

# Prevent Duty: A Guide for Staff and Students

<b>Version</b>	1.2
<b>Effective date</b>	September 2025
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<b>Policy owner</b>	Chief Executive
<b>Reference points</b>	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 (October 2023) Education (No. 2) Act 1986
<b>Audience/handling notes</b>	Governance, Students, Staff, External, Public
<b>Dissemination and implementation plan</b>	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.
<b>Linked Policies, Procedures and Forms</b>	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
<b>Date approved</b>	August 2025

## 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: Report immediately to the Chief Executive or Academy Manager (Designated Safeguarding Leads for Prevent).

The Chief Executive or Academy Manager will investigate, seek advice from BIMM's Prevent Lead where appropriate, and decide whether to refer the case to the local Channel Panel or other statutory services.

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

Early signs may include:

- Withdrawal from friends, family, or usual activities.
- Increased interest in extremist ideologies or groups.
- Fixation on extreme political or religious views.
- Significant behavioural or appearance changes.



- Hostility toward authority or perceived “other” groups.

## 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.