



# Prevent Policy

Autism Mentors Ltd – Neurodiversity Mentoring & Support Services

Location: Oxfordshire, UK

Effective Date: 1st September 2025

Next Review Date: September 2026

## 1. Policy Statement

Autism Mentors Ltd is committed to safeguarding individuals from the risk of radicalisation and extremism. We support the UK government's Prevent Strategy, which aims to stop people from being drawn into terrorism or extremist ideologies.

We recognise that some individuals, particularly vulnerable or neurodivergent people, may be more susceptible to influence or exploitation. Safeguarding individuals from radicalisation is treated with the same importance as protecting them from other forms of abuse.

## 2. Legal Framework

This policy is based on the following guidance and legislation:

- Prevent Duty Guidance (2023 update)
- Counter-Terrorism and Security Act 2015
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (KCSIE 2023)
- Care Act 2014 (safeguarding adults)
- Local procedures from the Oxfordshire Safeguarding Children Board (OSCB) and Adult Board (OSAB)

### 3. Aims of this Policy

- Raise awareness of the Prevent Duty among staff and volunteers.
- Ensure all staff know how to recognise signs of radicalisation.
- Provide clear procedures for reporting concerns.
- Embed Prevent into our wider safeguarding responsibilities.

### 4. Roles and Responsibilities

All Staff and Contractors Must:

- Be alert to the signs of radicalisation and extremism.
- Report any concerns to the Designated Safeguarding Lead (DSL) immediately:
  - Michelle Wray
  - Tel: 07707 764876
  - Email: dsl@autismmentors.co.uk
- Complete Prevent training as part of safeguarding responsibilities.

The Designated Safeguarding Lead (DSL) Will:

- Act as the point of contact for Prevent-related concerns.
- Assess risk and refer to the local Channel Panel or MASH (Multi-Agency Safeguarding Hub) if needed:
  - Tel: 0345 050 7666 (8:30am–5:30pm Mon–Thurs, 8:30am–4pm Fri)
  - Out of hours: 0800 833 408
- Liaise with local safeguarding boards and the police as appropriate.

## 5. Recognising Signs of Radicalisation

Signs may include:

- Sudden changes in behaviour or appearance.
- Isolating from friends or family.
- Increased use of extremist language or internet searches.
- Expressing support for extremist ideologies or violence.
- Personal crisis, identity confusion, or feelings of injustice.

Important: These signs alone do not confirm radicalisation but should prompt further assessment and reporting.

## 6. Referral Process

1. Immediate risk? Call 999.
2. Not immediate but concerning? Report to the DSL:
  - Michelle Wray
  - Tel: 07707 764876
  - Email: [dsl@autismmentors.co.uk](mailto:dsl@autismmentors.co.uk)
3. DSL Actions:
  - Gather further information.
  - Consult local safeguarding guidance (OSCB/OSAB).
  - Refer to Channel Panel or MASH if appropriate:
    - Tel: 0345 050 7666 (8:30am–5:30pm Mon–Thurs, 8:30am–4pm Fri)
    - Out of hours: 0800 833 408

All referrals are confidential and follow data protection and safeguarding protocols.

## 7. Training

- All staff must complete Prevent Awareness Training (e.g., Home Office e-learning or OSCB-approved course).
- Refresher training is offered every 2 years or sooner if required.
- The DSL must complete Channel training and stay updated on Prevent guidance.

## 8. Working with Clients

When supporting neurodivergent or vulnerable individuals, staff should:

- Create safe spaces for discussion.
- Encourage open communication and critical thinking.
- Challenge discrimination, hate speech, or stereotyping respectfully.
- Promote inclusion, belonging, and emotional support.


## 9. Confidentiality and Information Sharing

Relevant information will be shared in line with the Data Protection Act 2018, UK GDPR, and safeguarding protocols. Sharing occurs only on a “need to know” basis to protect the individual or public safety.

## 10. Monitoring and Review

- This policy is reviewed annually or after any concern/referral relating to extremism or radicalisation.
- The DSL monitors compliance and updates training or procedures as necessary.

## Policy Approval

Signed: 

Name: Michelle Wray [Director / DSL]

Date: 1/9/25

