



# LEICESTER TIGERS *Foundation*

## Prevent Policy

### 1. Introduction

The Leicester Tigers Foundation is committed to safeguarding and promoting the welfare of children and young people. This includes protecting them from radicalization and extremism. This Prevent Policy outlines our approach to preventing individuals from being drawn into terrorism, in line with the Prevent Duty outlined in the Counter-Terrorism and Security Act 2015.

### 2. Purpose

The purpose of this policy is to:

- Ensure that The Leicester Tigers Foundation complies with its statutory duty to prevent individuals from being drawn into terrorism.
- Provide guidance on how to identify and address risks associated with radicalization and extremism.
- Promote a culture of vigilance and awareness among staff and volunteers.

### 3. Definitions

- **Radicalization:** The process by which individuals come to support terrorism and violent extremism.
- **Extremism:** The 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.

### 4. Policy Statement

The Leicester Tigers Foundation is committed to:

- Promoting fundamental British values.
- Challenging extremist ideas and behaviors.
- Supporting individuals at risk of radicalization.
- Working in partnership with relevant agencies to safeguard children and young people from radicalization and extremism.

### 5. Risk Assessment

#### 5.1 Identifying Risks

The Foundation will conduct a risk assessment to identify potential vulnerabilities and risks related to radicalization and extremism. This assessment will include:



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- Evaluating the environment to identify any indicators of radicalization.
- Assessing the effectiveness of existing safeguarding measures.
- Identifying any gaps in knowledge or practice related to Prevent.

### 5.2 Risk Assessment Procedure

- **Step 1:** Conduct a thorough review of current policies and procedures to ensure they address the risks associated with radicalization.
- **Step 2:** Gather information from staff, students, and other stakeholders about any concerns or observations related to radicalization.
- **Step 3:** Review any incidents or referrals related to Prevent and assess how they were handled.
- **Step 4:** Update the risk assessment regularly to reflect changes in the environment, legislation, or risks.

### 5.3 Mitigation Measures

Based on the risk assessment, the Foundation will implement appropriate measures to mitigate identified risks, including:

- Strengthening safeguarding policies and procedures.
- Enhancing staff training on Prevent and radicalization.
- Developing clear referral procedures for concerns about radicalization.

## 6. Staff Training

### 6.1 Training Requirements

- **All Staff:** All staff members will receive basic training on the Prevent Duty as part of their induction and ongoing professional development. This training will cover:
  - Understanding the Prevent Duty and its objectives.
  - Recognizing signs of radicalization.
  - Knowing how to report concerns and the referral process.
- **Designated Safeguarding Lead (DSL) and Senior Leaders:** DSLs and senior leaders will receive additional training on Prevent, including:
  - In-depth knowledge of radicalization and extremism.
  - Detailed procedures for managing and referring concerns.
  - Collaborating with external agencies and support services.

### 6.2 Training Schedule

- **Induction Training:** All new staff will receive Prevent training as part of their induction.
- **Ongoing Training:** Refresher training on Prevent will be provided annually and whenever there are significant updates to legislation or policies.
- **Specialist Training:** DSLs and senior leaders will participate in specialist Prevent training and relevant conferences or workshops.



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## 7. Reporting and Referral Procedures

### 7.1 Reporting Concerns

- Staff and volunteers must report any concerns about radicalization or extremism to the DSL immediately. Concerns can also be reported directly to the Prevent lead if the DSL is unavailable.
- Concerns should be recorded in writing, detailing the nature of the concern, any observations, and actions taken.

### 7.2 Referral Process

- The DSL will assess the concern and determine if a referral to external agencies, such as the Channel Program, is necessary.
- The DSL will liaise with relevant agencies and support services to ensure appropriate action is taken.

## 8. Confidentiality

- All information related to Prevent concerns will be handled with strict confidentiality.
- Details of any referrals or actions taken will be shared only with those who need to know and in accordance with data protection laws.

## 9. Monitoring and Review

### 9.1 Monitoring

- The effectiveness of the Prevent Policy will be monitored regularly by the senior leadership team.
- The Foundation will review and update the risk assessment and policy as needed to ensure ongoing compliance and effectiveness.

### 9.2 Review

- This policy will be reviewed annually or sooner if significant changes occur in legislation or practice.
- Staff and stakeholders will be consulted during the review process to ensure the policy remains relevant and effective.

## 10. Conclusion

The Leicester Tigers Foundation is dedicated to preventing radicalization and extremism by implementing robust policies, conducting regular risk assessments, providing comprehensive staff training, and fostering a culture of vigilance and support. By adhering to this Prevent Policy, we aim to protect our children and young people and contribute to a safer and more inclusive environment.

**Policy completed in Sep 24. Next review Sep 25**