Prevent Risk Assessment/Action Plan

Assessment undertaken by College Prevent Leads	Laila Bentley Assistant Principal Student Experience and Support Peterborough College	Liz Knight (Secondary), Academic Director (AD), University Centre Peterborough
Internal/External Verification/Review	Internal: Safeguarding and Prevent Committee/Executive Team/Link Governor for Safeguarding and Corporation Board External: David Layton-Scott (FE/HE Prevent Co-ordinator East of England)	
Date Undertaken	October 2018, March 2019, September 2019, October 2020, October 2022	
Update Undertaken	November 2021, January 2022, July 2022, September 2022, January 2023, September 2023, November 2023, March 2024, October 2024, November 2024, April 2025	
Next Annual review	July 2026	

Purpose

This document is intended for leaders, managers and governors; the intention of this document is to give advice, reassurance and guidance on how Prevent is being implemented within the University Centre Peterborough and its parent company, Inspire Education Group (IEG).

It will provide a framework on how to assess and deal with Prevent vulnerabilities at University Centre Peterborough and will have due regard to the need to prevent people being drawn into terrorism. It is informed by our locality via on-going updates from Chanel and our Eastern Region Prevent Coordinator. We work closely with stakeholder groups, faith agencies and educational settings to ensure that emerging and immediate threats are addressed.

Context

University Centre Peterborough is part of the Inspire Education Group (IEG). University Centre Peterborough (UCP) is the higher education arm of the Inspire Education Group (IEG). Teaching staff from the college deliver on the degree programmes. Therefore, to protect all students and to ensure currency of knowledge among staff UCP share training, infrastructure support and some welfare functions with IEG. Training, updates and guidance is therefore provided via the group and Safeguarding and Prevent Leads are in place. There are, however distinct HE policies, a Student Charter and regulations which also reference and identify the Prevent agenda. Our Ethics processes and application form also identify areas of research which would be unsuitable due to the Prevent agenda. The ethics application process is presented in such a way that students' understanding is enhanced as part of their learning.

Post 1st August 2020 this assessment and plan now includes UCP @ Stamford and should be read in conjunction with updated operating procedures submitted to the OfS in August. Training and HE updates will be provided by David Layton-Scott. All local referrals to Channel will follow existing procedures for each site – due to county and infrastructure. Sam Slack remains the operational contact for Stamford.

A. Background to Prevent

The Government Prevent Strategy, published in 2011, is an integral part of the overall counter-terrorism strategy, CONTEST (2011, 2018). It aims to stop people from becoming drawn into, promoting or supporting terrorism. Prevent will address all forms of terrorism but continue to prioritise according to the threat they pose to our national security. Preventing terrorism will mean challenging extremism (and non-violent) ideas that are also part of a terrorist's ideology. Prevent will also mean intervening to try to stop people from moving from extremist groups or extremism into terrorist-related activity.

The three Prevent Objectives are:

- 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

B. **The Role of Higher Education**
The Counter-Terrorism and Security Act 2015 has placed the Prevent element of the national counter-terrorism strategy on a **statutory footing**. This has implications for colleges and partner agencies and bodies, such as schools, universities and councils. HE Prevent guidance was issued in September 2015, updated in 2021, December 2023 and in March 2024. The proposed six reporting categories for the annual declaration (ADR) will be:

· Islamist
· Extreme right-wing
· Incel (new)
· School massacre (new)
· Conflicted (new)
· Other radicalisation

HEIs promote and facilitate the exchange of opinions and ideas, and enable debate as well as learning. The Government has stated that it has no wish to limit or interfere with the free flow of ideas and that it will be careful to balance the need to preserve national security with the protection of civil liberties. Although HEIs must protect academic freedom, it is a long-established principle that they also have a duty of care to their students and must comply with legal and regulatory conditions.

We accept that our settings within UCP can play an important role relating to the second Prevent objective. Just as we can help educate people about risk, we offer opportunities to help learners understand the risks associated with extremism and help develop the knowledge and skills to be able to challenge terrorist ideologies.

Key staff in UCP/IEG, work in partnership with other local agencies and are well-placed to identify needs and support the welfare of individual students who may be particularly vulnerable.

C. **Pursue**
There are other elements within the Government's counter-terrorism strategy focused on pursuing and disrupting terrorists, which is titled Pursue. This is not the role of 'Prevent', which operates in what is called the 'non-criminal space,' similar to other preventative initiatives that protect and safeguard vulnerable individuals at risk of being drawn into harm such as drugs, gang culture and gun and knife crime.

D. **Support available for people at risk of becoming involved in extremism**
Channel is a multi-agency support scheme that offers help and guidance to people at risk of becoming involved in extremism. Extremist organisations sometimes try to recruit people who are susceptible or vulnerable, in person or through the internet. If the early signs are spotted and acted upon, it safeguards the person concerned and helps protect everyone living and working in the town.

Concerns that an individual may be vulnerable to radicalisation (grooming) does not mean that we think the person is a terrorist; it means that we are concerned that they are prone to being exploited by others.

It is important too that staff trust their professional judgement. If they are concerned that someone is at risk of getting involved in extremism, they should in the first instance contact the Safeguarding Team at the College who should, if required, contact their Channel Coordinator. They will, in partnership with other safeguarding professionals, investigate further to assess the nature and extent of the risk and the Channel programme will develop the most appropriate support package for the individual concerned.

E. **Multi Agency Support and Guidance**
The IEG has representation on the Channel Board and the local Prevent Group. The IEG accesses up-to-date information and training from the local safeguarding boards, the regional FE/HE Prevent Coordinators and Channel. This supports the essential provision of Prevent Lead Training, monthly Prevent newsletters, regular updates relating to local and national incidents or threats and 'Official Sensitive' documents such as the quarterly Counter Terrorism Local Profile (CTLP). Access to this information allows for face-to-face safeguarding training, staff updates and the Prevent risk assessment and action plan to be informed by current data and risks.
Online Prevent training is undertaken by all staff as a minimum requirement and is part of the induction programme for new staff

Prevent Risk Assessment and Action Plan 2024/25

Impact	Probability				
	1 – Rare	2 – Unlikely	3 – Possible	4 – Likely	5 – Almost Certain
5 – Extreme	5	10	15	20	25
4 – Major	4	8	12	16	20
3 – Moderate	3	6	9	12	15
2 – Minor	2	4	6	8	10
1 - Insignificant	1	2	3	4	5

Risk Scoring Matrix

Rag Ratings

- 🔴 Limited/No Progress
- 🟡 On Track/on-going as planned
- 🟢 Completed`

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
1	**National Risks - Risk of Radicalisation generally**									
	What national risks are you aware of that could impact your area, setting, pupils or families? For example national threat level									
	Current threat: Substantial -an attack is likely The extremism threat: Islamist extremism right-wing extremism Left-wing-anarchist and single-issue extremism Online radicalisation is the main threat for our community Israel and Hamas conflict translating to a local level	Representation FE/HE Prevent network Access to quarterly CTLP Termly newsletter with updates for staff on risks weekly behaviour and security monitoring meetings Annual training with FE /HE Prevent Coordinator for frontline and staff and	3	4	12	ongoing monitoring	APSE	Ongoing	Martyn's Law (Protect Duty) was recently updated in April 2025	🟢

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
	from political and media coverage	student mentors Robust IT filtering and monitoring systems Personal Development Programme and guest speakers Representation on Channel Monitoring landscape and referrals via Safeguarding and Prevent committee								🟩
2	**Local Risks - Risk of Radicalisation in your area and Institution**									
	What specific local risks are you aware of that could impact your area, setting, pupils or families? For example local extremist activity (groups active in the area)									
	Islamist extremism in an online space - likely to continue and remain strong 'Gaming' vehicle Continued increase in Extreme Right-Wing Neo nazisim and anti - semitism e.g. graffiti messages Protest and group meetings just under threshold Xenophibic attitudes Exploitation of social media	As above Representation on Missing and Criminal Exploitation Group with cross-city stakeholders Access to safer schools police Representation on community stakeholder group Clear Hold Build Robust monitoring and referral channels within college/ UCP between curriculum, support staff and	3	4	12	ongoing monitoring	APSE	Ongoing	Peterborough and Cambs CTLP meetings attended Regional East Mids FE Prevent Network meeting attended Linc's FE Prevent Network Meeting - CTLP Briefing attended. local Prevent working group and committee continue to be attended by both APSES. Ket details shared in the all staff termly SG newsletter and with key staff teams.	🟩

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
	Mixed unclear ideology continues Single-issue terrorism, self-initiated terrorism Student welfare and mental health vulnerabilities, neurodiverse impacts Local demographics and deprivation Anti-immigration and housing of migrants community tensions	Safeguarding Teams Promonitor used rigorously for recording and monitoring concerns, reports reviewed at senior level								
3	**Leadership, Management and Partnership**									
3a	Insufficient understanding of their own and institutional responsibilities to the "Prevent Duty" - UCP Council -Executive Team (Exec) -Staff -Student Council -Safeguarding Team	Safeguarding for All Policy with explicit reference to Prevent, Channel process and DSL and relevant contacts shared across the staff. Annual update and approval of the policy with the Corporation Board. Annual Safeguarding Report to Governors . Safeguarding Action Plan with key Prevent actions updated every half term. Comprehensive Business Continuity Plans and Risk Assessments.	2	3	6	Continue to monitor compliance to updated training and policy.	APSE GDHR VPSSE	Ongoing	Safeguarding For All Policy uploaded to IHasco for mandatory refresher, plus updates to KCSiE update summary and KCSiE Part 1 - deadline for completion Standing agenda item at OPs, outstanding staff are long-term sick and new starters. Lists sent to managers directly from HR. Summaries shared with ELG to ensure compliance.	

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
		A specialist training plan for key staff, DSLS, and the Safeguarding Team, in addition to an annual and refresher plan for mandatory Safeguarding and Prevent training for all staff, including Governance. The procedure is explicit in policy and training that staff must refer any concerns using the Safeguarding referral process. Use of pro monitor for referring and recording cases and concerns to/by DSL. Safeguarding email for internal and external communication. IEG Equality, Diversity and Safeguarding Committee monitors key Prevent updates and Safeguarding Action Plan progress. Safeguarding Action Plan and Prevent Risk Assessment/Action Plan are monitored by the Vice Principal Student and Staff Experience and UCP Council.								

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		Annual return to OfS approved by UCP Council Chair and presented to UCP Council.								
3b	Single point of contact (SPOC) not known or identified in relation to Prevent.	Prevent Lead at senior level and Deputy in place for both sites.	1	3	3		APSE HSWE	Ongoing	3 x Prevent Leads trained for each site as of April 2025

April 25 CB (SMD) Rick Mosley has completed his Prevent lead training. PBO HSWE and Senior SG Lead undertook Prevent Lead training in March 25 | |
| 3c | Ineffective engagement from the College Corporation, Exec, managers and leaders at UCP. | Corporation, Exec, leaders are provided with regular updates via cross-college briefings and committees.

Termly compliance reports on mandatory annual and refresher Safeguarding and Prevent training shared with managers and Exec.

Designated Safeguarding and Prevent Governor with oversight of processes.

Bi-annual meetings with the Designated Governor, Senior Lead and Deputy to review and monitor Safeguarding and Prevent arrangements and audit the SCR. | 1 | 3 | 3 | | APSE GDHR VPSSE | Ongoing | (Designated Safeguarding/Prevent Governor Angie Morris 2 link Governor meetings annually along with SCR audit

April 25 CB (SMD) Angie Morris visited the welling being / safeguarding team to allow updates and in-year progress to be shared with link Governor. | |

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		Agenda item on termly IEG Safeguarding and Prevent Committee and Health and Safety Committee. The UCP AD attends these meetings.								🟩
3d	Insufficient and ineffective engagement with the relevant external stakeholders and partnership working.	Attendance at regional FE / HE Prevent forums and Channel, Hate Crime Groups, MACE. Strong links with Police Prevent Leads and NATSCO. Receive quarterly Prevent Newsletters and Counter-Terrorism Local Profile (CTLP). Access to Local education Prevent plans via LSCB. IEG termly meets take place with DSL/DDSL to share information. Messages are reviewed quarterly when CTLP meetings are attended or more frequently if required. Urgent updates would be disseminated to staff/students via portal & tutorials.	1	3	3		APSE HSWE GDEHS VPSSE	Ongoing	April 25 CB CB,JA,LB and TK attended the annual Cambridgeshire safeguarding and prevent conference. SMD: NT, CB and RM attend monthly / termly Lincolnshire prevent networking group meetings. All parties receive termly / monthly newsletter or updates. April (CB) Service agreement to share information has now be gained between IEG and Lincolnshire police. RM has also made strong links with Rutland / Leicestershire police and key contact numbers and emails. They also support a service level agreement to be in place to share information. RM will action this.	🟩

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		Information from Prevent Network circulated in detail with DDSLs - cross-group termly safeguarding newsletter created for all staff.								
4	**Capabilities-Staff Training and Information Sharing**									
4a	Insufficient staff knowledge and confidence to: Exemplify British Values for degree apprenticeship in their management, teaching and through general behaviours in the institution.	All teaching staff receive training on British Values and how to embed/develop naturally as part of CPD, induction for new staff, teacher training and Quality Team support. Regular staff updates on Prevent news articles and safeguarding newsletter including local and national threats via Inspire Insights. All staff are expected to develop learners' understanding of British Values through their curriculum delivery and SOL. Knowledge checks, student surveys and student forums assess understanding and gaps.	1	3	3		APSE APC APQ AD HEM	Ongoing	Act/SCAN for Education Online modules will be available Summer 2025 Staff induction and Safeguarding Newsletter updated to reflect when released. Term 3 Newsletter to include update on Martyns Law passed 3rd April 2025, 2 years to implement Separate Risk Assessment for Martyns Law https://docs.google.com/document/d/1uwAgPpuzPhs1LefNop1Dm2carXMSESFd/edit?tab=t.0	

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		Academic tutorials and ethics procedures include guidance and training on research. All staff and students are aware of the college's expectations and subscribe to its values, as promoted in all college materials.								(green)
4b	Insufficient staff knowledge and confidence to: 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. Recognise this vulnerability and be aware of what action to take in response. Are aware of the Prevent Duty, current risks and appropriate activities in this area. Staff do not recognise signs of abuse or vulnerabilities and the risk of harm is not	Online Prevent training for all staff, supply staff, volunteers and Governors with 3 yearly refreshers. New staff receive online training prior to entry and face-to-face training covering local Prevent themes and internal procedures at induction. Student Mentors received CPD from the Local FE and HE Prevent Coordinator around Local threats Face-to-face training to all college teams from the H&S team which is scenario-related and include culture/behaviours. Updates around local and national themes delivered during CPD days and via staff newsletters throughout the year and using staff intranet.	2	4	8	Review Induction training for new staff for H&S team on lockdown procedures after roll out Plan roll out of SCAN/Act training on ihasco - July 25	APSE HSWE GDEHS VPSSE	Ongoing	IEG is investing in a system with AG Lockdown to deliver lockdown and education procedures for all staff 2025 summer in place for September **April CB:** SG and prevent staff drop-in sessions were introduced for Thursday afternoons. This service supports staff with concerns or provides a refresher on reporting systems.	(green)

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
	reported properly and promptly by staff Appropriate staff governors do not understand what radicalisation means and why people may be vulnerable to being drawn into terrorism. Appropriate staff including governors, do not know what measures are available to prevent people from being drawn into terrorism and do not know how to obtain support for people who may be exploited by radicalising influences.	DSL and Deputy receive Prevent Lead training from LSCB/FE Prevent/Channel. The Safeguarding Team access CPD throughout the year around key themes related to local concerns. Annual refresher to staff of Run, Hide, Tell. Clear signage around all sites.								
5	**Reducing Permissive Environments-Welfare, Enrichment, Personal Development**									
5a	Inadequate arrangements and resources are in place to provide pastoral care and welfare support as required by the College.	Trained staff deliver tutorials, manage attendance and provide pastoral support. Key staff informed by Lead and Deputy for Prevent/Student Services. personal development programme informed by local intelligence, updates and briefings from partnerships (ref to 1d).	1	3	3	Promote chaplaincy support across the group.	APSE HSWE	Ongoing	Staff Inspire Insights pages are updated across the group to promote chaplaincy.	

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
		The Safeguarding Team are all aware of how to manage a Prevent concern, record and refer. Access to Safer Schools Officer for intelligence. Chaplaincy provision and multi-faith contemplation/prayer rooms for all faiths. Room usage protocol and expectations in place.								

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
5b	Students are not made aware of the Prevent Duty, current risks and appropriate activities in this area. UCP does not provide a safe space in which young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas. Learners are exposed to intolerant or hateful narratives and lack understanding of the risks posed by terrorist organisations and extremist ideologies that underpin them British Values are not exemplified by staff, and learners are unaware of both the values and how they and Prevent relate to their life and course.	Run, hide, tell built into the personal development programme. Specific themed personal development programme on Prevent and the risks around terrorism and radicalisation. Updates and information for students via Canvas and Classroom in response to network, local and national updates/ briefings and topical news. Knowledge checks, student surveys and student forums assess understanding and gaps. Scheme of learning for Curriculum and Personal development to raise awareness and understanding of BV	1	3	3		APSE HSWE	Ongoing	**April 2-25 (JA)** Prevent is delivered by Student Mentors within the first 6 weeks of induction to IEG Review of content underway for Sept 2025 roll out	

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5c	Inadequate management procedures of the College Multi-faith facilities.	Expectations for usage displayed/published. Meetings and religious teachings are allowed only in the main space (not prayer space) when they are supervised and run by one of the chaplains, no faith excluded. All activity is overseen by the Lead Chaplain and Head of Student Wellbeing and Engagement. Safeguarding & Wellbeing staff ensure no denomination can dominate the space. Regular checks and monitoring in place and random drop-ins.	1	3	3		APSE HSWE	Ongoing	Israel/Hamas conflict has resulted in a minority of individuals who access the prayer room and have had hostile views, which have resulted in more targeted intervention and dialogue with key students April 2025 (JA) footpaths in situ in 2 spaces in SMD campus Engagement lead managing celebrations of faith and religious activities, supported by EDI Officer	
5d	Ineffective policy/procedure for managing external speakers and visitors. Ineffective external speaker and events policies/processes increase the chances of extremist infiltration through events and speaking opportunities.	UCP External Speakers Policy, which acknowledges and navigates the full legislative framework with procedure and risk assessment. All speaker requests require the permission of a manager. All managers should consult the DSL.	1	3	3		APSE HSWE AD		Reviewed and updated lettings and events policy to be submitted to December 24 Policy approvals group.	

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	Ineffective or disproportionate policies and procedures for external speakers and events.

External speakers and events policy does not exist or does not encompass all staff, learners and visitors.

No consideration of freedom of speech implications. Freedom of speech is stifled by a disproportionate process of the use of Prevent to shut down legitimate debate.

Allowing any sort of discussion to take place under the banner of freedom of speech could leave open the potential for hosting of proscribed organisations, which would be against the law.

No Risk Assessment process attached to events. Ineffective/no thought on appropriate mitigations to risk, or event cancellation in place or effective risk | All external speakers are risk assessed and completed forms are recorded and copied to AD .

More controversial speakers require authorisation from AD.

Staff are required to remain in the room with external speakers so they can address issues as they arise.

The UCP provides safe spaces for discussion and debate.

The visitor's policy and procedure are available on Inspire Insights and followed by the reception and information staff. The electronic visitor's procedure in place request made by internal staff. Recorded and managed by a reception.

All visitors are provided with an ID badge with different lanyards and leaflets, including Safeguarding and Prevent arrangements.

Dedicated risk assessment for Matyns Law under Business Continuity | | | | | | | | |

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG 🔴🟡🟢
	mitigation which impacts freedom of speech. The focus is only on events taking place on site. consideration needs to be made to include provider-affiliated events that could take place off site. Physical security staff lack understanding of the Prevent Duty. Information sharing process with other partners not in place.									

| 5e | Increased risk of being caught up in/victim of a terrorist-related incident when on educational trips or visits. | Education Visit, policy and procedure and clear flow chart in place.

H&S Officer oversees procedures and checks.

Educational visit documentation is reviewed for each trip.

Exec, Curriculum Leaders and Head of Faculty ensure thorough risk assessments are carried out along with essential trip information, schedule and emergency contacts for 2 people.

Consideration of destination and trip details at the pre-trip agreement stage. Letters are sent to parents where applicable.

Home Office Travel Advice is sought before any international trips and visits. Exec on call 24/7 in case of an emergency and have access to all trip information.

"Act of Terrorism" large events or big cities risk assessment for trips within this scope. | 1 | 3 | 3 | | VPC&Q GDEHS | Ongoing | Exploring a system for high visits working with AG Lockdown to ensure a higher awareness and safer planning | |

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6	**Online Safety and IT Policies**									
6a	Insufficient and ineffective policy relating to the use of IT which doesn't contain a specific reference and inclusion of the Prevent Duty.	Policy in operation for students and staff using IT concerning Prevent. Student Code of Conduct and information related to IT at induction and on the student portal. The policy is accepted every time a user logs on.	2	2	4		GDITDI	Completed		
6b	Ineffective filtering/firewall systems to prevent staff/students/ visitors from accessing extremist websites and material.	Sophos XG solution provides web filtering, content filtering and firewall security. For HE, filtering is adjusted as requested according to specific research access requirements	2	2	4		GDITDI	Completed	IEG now has a single Firewall for all internet traffic to make managing internet restrictions tighter and easier. The firewall is updated daily with new keywords and automatic content blocking.	
6c	Insufficient coverage of the use of using their own devices via Wi-Fi.	Web filtering software applies restricted access to internet content.	2	4	8		GDITDI	Completed		
6d	Failure to alert to serious and/or repeated breaches or attempted breaches of the policy.	Sophos XG reporting identity's sites visited. Fast Vue software is available for monitoring staff and student activity.	2	4	8	Fastvue software reports and alerts are active.	GDITDI	Completed		

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
		UCP/IEG is able to identify any unacceptable use, safeguarding concerns or Prevent related concerns. The Safeguarding Team are notified and can respond immediately.								
6e	Ineffective safety online information for students.	In-depth online safety training for Safeguarding Team, and Quality Team. Informed tutorials on how to keep safe online and associated risks updated regularly using the latest recommended information related to local demographics and topical news. UCP Student Hub and briefing reminds students about keeping safe online. Key articles in Safeguarding newsletter, links to Online Safety and Social Media Policy Inspire Insights news feeds/ updates. Ofs updates are also shared.	5	4	20		APSE HSWE	Ongoing	**April 2025 (TK)** Review of content underway by safeguarding lead and AD UCP.	
7	**Site Security**									
7a	Ineffective arrangements are in place to manage site access by visitors and non-students/staff.	Visitors' Policy and procedure in place.	3	4	12	Review of access control at SC site as no system in place currently.	GDEHS	Ongoing		

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG 🔴🟠🟢
		Security staff on all sites are aware of potential threats and critical/incident management plan. All visitors have to sign in at Reception. Frequent visitors follow the Visiting Associates procedure. Reception staff trained. PC - CCTV on entry allows timely Security intervention of tailgating/ jumping barriers. SC – CCTV in strategic places and vigilance by the Security team. UCP- CCTV and restricted access system . Front of house staff, security, Duty staff/officers estates staff are kept up -to -date of the current threat level. Staff and student messages through Inspire Insights, Student Hub and personal development sessions. PC – Access gates limited opening to track visitors/access/egress.				Review CCTV at Stamford campus	APSE HSWE			

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		Dedicated risk assessment for Matyns Law under Business Continuity								🟢
7b	Ineffective policy regarding the wearing of ID on site, which is not enforced.	Different lanyards and ID's for staff, students, visitors, Ofsted.

All visitors are required to display ID. Staff /students are expected to wear ID and be detailed in the Student Code of Conduct.

All staff are aware they are responsible for monitoring and challenging students/others not wearing ID.

ID and Lanyards part of Student Code of Conduct, induction and reminders during tutorials.

Duty Principal rota in place who will check and challenge those not wearing ID.

Welcome management rota for key times during the year in place | 1 | 3 | 3 | ongoing review of gaps in daily Welcome rota and ensure consistency and compliance in coverage | VPSSE APSE HSWE | Ongoing | | 🟢 |

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7c	Ineffective arrangements for the storage of dangerous substances on site.	Health and Safety procedures, SSOW and risk assessments in place for managing substances. All are stored securely. Science has a controlled storeroom and follows CLEAPS procedures. MV has cylinders that are all caged and risk assessments in place. Regular audits are carried out. Fire risk assessment includes maps with layouts of dangerous substances	1	4	4	.	GDEHS	Ongoing		🟩
7d	Insufficient external hire policy which complies with Prevent Duty.	External speakers, events and lettings policy and procedure in place with risk assessment and approval. PC - No bookings for large events, UCP and SLT approved.	2	4	8	GMCO to produce revised events and lettings policy incorporating 2023 Prevent considerations and safeguarding arrangements	GMCO	Ongoing	Policy under construction for submission to December 24 Policy review board meeting.	🟧
8	**Incident Management**									
8a	An ineffective critical incident management plan is insufficient in dealing with terrorism-related issues.	Business Continuity Plan for managing major incidents. Disaster Management Plan refers to bomb threat/ rogue attack.	1	5	5	Working with AG Lockdown to implement lockdown system 2025	VPSSE APSE GDEHS	Ongoing		🟩

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		Identified Primary and contingency response team. Single Point of Contact (Principal). Run, hide, tell built into tutorials and shared with staff annually. Community/emergency contacts in place and up to date. BCP has annual reviews through the summer period. Dedicated risk assessment for Matyns Law under Business Continuity								🟩

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
8b	Insufficient training and informed personnel were identified to lead on the response to such an incident.	NACTSO delivery of Prevent and protect to Primary response team and key responsible staff. Security aware of potential threats and critical/ incident management plan. Front-of house staff, security, Duty staff/officers estates staff are kept up to date of current threat level. Staff and student messages through intranet, portal and tutorials. PC – Access gates limited opening to track visitors/ access/egress. Dedicated risk assessment for Matyns Law under Business Continuity	2	5	10	Working with AG Lockdown to implement lockdown system 2025	VPSSE APSE GDEHS COO	Ongoing	Visit AG Lockdown headquarters in March 2025 to ensure the system meets IEG expectations. Exec sign-off pending to plan rollout summer 2025	

No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG
8c	Failure to understand the nature of such an incident and the response that may be required in terms of the media.	In the event of an incident, advice is to be taken from the Police and FE/HE Prevent Coordinators. Principal and Marketing to lead on media response and internal/external communications. Risk assessments are continually updated. Dedicated risk assessment for Matyns Law under Business Continuity	2	5	10		GDEHS VPSSE APSE	Ongoing	AG Lockdown will provide a service to support Exec and stakeholders around key messaging and media comms	
9	**Employers and Commercial**									

| 9a | Work-based learners and apprentices are not provided with the same amount of opportunities to engage with British Values and are not considered when building FBV's in the curriculum. | Prevent requirements and expectations added to Employer and Apprentice leaflets distributed to all employers and apprentices.

Toolkits delivered to assessors.

Prevent and safeguarding checks form part of the routine questions asked by assessors when they meet with learners.

Work placement employers are provided with prevent information as part of their induction booklets and materials

Online training is mandatory for assessors and expected for employers.

Online resources available for apprentices and employers.

Separate links in the Apprentice Portal to access "Learner Concern Form" which the apprentice or staff member can complete and submit if there is a concern. This is submitted directly to the Colleges' safeguarding teams for follow up.

Apprenticeship forums are held to monitor if an apprentice feels safe at work

Apprenticeship Mentors in post to ensure consistency in delivery using shared resources. | 2 | 4 | | | GDES VPSSE APSE HSWE GMPM | Ongoing | Review of the content and delivery model for the apprenticeship Personal Development Programme for apprentices has been completed.

==Development work was completed to share good practices and update resources for 24/25.==

April 2025 (TK) HSWE and Group Apprenticeship Delivery Manager meet regularly to develop communication and support procedures, ensuring apprentices receive comprehensive support.

 From Sept 25 we will be able to track progress on the ADP as we are embedding it into their e-portfolio (OneFile) as part of their overall apprenticeship. | |

| | | Safeguarding and Prevent Partner briefings and update sessions.

A tailored apprenticeship personal development programme

Employer Safeguarding guide has been further developed to include mental health and peer-on-peer harassment. | | | | | | |
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No	Vulnerability/Risk Area/Hazard	Existing controls to mitigate risk	Probability (1-5)	Impact (1-5)	Risk Factor	Further Action Required	Lead	TimeScale	Progress Update	RAG 🔴🟡🟢
10	**Recruitment**									
10a	Insufficient safer recruitment processes which are not robust.	Safer Recruitment Policy in place and regularly updated in line with new guidance e.g. KCSiE. Line Manager completes mandatory iHasco safer recruitment training with links to online resources and guidance on safer recruitment. Line manager induction process covers safer recruitment. Robust processes and practices are in place at both colleges and UCP to ensure safer recruitment. Bank of interview templates and standard interview questions include safeguarding A robust process for DBS checks for all staff and Governors. DBS compliant following a recent audit. Single Central Register kept up to date and audited. DBS Policy and risk assessment process in place.	2	4	8		GDHR	Ongoing		🟩

Definitions
- An ideology is a set of beliefs
- Radicalisation is the process by which a person comes to support terrorism and forms of extremism leading to terrorism

- Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
- Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the Government or to intimidate the public and is made to advance a Political, religious or ideological cause
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation
- Extremism is 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. Calls for the death of British armed forces are also included.