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1. Introduction

Central School of Ballet's safeguarding duty includes protecting both students and staff from the risk of radicalisation and being drawn into terrorism.

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people, including children and young people. This policy is designed to provide a clear framework to structure and inform Central's response to safeguarding concerns for those people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the 'Channel' process. All staff and parents need to understand their responsibilities and what to do when a student, or member of staff, is identified as being at risk.

This policy applies to all staff and students at Central school of Ballet, which includes permanent staff, hourly paid staff and freelancers. The policy should be read in conjunction with Central's Acceptable Use Policy for IT Systems and The Code of practice on Freedom of Speech.

Central school of Ballet understands its responsibilities under the Prevent Duty and seeks to ensure balance is achieved with other legal duties, including freedom of speech and academic freedom within the law and promoting equality, diversity and inclusion across the institution.

2. Definitions

Prevent

'Prevent' is part of the Government's multi-strand anti-terrorism strategy 'Contest'. Prevent is directed towards stopping people becoming terrorists or supporting terrorism. Prevent also

extends to supporting the rehabilitation and disengagement of those already involved in terrorism.

The objectives of Prevent are to:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

The ideological component of terrorism is what sets it apart from other acts of serious violence. Prevent focuses on reducing the influence of radicalisers on susceptible audiences and reduce permissive environments. Prevent deals with all kinds of terrorist threats to the UK, these are categorised as Islamist, Extreme right-wing, Incel, School Massacre, Conflicted and Other radicalisation.

Under Counterterrorism and Security Act 2015, Central School of Ballet also has a duty to refer people on to Southwark's Channel Panel under the Prevent strategy where there are concerns that they are being radicalised.

Channel

'Channel' is a key element of the Prevent strategy. It is a multi-agency approach to protect people at risk from radicalisation. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community to:

- identify individuals at risk of being drawn into terrorism;
- assess the nature and extent of that risk; and
- develop the most appropriate support plan for the individuals concerned.

Channel is about safeguarding persons from being drawn into extremist activity leading to violence against others. It is about early intervention to protect and divert people away from the risk they face before they are involved in any type of illegal activity.

The Channel process is similar to the way in which individuals at risk from involvement in crime, drugs and other social issues are supported. Partnership involvement ensures that those at risk have access to a wide range of support ranging from mainstream services, such as health and education, through to specialist mentoring or faith guidance and wider diversionary activities. Each support package is monitored closely and reviewed regularly by the multi-agency panel.

Radicalisation

Radicalisation is usually a process not an event. During this process, there will inevitably be opportunities to intervene in order to reduce the risk of the individual being attracted to extremist ideology and causes and safeguard him/her from the risk of radicalisation. It is important to be able to recognise the factors that might contribute towards the radicalisation of an individual. Indeed, some of the factors that lead an individual to becoming radicalised are no different to those that might lead individuals towards involvement with other activity such as gangs, drugs, sexual exploitation, etc.

Those involved in extremist activity come from a range of backgrounds and experiences. There is no single profile of what an extremist looks like or a 10-point plan of what might drive an individual towards becoming radicalised.

3. Our approach to Prevent

As with other safeguarding issues, where a member of staff has any concerns that a person or their family may be at risk of radicalisation or involvement in terrorism, they should speak with the school's Single Point of Contact officer. If the concerns about an individual are not serious enough to be escalated or where there is no evidence that the individual is vulnerable to radicalisation the Prevent / Safeguarding Lead may decide that they can be addressed by action within the organisation. In this case, the organisation will take the appropriate action to address any concerns, and review whether the concerns remain after this.

Where it is deemed that there is a risk to an individual in the context of radicalisation to extremist ideology and causes, the individual will be referred to the Channel programme. Information sharing will only take place with external authorities when this is consistent with the provisions of the Data Protection Act. Please see local authority Southwark referral process Appendix 1

4. Reporting of Serious Incidents

Any potential Prevent-related serious incidents must be referred to the Prevent Single Point of Contact as soon as they occur or are identified, to allow for gathering any additional information. The Prevent SPOC, in consultation with the Executive Director (as Accountable Officer), will determine whether there is a need to formally report a matter to the OfS as a serious incident. Please see OfS Prevent-related serious incident guidance Appendix 3

5. Recruitment, external speakers and staff training

Staff who recruit and employ guest tutors and artists who are unknown to the school, should ensure through the use of search engines such as Google that adults invited into school do not hold extremist views and that all visitors to Central understand and are directed towards this Prevent Policy, the Child Protection Safeguarding Policy and the Freedom of Speech Policy. This policy should be read in conjunction with the school's Safer Recruitment Policy. Further details of the policies and procedures relating to the use of premises by external groups and speakers is set out in the Freedom of Speech Policy.

Our approach to staff training includes determining the appropriate staff members for training, understanding their specific Prevent responsibilities within the setting and linking this to the terrorism risk in the local area.

All staff are required to undertake Prevent training, and those with SPC and Prevent responsibilities are required to undertake more in-depth including on extremist and terrorist ideologies and remain updated on training opportunities through the regional Prevent newsletter.

6. Monitoring and Risk assessment

Prevent Leads reflect on risk, threat and the good practice recommended in the DFE guidance and OfS Guidance. (See appendix 2). Risk assessments, action plans and policies are reviewed annually and based on a broad range of information and intelligence to ensure all potential risks are identified and understood in the context of institution and its community. This includes consideration of differing risks on campus and risks to specific groups or events.

7. Factors which might contribute to an individual becoming radicalised

Below are some of the factors that might contribute towards an individual becoming radicalised.

There is no single profile of a radicalised person, nor is there a single pathway or 'conveyor belt' to being radicalised.

This is not an exhaustive list and the presence of any of these factors does not necessarily mean that he/she will be involved in extremist activity. However, a combination of many of these factors may increase the vulnerability to extremist activity.

Identity crisis	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal crisis	Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
Personal circumstances	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
Unmet aspirations	Perceptions of injustice; feeling of failure; rejection of civic life
Criminality	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

8. Single Point of Contact (SPOC) officer details

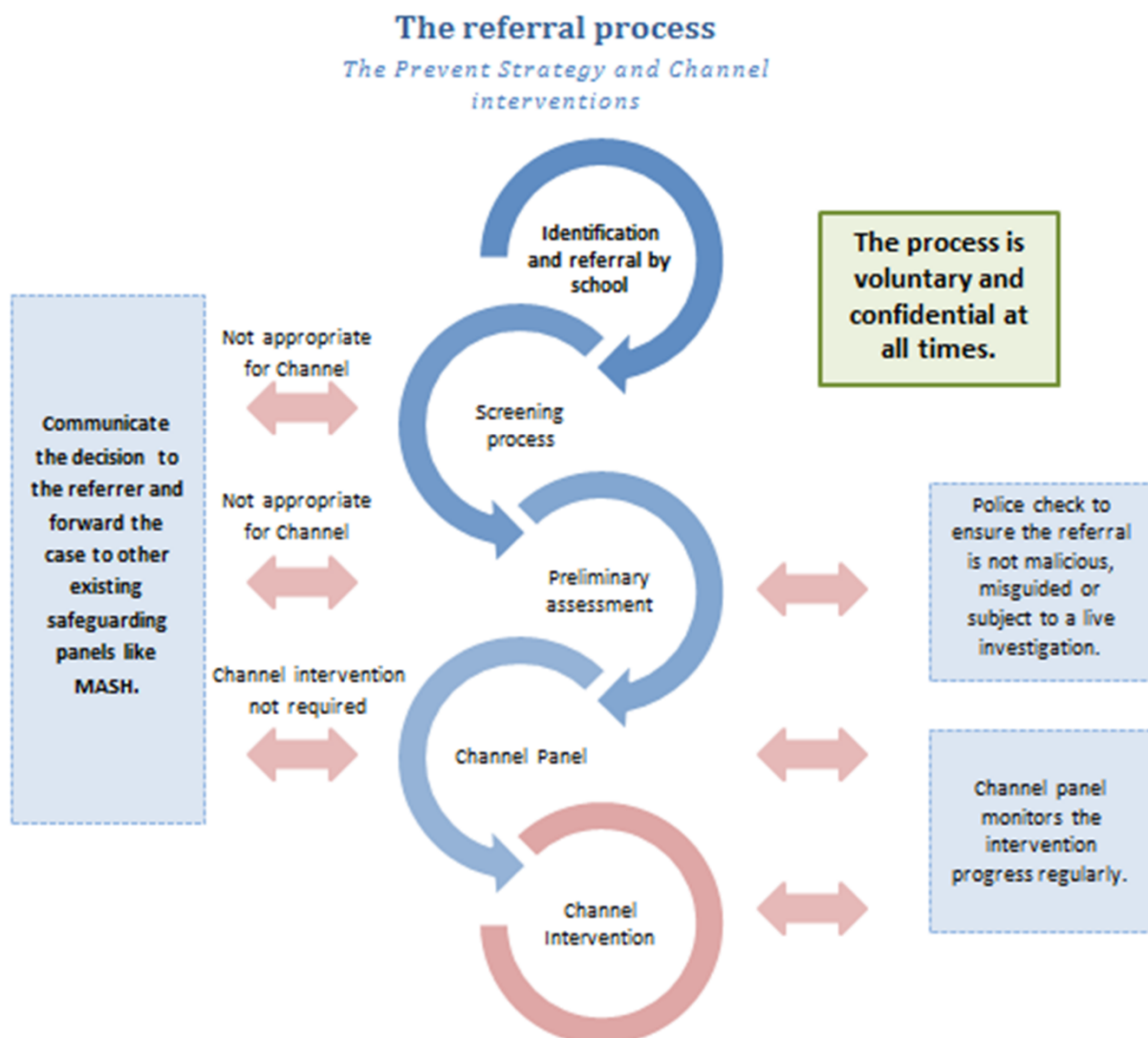
The Single Point of Contact Officer for Central School of Ballet is Maxine Bunting-Thomas

EM: maxine.buntingthomas@csbschool.co.uk Tel: 0207 837 6332 ext. 219

9. Updates or Changes to the Prevent Policy and Further Information

Last updated/reviewed: October 2025

Appendix 1



- **SEEK ADVICE** - make an informal enquiry via [email](#) without identifying the student/staff member of concern (e.g. "We are concerned about one of our students in Year X because he/she..."). Southwark's Prevent Team will be able to offer you advice and discuss with you if the individual of concern will meet the threshold for a Prevent referral, OR
- **MAKE A REFERRAL** - if the referral relates to concerns about a young person (aged 18 years old or younger at the point of referral), send a completed [Prevent referral form](#) (pdf, 705kb) to the Southwark MASH in Children's Services at mash@southwark.gov.uk and copy in the Southwark Prevent Team in to your email at prevent@southwark.gov.uk.

If the referral relates to concerns about an adult, submit your completed form directly to the Southwark Prevent Team at prevent@southwark.gov.uk.

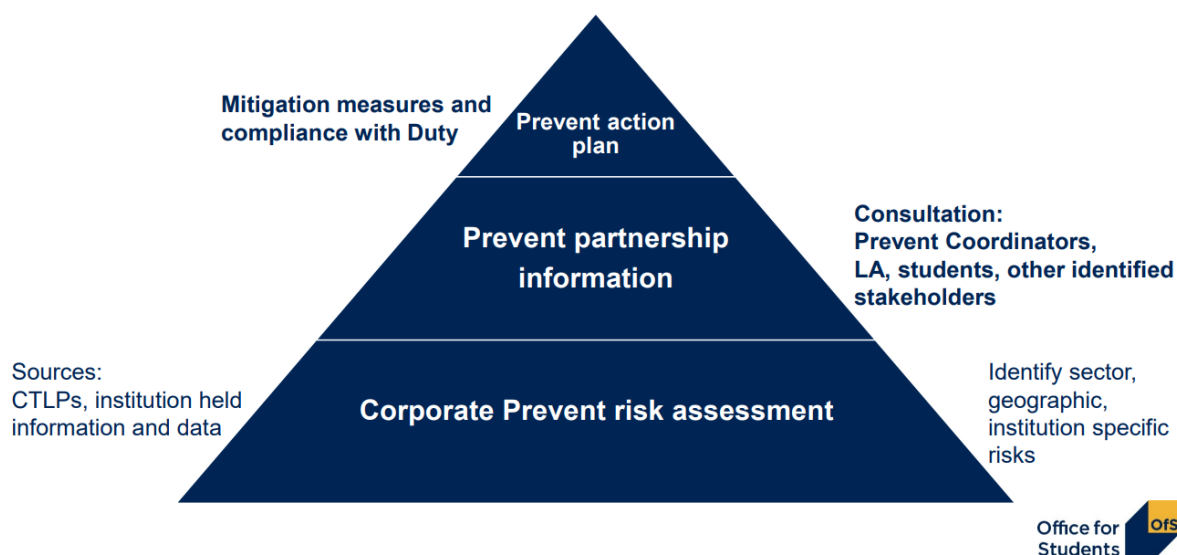
Appendix 2

Components of a good risk assessment/action plan

Component	Description
Clear identification of risk area & specific hazards	These may be national/local, geographic, institution or sector specific
Rank the Severity & Likelihood of risks	Usually based on a 1-5 scale
Clear rating of risks	Severity x Likelihood = assessment of risk. High/Medium/Low categories allows prioritisation actions
Identification of existing mitigations should identify future actions & areas of weakness	Required mitigation will establish new or ongoing actions for action plan
Clearly established (& communicated) ownership & timelines for completion/review of actions	Link to organisational business processes, CTLP updates & OFS timelines



Risk assessment and action planning model



12. APPENDIX 3 [Prevent-related serious incident guidance](#)

Table 1: Identifying a Prevent-related serious incident

Identification	<ul style="list-style-type: none">• When did you become aware?• How did you become aware?
Communication	<ul style="list-style-type: none">• Who have you shared this information with at your institution and externally?• Who else needs to be informed?• Who is the point of contact at your institution?• What are your media handling lines, if appropriate and necessary?• Which senior leaders are aware of the incident? Have you shared this information with the board or with the proprietor?
Action	<ul style="list-style-type: none">• What immediate action has been taken?• What action do you intend to take, and when, to prevent further occurrences? What actions are short-term and which are longer-term (e.g. an internal or independent review, updates to related policies, training)?• When do you intend to conclude activity related to the incident?