Different local arrangements for Police / Council.	HoSS (Centre lead DDSL)	Annual Review	Relationships are well established. HoSS works well with their contacts.	

2025-26

	<p>Do the Group know who to contact at the Police? Do other staff members know who the Prevent lead at the College is?</p>	<p>The Colleges know who to contact in the event of any issues and have good relationships with the police who provide intelligence. The different boroughs have specific Prevent SO15 Officers.</p>	<p>HoSS (Centre lead DDSL)</p>	<p>Termly</p>	<p>Police Partnership meetings in place. Sector-based updates on Prevent available on STCG ver2 including Prevent Duty Guidance for all staff.</p> <p>Half termly - safeguarding and child protection development to be published in Oct.</p>	
9	<p>Local Authority Partnerships</p> <p>Are you linked with the local Prevent board or regional Prevent FE and HE (Higher Education) group? Do you know who your local authority Prevent coordinator is? Awareness of key Police and regional HE and FE lead?</p> <p>Other key partners</p>	<p>HoSS know who their local authority Prevent coordinator is and the key Police contacts.</p> <p>HoSS would attend required meetings if there are referrals. Information sharing with partnerships on-going.</p> <p>HoSS STC sits on the Strategic Prevent and Protect Group looking at the strategic delivery of Prevent and Protect across the Wandsworth and Richmond Boroughs.</p>	<p>HoSS/VPSS</p> <p>HoSS/VPSS</p> <p>HoSS</p>	<p>On-going</p> <p>Ongoing</p> <p>On-going</p>	<p>HoSS STC attends Prevent and Protect Strategic Group for Wandsworth and Richmond LA.</p>	
10	<p>Freedom of Speech</p>	<p>Staff code of conduct and professional practice in place.</p>	<p>DHR</p>	<p>Annual</p>	<p>The mandatory request is to read the staff code of conduct. % completion currently.</p>	

2025-26

	<p>Have you revised and enhanced codes of practice on freedom of speech?</p> <p>Have you developed clearer guidelines on balancing freedom of speech with the need to protect vulnerable individuals?</p> <p>Do you have a risk assessment framework for dealing with requests for external speakers on campus?</p>	<p>Visiting Speakers and Freedom of Speech policy in place.</p>	<p>VPSS</p>	<p>Annual</p>	<p>Published</p>	
11	<p>Staff and Volunteers</p> <p>Are you vigilant to staff members, volunteers, and consultants for potentially radicalising learners?</p> <p>Do you have policies and procedures to handle this?</p>	<p>Staff code of conduct and professional practice. All Heads of School/CM's are responsible for monitoring the daily learning experience of learners.</p> <p>All staff are required to read the code of conduct prior to starting a role at college. If inappropriate activities are identified, then there are clear HR procedures which can be used to deal with the situation. SG Policy and Procedures are also in place to deal with this.</p> <p>Safeguarding Leads/Director</p>	<p>P/VPs</p> <p>DRHR</p> <p>DoHR/APSS</p>	<p>Annual Review.</p> <p>Termly</p> <p>Annual Review.</p> <p>On-going.</p>	<p>Published</p>	

2025-26

		of HR/College Principals will escalate.				
12	Dangerous Substances Is the institution aware of and compliance with all relevant legislation in the storage and handling of dangerous substances including chemicals, bacteria, viruses, and toxins?	Under the group H&S policy and COSHH procedure, HoS and Service Directors are responsible for any 'dangerous substance'. Annual reassurance monitoring exercise and compliance with COSHH are confirmed from those HoS/VPS/Directors through a return.	Head of Facilities	On-going Annual assurance audits carried out.	Annual compliance returns schedule in place.	
13	Dealing with an Incident Does your critical management plan identify a lead person to deal with terrorist related issues? How will you communicate with and reassure local communities, staff, and learners? Who will deal with the press? How will you identify what partnership support you may require?	There are Critical Incident and Business Continuity policies and procedures. Identified staff are aware of the part they play in the management of critical incidents. There are clear procedures for each Campus and a reporting system for the reporting and follow-up of incidents and accidents. These are monitored through campus based and college wide health and safety meetings. A Communication plan is part of the above policies.	Principals Principals GLT Principals	Annual Review.	The Business Continuity Plan document is currently being reviewed.	

2025-26

		<p>A designated senior manager (GLT (Group Leadership Team)) will deal with all external communications.</p> <p>External support would be called immediately after the situation arises. Close working relationship with the local authorities.</p>				
14	Pastoral and Welfare Support What support is in place for students that are vulnerable to being radicalised? How is the mental health of students supported?	Mental Health Trailblazer Action plan implemented Tutorial Support (section 2) Induction resources (section 2) Student Services and ALS support students' mental health.	VPSS	On-going.	EWP posts in place. MHP is in place. Promotion of wellbeing pathways during Induction (refer to MH action plan) Group wellbeing offers publicized during Induction.	

Abbreviation	Role	Key Terms
CP	College Principal	An ideology is a set of beliefs.
DSS	Director Student Services	Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
DQ&D	Director Quality & Development	Safeguarding is the process of protecting susceptible people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
DoHR	Director of HR	Terrorism is an action that endangers or causes serious violence to a person/people; causes considerable damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.
HoS	Heads of School	Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.

2025-26

HoSS	Heads of Students Services	Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces. Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required.
HoF	Head of Facilities	
DHoS	Deputy Head of School	
CM	Curriculum Managers	