Prevent Duty:
A Guide for Staff and Students

Version	1.3
Effective date	On approval
Date for review	November 2027
Policy owner	Chief Executive
Reference points	UK Government Prevent Duty Guidance for England and Wales (updated December 2023) UK Government Prevent Duty in Higher Education training and guidance Office for Students regulatory guidance on Prevent Duty Higher Education (Freedom of Speech) Act 2023 (where relevant to balancing Prevent with academic freedom) **BIMM University Prevent Duty Policy and partner arrangements** Education (No. 2) Act 1986
Audience/handling notes	Governance, Students, Staff, External, Public
Dissemination and implementation plan	This is an externally facing public statement of NHAM's commitment to meeting Prevent Duty obligations in partnership with our validating institution, BIMM University. The policy sits at governance level and is implemented and overseen by the Governance Committee, with operational oversight by the Academy Manager and Chief Executive. Staff will receive Prevent Duty training as part of induction and regular CPD. Students will receive guidance on the Prevent Duty, academic integrity, correct referencing conventions, and safeguarding in their Student Handbook. The Chief Executive will oversee dissemination to staff and students and ensure the policy is published on NHAM's public website and available via Google Drive. Referral processes and contact points will be included in all safeguarding and wellbeing training.
Linked Policies, Procedures and Forms	Safeguarding Policy, Freedom of Speech Policy, Equity, Diversity and Inclusion Policy, Events Booking Policy, Guest Speaker Due Diligence Form, Staff Handbook, Student Handbook, Bullying & Harassment Policy
Date approved	Pending approval

1 Introduction

Prevent is one of the four elements of the UK Government's CONTEST counter-terrorism strategy. Its aim is to safeguard individuals from being drawn into terrorism or supporting extremist ideologies. Prevent focuses on early intervention, identifying risks before any criminal activity occurs, while respecting freedom of speech, academic freedom, and lawful expression.

The four CONTEST strands are:
Pursue – stopping terrorist attacks
Prevent – safeguarding people from being drawn into terrorism
Protect – strengthening protection against terrorist attacks
Prepare – mitigating the impact of attacks

At NHAM, we work within BIMM University's Prevent Duty framework, adopting a proportionate, risk-based approach that balances safeguarding with the preservation of academic freedom. Prevent is not about monitoring lawful views or criminalising debate. It is about protecting our community, promoting social cohesion, and tackling harmful extremist ideologies that risk public safety.

The Governance Committee reviews risk findings, monitors compliance, and reports any significant issues to BIMM. Prevent compliance is embedded into NHAM's Safeguarding and Health & Safety responsibilities. All Prevent actions must be proportionate, lawful, and non-discriminatory.

2 What is the Prevent Duty?

The Prevent Duty is a legal requirement for higher education providers to have "due regard to the need to prevent people from being drawn into terrorism." As a validated partner of BIMM University, NHAM must ensure:

- Risks related to radicalisation and extremism are identified and mitigated.
- Staff and students understand how to raise concerns appropriately.
- Safeguarding processes integrate Prevent considerations.
- Our approach is consistent with the principles of freedom of speech and academic freedom.

NHAM's compliance is overseen by the Governance Committee and operationally coordinated by the Chief Executive and Academy Manager, working with BIMM University's Prevent Lead.

3 Reporting Concerns

If you believe a student or staff member may be at risk of radicalisation or extremism:
Raise concerns with the NHAM safeguarding lead or deputy. They will assess and record the concern, consult BIMM's Prevent lead where appropriate, and make a referral through the local Prevent route where warranted.

All concerns will be handled confidentially and sensitively, in line with safeguarding procedures.

4 Staff and Student Responsibilities

All staff and students are expected to:

- Be aware of the signs of radicalisation and extremism.
- Report concerns promptly to the Academy Manager.
- Promote respectful, inclusive dialogue in all teaching, learning, and events.
- Uphold British values: democracy, rule of law, individual liberty, mutual respect, and tolerance of different beliefs.
- Participate in Prevent training when offered.

5 Signs of Radicalisation and Extremism

Assessing concerns

Consider evidence of susceptibility to being drawn into terrorism, in context. Lawful beliefs, disagreement, disability or changed appearance alone do not establish a Prevent concern.

- Seek specialist advice where the evidence or appropriate route is unclear.

6 Freedom of Speech and Academic Freedom

NHAM adopts BIMM University's commitment to ensuring that Prevent Duty compliance does not infringe lawful freedom of speech or academic freedom. Staff and students are free to discuss controversial topics, provided they do so within the law and with respect for others.

7 Training

All staff will receive Prevent Duty training at induction and as part of CPD. Student awareness will be built into induction and tutorial support.

8 Enforcement, monitoring and review

This policy will be reviewed annually by the Head of Quality, in partnership with BIMM University, to ensure compliance with updated legislation, OfS guidance, and sector best practice.

9 Proportionate referral and local accountability

Prevent concerns relate to susceptibility to being drawn into terrorism. A lawful political or religious view, criticism of an institution, a diagnosis, changed appearance or a protected characteristic alone is not a sufficient basis for referral. Assess the context and evidence and preserve lawful speech.

The safeguarding or Prevent lead assesses the concern and consults appropriate specialist advice. Staff must not conduct their own terrorism investigation. Contact police or emergency services where there is immediate danger. For a routine referral, use the local police or local authority Prevent route and record the rationale and information shared. A Channel panel decides its own assessment and support process.

The Chief Executive records the allocation of any direct statutory Prevent duties and the support NHAM gives BIMM under the partnership. Maintain an institution-specific risk assessment and action plan, staff training, event arrangements and a record of actions. Review at least annually and after an incident or material change.

Keep individual referral details restricted. Share necessary information on an identified lawful basis and record the reason. De-identified reporting to governance addresses action completion and effectiveness. Students can raise concerns about unfair treatment through the complaints procedure.