Prevent Policy

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Last Reviewed:

Next Review: February 2027 (or sooner if significant changes in legislation, guidance, or organisational activities occur)

Reviewed by:

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1. Introduction and Commitment

Pathways Associates CIC is a disabled-led Community Interest Company dedicated to enabling people with learning disabilities, autistic people, and their families to live the lives they choose as equals in their local communities.

Prevent is part of the UK's CONTEST counter-terrorism strategy, focusing on safeguarding vulnerable people from radicalisation and extremism. We recognise that disabled people and those with learning disabilities or autism may be at higher risk of exploitation, and we are committed to preventing harm while promoting inclusion, empowerment, and positive engagement.

This policy ensures compliance with the Prevent Duty under Section 26 of the Counter-Terrorism and Security Act 2015, aligned with Home Office statutory guidance (revised 2023), DfE advice for non-statutory organisations, and CQC expectations for safeguarding. It integrates with our Safeguarding Adults and Children Policy (treating radicalisation as a safeguarding issue), Patient Safety Incident Response Policy/Plan (learning from concerns), Mental Capacity Act Policy (capacity in referrals), Service User Consent Policy (consent for support), Equality and Diversity Policy (addressing discrimination), Health and Safety Policy (risk assessments), and Information Governance and Data Protection Policy (secure handling of concerns).

It reflects our values:

- **Led by lived experience** — Involving disabled people and families in shaping Prevent awareness and responses
- **Partnership** — Collaborating with local Prevent teams, police, ICBs, and communities
- **Inclusion and respect** — Ensuring processes are accessible, non-stigmatising, and culturally sensitive
- **Innovation** — Using creative, proportionate approaches to build resilience without fear
- **Integrity** — Acting transparently, accountably, and ethically in all Prevent matters

We commit to a supportive, non-punitive approach that views vulnerability to radicalisation as a safeguarding concern, focusing on early intervention and community resilience.

2. Scope

This policy applies to all activities where radicalisation risks may arise, including:

- Interactions with self advocates, Experts by Experience, participants, and families
- Training, events, co-production networks, and CTRs
- Online and in-person engagements
- Staff, associates, volunteers, and partners

It covers:

- Preventing radicalisation (e.g., Islamist, far-right, mixed ideologies)
- Identifying vulnerabilities (e.g., isolation, mental health, discrimination)
- Reporting and responding to concerns

It does not cover direct counter-terrorism operations; refer to police if imminent threats.

3. Key Objectives

We aim to:

- Raise awareness of radicalisation risks without stigmatising communities
- Assess and mitigate risks through proportionate measures
- Support vulnerable individuals with early, compassionate interventions
- Train everyone to recognise and report concerns confidently
- Comply with Prevent Duty, integrating with safeguarding and equality
- Build resilience through co-production and positive engagement
- Learn from experiences to improve practices continuously

4. Core Principles

Our Prevent work is guided by:

- **Safeguarding focus** — Treat radicalisation as exploitation/harm, linking to Care Act/Children Act
- **Proportionality** — Risk-based actions suitable for our low-risk, community-focused CIC
- **Inclusion** — Accessible information (easy-read, BSL); address barriers for disabled people
- **Non-discrimination** — Challenge stereotypes; promote equality and human rights
- **Transparency** — Clear communication; consent where possible (links to Consent Policy)
- **Collaboration** — Multi-agency working via Channel panels if needed
- **Learning culture** — No-blame reviews (links to Patient Safety and Freedom to Speak Up)

5. Roles and Responsibilities

- **Board of Directors**
  - Strategic oversight; review risks/themes quarterly
  - Ensure integration with safeguarding and annual CIC34 reporting
- **CEO**
  - Overall accountability for Prevent Duty compliance
  - Appoint Prevent Lead; ensure resources/training
  - Escalate high-risk concerns
- **Prevent Lead (Lynn James-Jenkinson)**
  - Coordinate risk assessments and awareness
  - Handle concerns; refer to Channel/police
  - Liaise with local Prevent teams and monitor guidance
- **Managers / Event Leads**
  - Include Prevent in activity risk assessments
  - Promote awareness and monitor for signs
  - Support referrals and interventions
- **All Colleagues, Associates, Volunteers, Experts by Experience**
  - Complete training; be alert to vulnerabilities

    - Report concerns promptly via Freedom to Speak Up/Safeguarding processes
    - Foster inclusive, resilient environments

External partners: Work with local authority Prevent coordinators, police CTU, and Channel panels.

6. Procedures We follow a "Notice – Check – Share – Support" process for concerns.

- **Risk Assessment and Prevention**
    - Annual Prevent risk assessment (integrated with Health and Safety/Safeguarding)
    - Promote British values (democracy, rule of law, respect, tolerance) through inclusive activities
    - Online safety: Monitor digital engagements (links to Information Governance)
- **Identifying Concerns**
    - Signs: Behavioural changes, isolation, extremist views, vulnerability factors (e.g., mental health, discrimination)
    - Use professional judgement; consult MCA if capacity issues
- **Reporting and Response**
    - Internal: Report to Prevent Lead/DSL immediately
    - External: Refer to local Prevent team/Channel if threshold met; police if imminent risk
    - Support individuals/families compassionately, with consent where possible
- **Channel Process**
    - Multi-agency panel assesses; voluntary support if accepted
    - Document involvement securely
- **Review and Learning**
    - Debrief post-referral; co-produce improvements
    - Align with Patient Safety reviews for systemic learning

7. Training, Awareness, and Support

We commit to:

- Mandatory annual Prevent training for all (WRAP or equivalent; accessible, including for Experts by Experience)
- Induction and role-specific sessions (e.g., for CTR involvement)
- Awareness resources (easy-read guides, workshops co-produced with lived experience)
- Support for those raising concerns or affected (debriefs, wellbeing checks)

8. Monitoring, Review, and Continuous Improvement

- Policy reviewed annually or post-guidance changes (e.g., CONTEST updates)
- Monitor via risk registers, referral logs, and feedback
- Learning co-produced with Experts by Experience
- Feedback welcomed; annual summaries in CIC report for transparency

9. Conclusion

Pathways Associates CIC is dedicated to Prevent practices that safeguard without stigma, building inclusive communities resilient to extremism. By raising awareness, responding supportively, and learning together, we honour our disabled-led values and protect people with learning disabilities, autistic people, and their families from harm.

Key Contacts

- Prevent Lead: Lynn James-Jenkinson: 07970 900226
- Local Prevent Coordinator: concern@lancashire.pnn.police.uk (Lancashire Prevent Team) / Phone: 01772 413398 (Lancashire Police Prevent Team)
- Police Prevent Engagement: 101 (non-urgent) / 999 (urgent)
- Anti-Terrorist Hotline: 0800 789 321

This policy is available in easy-read and alternative formats on request.