



THE MAZE GROUP CIC

Prevent Policy

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Policy Approval

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Approved by	Board of Directors
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Issue and Revision Log

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1. Introduction

This Prevent Policy outlines how The MAZE Group CIC (“MAZE”) complies with its duties under the Counter-Terrorism and Security Act 2015, particularly the duty to have “due regard to the need to prevent people from being drawn into terrorism”.

As an organisation delivering services that support individuals and communities, MAZE recognises that safeguarding and Prevent are intrinsically linked. Prevent forms part of the wider safeguarding agenda and aims to protect individuals who may be susceptible to radicalisation, which is a form of exploitation.

MAZE acknowledges its role, in line with health and community-based services, in identifying risk, sharing concerns, and working in partnership to safeguard individuals.

MAZE adopts a proportionate, risk-based approach to Prevent in line with national guidance.

2. Aims of the Policy

- To safeguard and support individuals who may be susceptible to radicalisation.
- To provide a clear framework for staff, contractors, trustees and volunteers on how to recognise and respond to concerns about radicalisation.
- To promote a safe and inclusive environment for all service users.

3. Legal Framework

This policy is underpinned by:

- Counter-Terrorism and Security Act 2015
- Prevent Duty Guidance (HM Government)
- Working Together to Safeguard Children 2023
- Keeping Children Safe in Education 2024 (as applicable)
- Equality Act 2010
- Children Act 1989 & 2004
- Findings and recommendations from the Independent Review of Prevent (Shawcross Review)

This policy also aligns with:

- CONTEST Strategy (UK Government Counter-Terrorism Strategy)
- Prevent Strategy (latest HM Government update)

Prevent is one of the four strands of CONTEST: Prevent, Pursue, Protect, Prepare.

4. Definitions

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism is the vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect for different faiths and beliefs.

Terrorism is an action that endangers or causes serious violence to a person/people, causes serious damage to property, or seriously interferes with or disrupts an electronic system, intended to advance a political, religious, or ideological cause.

Susceptibility to Radicalisation

Refers to individuals who, due to personal, social, or contextual factors, may be at risk of being drawn into extremist ideologies. This replaces older terminology such as “vulnerable to radicalisation”.

Exploitation (in a Prevent context)

Radicalisation is recognised as a form of exploitation, where individuals may be groomed, coerced, or influenced into extremist beliefs or behaviours.

Channel Panel

A multi-agency safeguarding panel that provides support to individuals identified as being at risk of radicalisation.

CONTEST

The UK Government's counter-terrorism strategy.

Indicators of radicalisation

What to look for: [What to look for – Counter Terrorism Policing](#)

5. Roles and Responsibilities

All staff, trustees, contractors and volunteers ("staff") must:

- Complete relevant safeguarding and Prevent training
- Report any concerns about individuals who may be susceptible to radicalisation to the Designated Safeguarding Lead (DSL)
- Understand that Prevent is part of their safeguarding responsibilities
- Be able to recognise signs of exploitation and radicalisation
- Follow the organisation's Safeguarding Policy alongside this policy

The Designated Safeguarding Lead (DSL):

- Is responsible for overseeing implementation of the Prevent Policy
- Liaises with relevant local partners, including the Police Prevent Team and Channel Panel
- Ensures referrals to appropriate authorities where a concern is identified
- Ensures alignment between Prevent and safeguarding procedures
- Maintains oversight of Prevent concerns as safeguarding concerns
- Reports into safeguarding governance structures

6. Reporting and Referral

Any concerns that an individual may be susceptible to radicalisation must be treated as a safeguarding concern.

Staff must:

1. Record concerns clearly and factually
2. Report immediately to the Designated Safeguarding Lead (DSL)
3. Not investigate or attempt to manage the concern alone

The DSL will:

- Assess risk in line with safeguarding procedures
- Decide whether a Prevent/Channel/MASH referral is required
- Liaise with relevant safeguarding partners

In emergencies, staff must contact 999.

This process must always align with the organisation's Safeguarding Policy.

7. Safeguarding Integration

Prevent sits within MAZE's wider safeguarding responsibilities.

This policy must be read alongside:

- Safeguarding Adults Policy
- Safeguarding Children Policy
- Information Sharing Policy

Radicalisation is recognised as a safeguarding issue and will be managed through established safeguarding procedures.

8. Training

All staff will receive Prevent training as part of their induction and through regular refresher training.

Training will:

- Be appropriate to the organisation's role in community and health-related services

- Include recognising signs of exploitation, grooming, and radicalisation
- Be aligned with safeguarding training
- Be updated in line with changes to legislation and national guidance

9. Confidentiality and Information Sharing

Safeguarding concerns, including those related to Prevent, may override normal confidentiality rules. Information will be shared with appropriate agencies where necessary to protect individuals or the wider community.

For Prevent referrals:

- The referrer must not seek or discuss consent with the individual at the point of referral where doing so may increase risk or compromise safeguarding.
- If the case progresses and is adopted by the Channel Panel, consent will be sought at that stage.
- This may include the referrer supporting the process of gaining consent following panel consideration.

All information sharing will be:

- Proportionate
- Necessary
- In line with safeguarding legislation and data protection requirements

10. Monitoring and Quality Assurance

MAZE will monitor Prevent compliance through:

- Regular policy review (minimum annually)
- Safeguarding audits including Prevent cases
- Review of referrals and outcomes
- Supervision and case discussions

An audit cycle will be implemented to ensure ongoing compliance with Prevent duties.

11. Staff Support and Conduct

This policy links to:

- Disciplinary Policy
- Conduct and Capability Policy
- Social Media Policy

Where a member of staff is identified as being susceptible to radicalisation:

- Concerns will be managed sensitively through safeguarding procedures
- Appropriate support will be provided
- HR processes may be applied where necessary

12. Learning from Reviews, Serious Incidents and Governance

MAZE is committed to continuous learning and improvement in relation to safeguarding and Prevent.

This includes:

- Engagement with local and national reviews, including:
 - Prevent reviews (including outcomes from the Shawcross Review)
 - Safeguarding Practice Reviews (SPRs)
 - Domestic Homicide Reviews (DHRs)
 - Child Safeguarding Practice Reviews and Child Death Reviews where applicable
- Ensuring learning from reviews is:
 - Shared with relevant staff and volunteers
 - Embedded into practice, training and policy updates

- Reporting and escalation:
 - Any significant safeguarding or Prevent-related incident, including errors or organisational failings, will be reported to appropriate governing bodies, regulators, or safeguarding partnerships as required
 - The organisation will cooperate fully with any external investigations
- Internal review:
 - Where concerns arise regarding practice, an internal review will be undertaken to identify learning and improve procedures

13. Policy Review

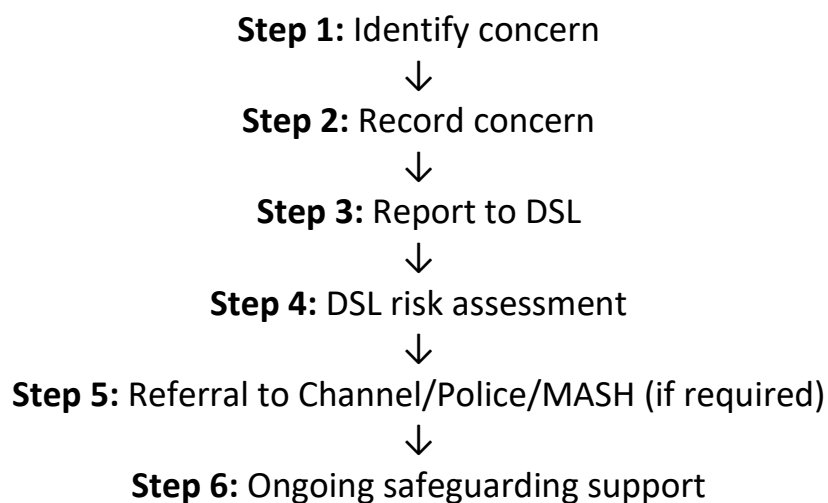
This policy will be reviewed annually or sooner in response to:

- Changes in legislation or national guidance
- Local or national risk factors
- Learning from safeguarding reviews, incidents, or audits

This policy applies to all staff, trustees, contractors and volunteers.

Appendix 1

Prevent Concern Process Flowchart



Where appropriate, referrals should be made via the local Multi-Agency Safeguarding Hub (MASH):

- For Essex: [ESCB - Home](#)
- For Suffolk: [Multi-Agency Safeguarding Hub \(MASH\) - Suffolk County Council](#)