

PREVENT RISK ASSESSMENT / ACTION PLAN 2025-2026

St Oswald's CofE Academy



What is the Prevent strategy?

Prevent is a government strategy designed to stop people becoming terrorists or supporting terrorist or extremist causes.

The Prevent strategy covers all types of terrorism and extremism, including the extreme right wing, violent Islamist groups and other causes.

How does the Prevent strategy apply to schools?

From July 2015 all schools (as well as other organisations) have a duty to safeguard children from radicalisation and extremism.

This means we have a responsibility to protect children from extremist and violent views the same way we protect them from any other harm.

Importantly, we can provide a safe place for pupils to discuss these issues, at an appropriate level so they better understand how to protect themselves.

Local Risks – risk of radicalisation in our area and institution

What specific local risks are we aware of that could impact our area, school setting, pupils or families?

In Warwickshire, the Local Prevent Steering Group has identified that Extreme Right Wing risks are the highest priority for the partnership. This is based on reviewing local prevent referrals, terrorism arrests, information regarding aggravated activism by extremist groups across the County and the experience of individual local partners. In addition, Islamist extremism have also been identified as a concern for Warwickshire, reflecting the national assessment regarding risk, which clearly have direct implications for the County. Finally, the risk presented by Left Wing, Anarchist and Single Issue groups/individuals is considered by the partnership to be lower. However the partnership remains concerned to review any change in information in risk which might trigger a change in this judgement.

Warwickshire Prevent Steering Group – 10 Priorities

The Prevent Steering Group have undertaken a self assessment of its compliance with the Prevent Duty and also the priorities for our activities for 2023/24. This was undertaken through use of the Home Office self evaluation toolkit and also through a workshop to look at risk and responses. The following ten points outline the Warwickshire Prevent Steering Group's priorities for the upcoming year.

1. Strong and Effective Partnership

The overall aim is to be a consistently high performing Prevent Partnership, confident in their collective compliance with the responsibilities of statutory bodies under the Prevent Duty. They will undertake a regular review of their collective assurance arrangements against national standards, as individual agencies, collectively and with the support of the Home Office Regional Prevent Advisor.

2. Supporting those susceptible to radicalisation

Ensuring that all partners take steps to promote the importance of making Prevent referrals for those who may be susceptible to radicalisation, allied with an effective, multiagency safeguarding response delivered by the Warwickshire Channel Panel to help keep the people of Warwickshire safe and supported.

3. Raising awareness of Prevent

To provide timely, proportionate and relevant information across the partnership and communities on the risks of radicalisation, the responsibilities of statutory agencies and how to access support. This will be supported centrally by providing opportunities for training and provision of information and communications on Prevent, which individual agencies can access and supplement. The training will address the ideological drivers of hate that motivate violent extremist threat, along with information regarding signs and symbols.

4. Comprehensive and targeted action

The partnership recognises that an individual can become susceptible to radicalisation in any area, or from any background. The vulnerability is unique to that person. From time to time however, Warwickshire also experience indications of aggravated activism from extremist influences in localities. The partnership will ensure a balance between providing a comprehensive support across the County, with targeted action in those areas identified as needing specific action. This will include addressing thematic issues such as mental health which have been identified by the partnership.

5. Tackling Online Radicalisation

The growth of online extremist content seeking to radicalise individuals has been clearly documented and established. There are more Prevent referrals both nationally and locally which outline the role the internet plays in disseminating hate based material, drawing individuals into a virtual network of extremism and for some leading onwards to the adoption of violent extremist outlook and intent. This is an area for collective action.

6. Focus on Young People

National data confirms that more young people are linked to terrorism offences in the last 4 years. Channel referral information also confirms that young people are at great risk of radicalisation. The Prevent partnership will look to engage with more youth groups and services supporting young people to enable more widespread appreciation of the risks and in consequence the support to reduce those risks.

7. Alignment to Hate Crime

The partnership will work closely with the Hate Crime Partnership to align its actions so that the links between Hate & Extremism are identified, their work is co-ordinated and impact of work on engagement, training, communications are maximised.

8. Engagement and Communications





The partnership will seek out opportunities to engage with wider agencies and local communities in timely and proportionate ways. Information regarding the Prevent partnership and priorities will be publicly available.

9. Supporting Schools & Colleges


The education sector provides the largest source of referrals in Warwickshire and provides an essential and committed part in the Prevent programme. The partnership's aim is to provide more support and resources to education partners, including local communication resources, training and guidance.


10. Encompass emerging issues

The partnership aims to keep aware of changes in risk of established extremist concerns and also to be alert to emerging issues, for example, conspiracy theories, Incel, misogyny, which might interact with other violent extremist narratives and provide new ways in which people can be drawn to grievance, hate and violence.

<p align="center">PREVENT RISK ASSESSMENT / ACTION PLAN 2025-2026</p> <p align="center">St Oswald’s CofE Academy</p> <p align="center">Prevent Lead: Jayne Geran</p>				 Low risk
				 Moderate risk
				 Major risk
Risk Area	Hazard	Risk Management	Actions Required	Risk Level with Controls
Leadership	<p>Leaders within the organisation do not understand the requirements of the Prevent Statutory Duty or the risks faced by the organisation and the Duty is not managed or enabled at a sufficiently senior level. The organisation does not attach sufficient priority to Prevent Action plans (or does not have one) and therefore action to mitigate risks and meet the requirements of the Duty are not effective.</p> <p>The Action Plan is not fully integrated with the Academy Safeguarding policy/plans</p>	<ul style="list-style-type: none"> All staff and governors complete Oct 2025 in person training (Geoff Thomas – Warwickshire LA Prevent Officer) or the online training provided by Educare (endorsed by Trust) every 2 years New in-year staff complete PREVENT training as part of their basic on-boarding process. The ABP holds a record of staff PREVENT training records. Safeguarding audit/action plan updated at least termly, with PREVENT actions reflected upon - 	<ul style="list-style-type: none"> Review Safeguarding Policy (in line with KCSiE25) PREVENT training led by Geoff Thomas (W’shire LA) – Oct 2025 PREVENT risk assessment and action plan Termly audit of safeguarding policy and PREVENT action plan (led by JG & link safeguarding governor). Annual Update of the safeguarding policy (completed by central Trust Team & JG to personalise to academy). 	


		<p>this monitored by AGC member.</p> <ul style="list-style-type: none"> • PREVENT risk assessment reviewed annually and ratified by AGC • Staff receive annual safeguarding updates. • All new staff receive a safeguarding induction delivered by a DSL • DSLs within the academy meet every half term to review & outline next steps regarding safeguarding issues. 	<ul style="list-style-type: none"> • Annual safeguarding training - all staff to receive PREVENT duty updates and refreshers included within this. • PREVENT refresher updates / training for all staff – every 2 years • Training up of 2 new DDSLs due to staff Changes. • Governors complete safeguarding and Prevent training in line with AGC Member Training Program for 2025-26 as outlined by Trust Central Team. Incorporated within are modules are issues such as online grooming/internet safety. • Ensure DSL meetings occur every half term & are minuted with actions going forward adhered to. 	
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Partnership	Staff do not feel comfortable or capable working with governors and external agencies and sharing concerns about extremism externally	<ul style="list-style-type: none"> • Staff work and communicate with local safeguarding partners and other relevant agencies regarding concerns about extremism. • The Safeguarding lead meets regularly with AGC member to review safeguarding action plan. • The DSL/Prevent lead is aware of the process to contact other agencies and expedite concerns about extremism. This includes both local authority and police contact details. • Records of referrals are kept on CPOMS, and referrals are followed up appropriately. • All staff receive annual Safeguarding updates each September and sign to say that they will read the information. • As a school we are part of operation encompass and work with a range of agencies. 	<p>Annual Safeguarding Audit for WES completed.</p> <p>Annual review (July) of PREVENT risk assessment - checked against the relevant government guidance on the "Prevent" duty & update in April check against the Warwickshire Prevent Partnership what the situational assessment is (led by JG).</p> <p>Annual Safeguarding refresher happens and catch up for those who have not attended – safeguarding induction process happen for in-year starters.</p> <p>Assigned DSL reviews CPOMs on daily basis to ensure all necessary</p>	
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	<p>Communications and engagement of PREVENT does not include parents and carers, particularly with reference to online safety. Parents do not know who to speak to and what can be done to help.</p>	<ul style="list-style-type: none"> • Parents/carers receive regular safeguarding updates from the school via newsletter and the Safer Schools App is recommended to parents every September as a way for them to access further information on areas of safeguarding that may concern them e.g. online safety. Parents are provided with information at least termly regarding who they can contact should they have concerns. • Bespoke communication to parents/carers regarding online safety is communicated to parents via Class Dojo or school letter throughout the year. 	<p>follow up has been completed.</p>	
<p>Staff Training</p>	<p>Staff do not have sufficient knowledge and confidence to: Exemplify British Values in their management, teaching and</p>	<ul style="list-style-type: none"> • All teaching staff have received training on British Values and how to embed/develop within school, alongside explicit teaching in PSHE sessions. 	<p>New Staff PREVENT training is up to date. CoG to ensure AGC training is up to date (governors)</p>	

	<p>through general behaviours in the school.</p> <p>Understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism.</p> <p>Have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response.</p>	<p>Whole school assemblies now to focus on a specific British value each half term to support work down in the classroom. British Values are threaded through all of the curriculum where possible/where appropriate. Overview sheet is completed & dispersed by PSHE lead linking in-school events explicitly with BVs.</p> <ul style="list-style-type: none"> • We model tolerance and respect for all groups in all communications and all areas of school life, celebrating diversity both as a reflection of the local community and also as a national awareness of our diversity as a country. The academy refers to the Trust's Equalities Statement to guide practice. • As a direct result of PREVENT training 	<p>All staff have full awareness and understanding of academy's Safeguarding Policy (part of September refresher training & new staff induction training).</p> <p>Staff take account of BVs linked with in-school planned events & make clear & explicit links to pupils.</p>	
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		<p>delivered, all staff and Governors are aware of the factors that make an individual vulnerable and have a better awareness or stereotypes.</p> <ul style="list-style-type: none"> • Safeguarding Policy includes reference to the Prevent Duty and radicalization. This is expanded upon further in annual Trust safeguarding refresher training for all staff every September • Staff are clear that they must refer any concerns using the Safeguarding referral process. • Online Prevent training happens for new staff and all staff review this training every 2 years – incorporated assessment to evaluate user's understanding before certificate is issued. • New starters receive Safeguarding training delivered face to face at induction. 	<p>Academy Business Partner to maintain records of Prevent training completed & that pass rate has been</p>	
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		<ul style="list-style-type: none"> • PREVENT online training introduced for new starters to take within first weeks of starting as part of the induction process. • All Governors also undertake this online training as well. 	<p>achieved to confirm member of staff's understanding.</p>	
<p>Building children's resilience to radicalisation</p>	<p>Children and young people are exposed to intolerant or hateful narratives and lack understanding of the risks posed by terrorist organisations and extremist ideologies that underpin them. enabling extremist ideology and hate to develop</p>	<ul style="list-style-type: none"> • Our behaviour policy clearly sets out that hateful behaviour is not tolerated. • Staff know how to respond to witnessing harassment and abusive behaviour. • Pupils are encouraged to challenge harassment or abusive behaviour among their peers. • Appropriate Internet filtering is in place and nominated DSLs check the weekly Senso report and act accordingly to the clear reporting system set up should the Senso filtering systems flag any safeguarding or Prevent-related concerns. • Pupils are regularly taught about on-line safety and 	<p>Review and update behaviour policy annually</p> <p>Anti-Bullying week annually</p> <p>Regular discussions with children re: expectations, how to report & strategies to resolve conflict & following the 'Golden Rules'</p> <p>Assemblies now to have specific explicit focus on a particular British Value each half term (to tie-in with classroom work).</p>	

		<p>are equipped with the skills to stay safe online, both in school and outside.</p> <ul style="list-style-type: none"> • A clear process is in place to manage site visitors, including sub-contractors, so children are safeguarded at all times which includes safeguarding checks and adequate supervision. 	<p>Senso reports are accessed weekly by the nominated DSLs and CPOMS records follow up where necessary.</p> <p>Continue with pupil on-line safety education so pupils are equipped with the skills to stay safe online, both in school and outside.</p> <p>Further assemblies delivered by NSPCC on 'Speak Out Stay Safe programme – with follow up workshops.</p>	
IT policies	<p>Ineffective IT policies increases the likelihood of students and staff being drawn into extremist material and narratives online. Inappropriate internet use by students is not identified or followed up.</p>	<ul style="list-style-type: none"> • The Trust's IT policies: Acceptable Use Policy & Online Safety Policy makes reference to the risks inappropriate online material and pupils are encouraged to report any material they come across online which makes them worried or uncomfortable. 	<p>Continue to ensure staff & governors are kept up-to-date with the Trust's IT / online safety policies annually.</p> <p>The curriculum for computing and PSHE reflects this duty.</p>	

		<ul style="list-style-type: none"> • The school IT network has appropriate filters to block sites deemed inappropriate or unsafe • Academy email accounts and other online activity are monitored by DSLs via Senso with clear follow-up protocols in place. • Appropriate filters are in place which reduce the risk of pupils being able to access inappropriate information via the school IT system. The information accessed by pupils and staff is monitored by nominated DSLs, using Senso software. • All KS2 pupils have an individual log in for all computers so that use of the internet can be identified. 	<p>Ensure all systems are in place to monitor and prevent access to any inappropriate sites and academy based nominated DSLs continue to access and act on weekly reports from Senso.</p>	
Visitors	External speakers or visitors being given a platform to radicalise children and young people or spread hateful or divisive narratives.	<ul style="list-style-type: none"> • Materials to be delivered by external speakers are discussed with the speaker prior to delivery • Visiting speakers are not left alone with pupils - Staff 	<p>Visitor and Visiting Speaker Policy (from Trust) is adhered to which includes explicit cross referencing to Prevent duty and the</p>	

	<p>Inappropriate external providers for clubs and extra curricular activities hire out the academy outside of school times.</p>	<p>are required to remain in the room with external speakers so they can address issues as they arise.</p> <ul style="list-style-type: none"> • Regular visitors/volunteers are subject to DBS checks. • All visitor identification is checked and that safeguarding processes are then implemented and all visitors issued with a lanyard. • Where possible, contractors are booked in outside the school day. • The appropriateness and relevance of all materials or literature are considered prior to display • Central Trust policies: <i>Hiring and Letting Terms and Conditions</i> and <i>Clubs and PTA Guidance</i> are followed which includes the expectation that the academy vets external providers and are 	<p>need to conduct research on the person and organisation to establish whether they have demonstrated extreme views/actions.</p> <p>Academy business partner to ensure due diligence in line with Trust policy for premises hiring to external providers is completed.</p>	
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		compliant with given safeguarding policies.		
British Values	Pupils are exposed by school staff or contracted providers to messages supportive of extremism, terrorism or which contradicts British Values.	<ul style="list-style-type: none"> • There are a range of appropriate whistleblowing procedures, including the use of the 'yellow form' to highlight staff concerns about the conduct of another member of staff towards pupils. Plus a range of safeguarding policies which are known and understood by staff, volunteers and regularly contracted staff. • Staff and other adults working with pupils are challenged if opinions or language expressed are contrary to British Values. • Opportunities to promote British Values are clearly identified within all curriculum areas • Areas of the curriculum e.g. PSHE are used for controlled and safe debate and discussion on radical or 	<ul style="list-style-type: none"> • Through PSHE/RE and other curriculum activities, pupils are able to explore political, religious and social issues and pupils are taught about the diverse national, regional and ethnic identities in the UK and the need for mutual respect. • Assemblies explore the above through Christian values and half termly bespoke assembly on a particular British Value. Increase in number of assemblies focused on other world religions/faiths. NCCC Speak out and 	

	<p>Behaviours which harm the ability of different groups and individuals to learn and work together are left unchallenged A culture of disrespect and Intolerance and where tensions are allowed to flourish.</p>	<p>extreme issues and ideologies</p> <ul style="list-style-type: none"> • Appropriate filters are in place which reduce the risk of pupils being able to access inappropriate information via the school IT system. The information accessed by pupils and staff is monitored by nominated DSLs, using Senso software. • All KS2 pupils have an individual log in for all computers so that use of the internet can be identified. • Pupils are taught about respect for other cultures and gain an understanding of community cohesion. The academy's 'Golden Rules' explicitly signpost how people in the school community are expected to conduct themselves. • Displays and other literature available in school reflects and encourages diversity and 	<p>Stay Safe Programme is delivered via assemblies.</p> <ul style="list-style-type: none"> • Pupil voice conducted by AGC members / SLT /PSHE lead monitors effectiveness of above arrangements. Quality assured by focus on British Values as part of Trust evaluation days 	
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		<p>community cohesion. This includes adherence to the academy's Christian values and displays reminding what the British Values are.</p> <ul style="list-style-type: none">• The Behaviour Policy and Anti-Bullying Policy includes information on anti-bullying strategies and preventative measures for dealing with bullying• Inappropriate behaviour, language and attitudes are challenged by staff and, where staff or other adults are involved, by senior leaders.		
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Addendum:

Prevent Steering Group



WARWICKSHIRE PREVENT STRATEGIC ASSESSMENT ITEM 1

11th April 2024

Geoff Thomas

Recommendation:

1. Partners to consider the draft Strategic Assessment for Prevent in Warwickshire and key themes for the updated County Prevent Action Plan
2. Partners to consider what actions they can undertake in support of the key themes and actions outlined in this Assessment
3. Following finalisation of this Assessment in the light of the meeting, partners are asked to share this information within their respective organisations

Warwickshire Prevent Risk Assessment

The following document aims to establish the risks around radicalisation in Warwickshire, and in the context of the statutory responsibilities set out **WHAT** we aim to achieve and **HOW** we will work as a partnership.

The Prevent Duty was established in 2015 and establishes a clear responsibility on specified authorities to have due regard to the need to prevent people from being drawn into terrorism. The Home Office guide to the Prevent Duty and the specific requirements of individual sectors is available [here](#). Following the review of local issues at the Warwickshire Prevent Steering Group, the following key Prevent risks have been identified.

Nationally, the Government has stated that there is a SUBSTANTIAL risk of a terror attack. This means that an attack is considered likely. It has remained at this level since February 2022.

The most significant source of terrorism threat nationally, has been identified by Government as being presented by internationally inspired, Islamist extremist influences – in particular Al Qa'ida and Islamic State (IS). The Government has also confirmed that the fastest growing risk over the last 4 years has emerged from extreme right wing terror groups. The most recent publication of Channel referrals has indicated an increase of 6.4% in the year up to March 2023, which follows a 30% in Prevent referrals in the previous 12 months, with the largest source of Channel cases comprised of extreme right wing. The link to the Home Office fact sheet on Prevent Referrals can be found [here](#).

The international conflicts around the Ukraine and particularly Gaza have also raised concerns around possible implications for heightening grievance narratives, extremist activity and conditions for radicalisation. The substantial national increase in both antisemitism and islamophobia highlight such concerns.

In Warwickshire, the Local Prevent Steering Group has identified that Extreme Right Wing risks are the highest priority for the partnership. This is based on reviewing reported intelligence of activity from extremist groups and individuals across the County, local prevent referrals and the experience of individual local partners.

In addition, Islamist extremism has also been identified as a concern for Warwickshire, reflecting the national assessment regarding risk, which clearly have direct implications for the County.

Finally, the level of risk presented by Left Wing, Anarchist and Single Issue groups/individuals is considered by the partnership to be similar to that of Islamist extremism, however they are not directly comparable due the manifestation of any likely threat. However the partnership remains concerned to review any change in information in risk which might trigger a change in these judgements.

Warwickshire Prevent Steering Group – 10 Priorities

The Prevent Steering Group have undertaken a self assessment of its compliance with the Prevent Duty and the priorities for our activities for 2024/25. This was undertaken through use of the Home Office self evaluation toolkit and also through a workshop to look at risk and responses. The following ten points outline our priorities for the upcoming year.

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Our overall aim is to be a consistently high performing Prevent Partnership, confident in our collective compliance with the responsibilities of statutory bodies under the Prevent Duty. We will undertake a regular review of our collective assurance arrangements against national standards, as individual agencies, collectively and with the support of the Home Office Regional Prevent Advisor.

Supporting those susceptible to radicalisation

Ensuring that all partners take steps to promote the importance of making Prevent referrals for those who may be susceptible to radicalisation, allied with an effective, multi-agency safeguarding response delivered by the Warwickshire Channel Panel to help keep the people of Warwickshire safe and supported.

Raising awareness of Prevent

To provide timely, proportionate and relevant information across our partnership and communities on the risks of radicalisation, the responsibilities of statutory agencies and how to access support. This will be supported centrally by providing opportunities for training and provision of information and communications on Prevent, which individual agencies can access and supplement. The training will address the ideological drivers of hate that motivate violent extremist threat, along with information regarding signs and symbols.

Comprehensive and targeted action

As a partnership, we recognise that an individual can become susceptible to radicalisation in any area, or from any background. The susceptibility is unique to that person. From time to time however, we also experience indications of aggravated activism from extremist influences in localities. Our partnership will ensure a balance between providing a comprehensive support across the County, with targeted action in those areas identified as needing specific action to respond to any potential permissive environments where extremist narratives may emerge. This will include addressing thematic issues such as mental health which have been identified by the partnership.

Tackling Online Radicalisation

The growth of online extremist content seeking to radicalise individuals has been clearly documented and established. There are more Prevent referrals both nationally and locally which outline the role the internet plays in disseminating hate based material, drawing individuals into a virtual network of extremism and for some leading onwards to the adoption of violent extremist outlook and intent. This is an area for collective action.

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groups and services supporting young people to enable more widespread appreciation of the risks and in consequence the support to reduce those risks.

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The education sector provides the largest source of referrals in Warwickshire and provides an essential and committed part in our Prevent programme. Our aim is to provide more support and resources to education partners, including advice with risk assessments, local communication resources, training and guidance.

Encompass emerging issues

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Summary and Way Ahead and Requests for Action

These priorities drive the detail of our local Prevent Action Plan. These are reviewed at each quarterly meeting of the Partnership and reported annually to the Safer Warwickshire Partnership Board (SWPB). A great deal of the content of the Action Plan is based on the support activity to this Partnership. In addition, Partners are requested to contribute any agency specific actions they will be undertaking aligned to the themes outlined above and to update the partnership on a quarterly basis.

Furthermore partners are asked to use this strategic overview of Prevent to link within their organisations, in particular through:

- Ensuring senior leaders are aware of this assessment
- Alignment with existing policies and plans
- Use for communications within and beyond your organisation
- To assist in developing and reviewing local agency plans

Geoff Thomas
Prevent Officer
April 2024