

Thames Hightech Ltd

Anti-Radicalisation and Prevent Policy 2025/26

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Thames Hightech Ltd recognises that radicalisation is a safeguarding matter. Children and young people may be vulnerable to extremist ideas, harmful ideology or exploitation by individuals or groups seeking to draw them into terrorism or violent extremism.

This policy sets out how Thames Hightech Ltd seeks to identify concerns, promote awareness, respond to risk and work with other agencies where a student may be vulnerable to radicalisation.

This policy should be read alongside the Safeguarding and Child Protection Policy, Online Safety Policy, Staff and Homestay Code of Conduct, Missing Student Procedure and relevant handbooks.

1. Key principles

- The welfare of the child is paramount.
- Protecting children from radicalisation is part of wider safeguarding duties.
- Concerns should be reported early and not delayed while waiting for certainty.
- Students may be vulnerable for many reasons and no single profile identifies risk.
- The response must be proportionate, supportive and safeguarding-led.

2. Context

The Prevent strand of the UK's counter-terrorism strategy is concerned with stopping people from being drawn into terrorism. Although Thames Hightech Ltd is not a school, it recognises the safeguarding principles reflected in current statutory guidance and the importance of protecting children from extremist influence, whether online or offline.

3. Definitions

- Radicalisation: the process by which a person comes to support terrorism or extremist ideologies associated with terrorist groups.
- Extremism: vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.
- Prevent: the work intended to stop people from becoming terrorists or supporting terrorism.
- Channel: a multi-agency programme which provides support to people identified as being vulnerable to being drawn into terrorism.

4. Roles and responsibilities

Yuhong Li is the Designated Safeguarding Lead and Prevent Lead for Thames Hightech Ltd. The DSL / Prevent Lead is responsible for receiving concerns, assessing risk, deciding next steps, making referrals where necessary, keeping records and ensuring appropriate awareness within the organisation.

- All staff, contracted personnel, volunteers and homestays must remain alert to possible indicators of radicalisation.
- Any concern, however small, must be reported promptly to the DSL.

- Students should be encouraged to speak to a trusted adult if something worries them.

5. How radicalisation may arise

Children and young people may be exposed to extremist ideology through family, peers, online content, gaming, messaging apps, social media, community influences, identity issues, personal grievances or exploitation by others. Vulnerability may overlap with other safeguarding risks such as bullying, isolation, poor mental health, discrimination, criminal exploitation or online grooming.

6. Possible indicators of concern

There is no single indicator that a child is being radicalised. Possible signs may include:

- Sudden changes in behaviour, language, friendship groups or presentation.
- Use of extremist language or fixation on violent ideology.
- Accessing extremist material online or sharing harmful ideological content.
- Expressions of hatred, intolerance or support for violence to achieve ideological aims.
- Isolation, secrecy or a sudden rejection of previous relationships or activities.
- Attempts to recruit others to an ideology or cause.
- A combination of vulnerability factors alongside concerning behaviour.

7. Online radicalisation

Radicalisation can occur online as well as offline. Social media, messaging apps, forums, gaming platforms and video content may all be used to influence or exploit children. Staff and homestays should therefore remain alert to changes in online behaviour and refer to the Online Safety Policy where relevant.

8. Reducing risk

- Maintain a culture in which students feel able to speak openly about worries or harmful influence.
- Promote respect, tolerance and appropriate challenge to hateful or extremist views.
- Ensure staff and homestays understand reporting routes and key indicators.
- Support age-appropriate online safety awareness and critical thinking.
- Work appropriately with schools, parents and other partners where this helps protect the student.

9. Reporting concerns

Any concern about a student who may be vulnerable to radicalisation must be reported to the DSL / Prevent Lead as soon as possible.

- Record the concern factually and promptly.
- Do not investigate alone or attempt to test the student's views in a confrontational way.
- Do not promise confidentiality.
- If there is immediate danger, call 999.

10. Response by the DSL / Prevent Lead

On receiving a concern, the DSL / Prevent Lead will consider the information available, assess safeguarding risk and decide what action is required. This may include:

- Gathering further information from staff, homestays, school or relevant records.
- Considering overlap with other safeguarding concerns such as mental health, bullying or exploitation.
- Consulting with police, Prevent contacts, social care or other agencies where appropriate.
- Informing parents where appropriate, unless doing so would increase risk.
- Making a referral for Prevent / Channel consideration where justified.

11. Channel and external referral

Where a student appears vulnerable to being drawn into terrorism, Thames Hightech Ltd may seek advice from the police Prevent team or make a referral into Channel or another appropriate safeguarding route. Channel is a multi-agency support process and participation is generally voluntary. A referral will only be made where it is necessary, proportionate and in the child's best interests.

12. Recording

All concerns, decisions, discussions and actions relating to radicalisation concerns must be recorded clearly and stored securely as safeguarding records. This includes the rationale for decisions, any consultations undertaken, whether parents were informed, and the outcome of any referral.

13. Training and awareness

Thames Hightech Ltd expects the DSL / Prevent Lead to maintain suitable Prevent awareness. Staff and homestays should receive appropriate safeguarding awareness that includes the risk of radicalisation and how to report concerns. Updates may be provided through induction, policy review, meetings or other suitable communication.

14. Support for students

Students who may be vulnerable to radicalisation should be supported in a calm, safeguarding-led and non-stigmatising way. Thames Hightech Ltd will consider how best to support the student's welfare, education and safety, including liaison with school and family where appropriate.

15. Review

This policy will be reviewed at least annually and sooner if guidance, legislation, AEGIS standards or organisational practice changes.

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