Little Acorns Montessori

Preventing Extremism and Radicalisation Policy

(Prevent Policy)

Version	Date Adopted	Review Date	Author
2.0	June 2026	June 2027	Jonathan Duffy

Related Policies	Child Protection & Safeguarding Policy; Behaviour Policy; Online Safety & Acceptable Use Policy; Safer Recruitment Policy; Whistleblowing Policy

1. Policy Statement

Little Acorns Montessori is committed to providing a secure, nurturing environment where every child feels safe, valued, and protected from harm. We recognise that safeguarding is everyone's responsibility, irrespective of role or level of contact with children.

This policy sets out our approach to fulfilling the Prevent duty: our legal obligation to have due regard to the need to prevent people — including young children and their families — from being drawn into terrorism or extremist ideologies. We treat this as an integral part of our wider safeguarding responsibilities, not a separate or additional burden.

At Little Acorns Montessori we are committed to:

- Promoting the fundamental British values of democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.
- Equipping children with critical thinking skills and resilience from the earliest age.
- Ensuring all staff are trained, vigilant, and confident in identifying and responding to concerns.
- Working in partnership with families, the local authority, and relevant agencies to safeguard vulnerable individuals.

2. Scope

This policy applies to:

- All staff (including permanent, temporary, supply, bank, and agency staff).
- Volunteers, students on placement, and contractors.
- All children aged 0–5 attending Little Acorns Montessori.
- Parents, carers, and visitors to the setting.

3. Statutory and Regulatory Framework

This policy has been written in accordance with the following legislation and statutory guidance:

Legislation / Guidance	Relevance
Counter-Terrorism and Security Act 2015, s.26	Primary Prevent duty legislation. Requires specified authorities — including early years providers — to have due regard to preventing radicalisation.
Prevent Duty Guidance: England and Wales (2023)	Updated statutory guidance in force from 31 December 2023. Paragraphs 57–76 apply specifically to schools and childcare providers.
EYFS Statutory Framework 2025, Section 3 & 3.7	Mandatory framework for all early years providers in England. Section 3.7 requires providers to take into account the Prevent duty guidance for England and Wales.
Working Together to Safeguard Children 2023	Statutory guidance on multi-agency safeguarding arrangements.
Keeping Children Safe in Education 2024 (KCSIE)	Statutory guidance for schools and colleges; referenced as best practice for private nurseries.
Children Act 1989 and 2004	Underpins all child welfare and safeguarding obligations.
Equality Act 2010	Prohibits discrimination; informs our approach to promoting respect and tolerance.
Ofsted Early Years Inspection Framework	Inspectors evaluate how well leaders and staff implement the Prevent duty and promote British values.

4. Key Definitions

4.1 Extremism

Extremism is the vocal or active opposition to the five fundamental British values of democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs. It also includes calls for the death of members of the armed forces, whether in this country or overseas. (Source: Prevent Duty Guidance 2023)

4.2 Radicalisation

Radicalisation is the process by which a person comes to support terrorism or extremist ideologies associated with terrorist groups. This process may be gradual and can occur online or offline, through individuals or groups. (Source: Prevent Duty Guidance 2023)

4.3 Terrorism

Terrorism is the use or threat of action designed to influence a government, intimidate the public, or advance a political, religious, racial, or ideological cause, where that action involves serious violence, serious damage to property, endangerment of life, or serious risk to public health or safety. (Source: Terrorism Act 2000)

4.4 Channel

Channel is the government's multi-agency programme providing early intervention support to individuals identified as being vulnerable to radicalisation. Referrals are managed by the local authority in partnership with police.

5. Promoting Fundamental British Values

Little Acorns Montessori actively promotes the five fundamental British values throughout the curriculum, daily routines, and ethos of the setting. This is not a separate initiative but is embedded in all that we do.

- **Democracy:** Children are encouraged to have a voice and make choices. We model respectful listening and decision-making.
- **The Rule of Law:** Children learn that rules exist for good reasons. Boundaries are explained clearly and applied consistently.
- **Individual Liberty:** Children are supported to develop confidence, self-esteem, and a positive sense of identity while understanding that freedom has boundaries.
- **Mutual Respect:** Children are taught to treat all people with kindness and respect, regardless of background, faith, or ability.
- **Tolerance of Different Faiths and Beliefs:** We celebrate diversity. Children explore a broad range of cultural traditions, festivals, and perspectives through play and learning.

6. Roles and Responsibilities

Role	Name	Contact
Designated Officer / Nominated Individual	Jonathan Duffy	All Campuses
Designated Safeguarding Lead (DSL)	Elaine Eastham	Ascot Campus
Designated Safeguarding Lead (DSL)	Agata Payne	Bracknell Campus
Designated Safeguarding Lead (DSL)	Emma Gray	Crowthorne Campus
Deputy Designated Safeguiading Lead (DDSL)	Jessica McGrath/Katie Cooley	Ascot Campus
Deputy Designated Safeguiading Lead (DDSL)	Joanne Broughton	Bracknell Campus
Deputy Designated Safeguiading Lead (DDSL)	Martine Loveridge	Crowthorne Campus
Deputy Designated Safeguiading Lead (DDSL)	Kira King	Crowthorne Campus (in the absence of Emma and Martine)
Manager on Duty	As rostered	All Campuses

6.1 Designated Safeguarding Lead (DSL)

The DSL must:

- Act as the first point of contact for all Prevent-related concerns.
- Receive enhanced Prevent training and attend refresher training as appropriate.
- Make decisions about Prevent referrals to the Channel programme, in consultation with Bracknell Forest MASH where needed.
- Maintain a secure log of all concerns, decisions, and referrals.
- Brief staff at least annually on Prevent indicators and procedures.
- Ensure this policy is reviewed at least every two years or following significant legislative change.

6.2 Deputy DSL

The Deputy DSL must:

- Support the DSL in all Prevent-related duties.
- Act in the DSL's absence with full authority to make referrals.
- Maintain up-to-date Prevent training.

6.3 Nursery Manager / Owner

The Manager / Owner must:

- Ensure this policy is implemented effectively across the setting.
- Ensure adequate resources and time are allocated for Prevent training.
- Ensure safer recruitment procedures are followed to minimise the risk of extremist infiltration.
- Confirm that IT and online safety policies are in place and regularly reviewed.

6.4 All Staff

All staff must:

- Complete government-approved Prevent duty training proportionate to their role (see Section 9).
- Be alert to indicators of vulnerability or radicalisation and report all concerns immediately to the DSL.
- Challenge and record any extremist language, symbols, or materials encountered in the setting.
- Not investigate concerns independently, but follow the reporting procedure in Section 8.
- Maintain confidentiality and share information only on a need-to-know basis.

6.5 Parents and Carers

Parents and carers are expected to:

- Support the nursery's promotion of British values and its Prevent obligations.
- Inform the DSL if they have any concerns about a child's exposure to extremist material or individuals.
- Engage constructively with the nursery if concerns are raised about their child.

7. Indicators of Concern — Safeguarding Vigilance

Staff must be alert to, and report to the DSL, any of the following indicators. This list is illustrative and not exhaustive:

7.1 Child-Related Indicators

- A child disclosing exposure to extremist content, language, or individuals at home or in their community.
- A child voicing opinions or repeating narratives drawn from extremist ideologies.
- A child using derogatory, hateful, or discriminatory language, including language that incites violence.
- A child displaying graffiti symbols, drawings, or artwork associated with extremist messages.
- Changes in a child's behaviour, friendship groups, or family circumstances that raise concern.

7.2 Online and Digital Indicators

- Evidence of a child or family member accessing extremist material online, including via social media, apps, forums, or chat rooms.
- Use of devices to access or share extremist content, including images, videos, or text.

7.3 Environmental and Community Indicators

- Parental reports, or reports from partner agencies, about issues in the local community affecting families.
- Information from police, other schools, or local authority services about individuals connected to the setting.
- Adults in a child's life who appear to be promoting intolerance, anti-Western or anti-British views, or who seek to isolate families from mainstream society.

Any prejudice, discrimination, or extremist conduct — whether by children, staff, or visitors — must be challenged and addressed in line with the Behaviour Policy (for children) or the Code of Conduct and HR procedures (for staff and volunteers).

8. Reporting, Recording, and Referral

8.1 Internal Reporting

When a member of staff has a Prevent-related concern, they must:

- **Step 1:** Report the concern to the DSL verbally as soon as possible on the same day. Do not wait.
- **Step 2:** Complete a written record using the setting's Cause for Concern form. Record factual observations only — do not interpret or diagnose.

- **Step 3:** Submit the completed form to the DSL. All records are stored securely in the child's confidential safeguarding file, held separately from the general child record.
- **Step 4:** If the DSL is unavailable, report immediately to the Deputy DSL. If neither is available, contact Bracknell Forest MASH directly (see 8.3 below).

8.2 Records

All Prevent-related records must:

- Be written contemporaneously (i.e., as soon as possible after the event).
- Include date, time, what was said or observed, and by whom.
- Be stored in a secure, locked location accessible only to the DSL and Deputy DSL.
- Be retained in accordance with the nursery's data retention schedule and relevant data protection legislation (UK GDPR and the Data Protection Act 2018).
- All sharing of Prevent-related information — whether internally between staff or externally with partner agencies — will be conducted in accordance with UK GDPR, the Data Protection Act 2018, and the information sharing principles set out in the Prevent Duty Guidance 2023. Information will be shared on a need-to-know basis, proportionately, and with appropriate records kept of decisions made and the reasons for them.

8.3 External Referral Pathways

The DSL will determine the appropriate external referral route based on the level of concern:

Level of Concern	Action
Immediate risk of harm or neglect	Contact Bracknell Forest MASH immediately.MASH: 01344 352005 (Mon–Fri, 8:30am–5pm)Out of hours: 01344 786543Email: childrens.mash@bracknell-forest.gov.uk
Child vulnerable to radicalisation — not at immediate risk	DSL to discuss with MASH and/or refer to the Channel programme via the local Prevent Coordinator. Contact: Thames Valley Police Prevent Team or via MASH.
Allegation against a staff member	Follow the nursery's Allegations Against Staff procedure. Contact the Local Authority Designated Officer (LADO): 01344 351675.
Immediate counter-terrorism threat	Call 999 immediately. Report non-urgent terrorism intelligence via the ACT — Action Counters Terrorism line: 0800 789 321 (free, 24 hours).

The DSL will follow locally agreed procedures as set out by Bracknell Forest Safeguarding Board (BFSB) and comply with multi-agency safeguarding arrangements (MASA) updated in 2024.

9. Training

Little Acorns Montessori will ensure that training is proportionate to the risk of terrorism and extremism in the local area and appropriate to each staff member's role.

- **All staff:** Must complete the government's free online Prevent duty awareness training (available at: www.gov.uk/guidance/prevent-duty-training). In line with the EYFS Statutory Framework 2025 (Annex C), all staff must renew their safeguarding training — including Prevent content — at least every **two years**. The DSL may

identify staff who require annual refresher training within any two-year period, for example following a safeguarding concern or significant change in guidance.

- **DSL and Deputy DSL:** Must receive enhanced, in-depth Prevent training covering extremist and terrorist ideologies, how to make Prevent referrals, and how to advise and train other staff. This training must be refreshed at least every **two years**, consistent with EYFS 2025 Annex C requirements.

- **All staff (safeguarding):** Must receive Safeguarding and Child Protection training at least every **two years**, in line with EYFS 2025 Annex C and Bracknell Forest Safeguarding Board requirements. This will include Prevent-specific content.

- **Delivery and embedding:** Safeguarding and Prevent training is delivered through a combination of accredited e-learning (NoodleNow!), face-to-face sessions, and team briefings. Staff are supported to apply their learning through reflective supervision, peer observation, and regular team discussion of safeguarding themes. This approach is reviewed annually by the DSL. Induction training for new staff will meet Annex C standards before unsupervised contact with children.

The nursery will maintain a training log recording: the staff member's name, the training undertaken, the date completed, and the review/renewal date.

10. Teaching Approaches and Curriculum

At Little Acorns Montessori, our curriculum and daily practice actively promote resilience to extremism. We will:

- Deliver a broad and balanced curriculum that is enriching, inclusive, and celebrates the diversity of modern Britain.
- Encourage children to understand and respect different viewpoints, faiths, cultures, and backgrounds — appropriate to their age and stage of development.
- Support children's development of critical thinking skills, curiosity, and confidence in respectful debate.
- Use external speakers and agencies to enrich learning, where appropriate. All visiting speakers must be approved in advance by the Manager; see the Visiting Speakers procedure.
- Embed British values across all areas of learning, not as a discrete topic but as a thread running through all activities.
- Adopt a flexible, responsive approach to teaching, adapting content where specific local issues of radicalisation or extremism require it.

This approach aligns with the government guidance 'Teaching Approaches that Help Build Resilience to Extremism among Young People' (DfE) and Ofsted's evaluation criteria for the spiritual, moral, social, and cultural development of pupils.

11. Online Safety and IT Controls

Little Acorns Montessori recognises that children may be exposed to extremist content online, including through social media, apps, forums, and chat rooms. We will:

- Maintain an up-to-date Online Safety and Acceptable Use Policy covering all electronic devices with imaging, recording, and internet-sharing capabilities.
- Ensure all nursery devices have appropriate filtering and monitoring controls in place.
- Train staff to recognise and respond to online radicalisation risks as part of Prevent training.
- Educate children at an age-appropriate level about safe and responsible use of digital technology.
- Act on any concerns about children or families accessing harmful online content by following the reporting procedure in Section 8.
- Be alert to online content risks including disinformation, misinformation, and conspiracy theories, which can serve as vectors for radicalisation and extremist influence, in line with Keeping Children Safe in Education 2025.

12. Visiting Speakers

Where the nursery invites external speakers or agencies to work with children or families, the following procedure applies:

- All visiting speakers must be approved by the Nursery Manager in advance of their visit.
- The DSL will carry out due diligence checks to ensure speakers hold appropriate values and will not promote extremist views.
- A member of staff must be present for all sessions involving external speakers.
- Any concerns arising from a visiting speaker's conduct must be reported to the DSL immediately.

13. Safer Recruitment

Little Acorns Montessori is committed to safer recruitment practices that minimise the risk of employing individuals who hold or promote extremist views. We will:

- Apply safer recruitment best practice in all appointments, including enhanced DBS checks, right-to-work checks, and thorough reference checks.
- Conduct face-to-face interviews and probe values, attitudes, and professional judgement.
- Be alert to the possibility that individuals may seek employment to unduly influence the setting's ethos or create opportunities for radicalisation.
- Maintain a culture of ongoing vigilance through induction, supervision, appraisal, and peer observation.

Please refer to the Safer Recruitment Policy for full procedural detail.

14. Whistleblowing

Any member of staff, volunteer, or contractor who has concerns about extremist views or conduct within the setting — including concerns about the conduct of a colleague, manager, or owner — must be able to raise these safely and in confidence.

Staff should use the nursery's Whistleblowing Policy to raise concerns internally. Where internal routes are inappropriate or unavailable, concerns may be escalated directly to Ofsted (0300 123 1231) or, in matters of criminal concern, to Thames Valley Police.

15. Link to Child Protection and Safeguarding

Whilst Prevent is primarily a safeguarding and early-intervention concern, there may be instances where a child is at direct and immediate risk of harm or neglect as a result of extremist activity or association.

In all such cases, child protection procedures take precedence. All adults working at Little Acorns Montessori — including visiting staff, volunteers, contractors, and students on placement — must report immediately to the DSL any instance where they believe a child may be at risk of harm or neglect.

Please refer to the Child Protection and Safeguarding Policy for the full procedural framework.

16. Monitoring and Review

This policy will be:

- Reviewed at least every two years, or sooner following significant legislative change, a local or national incident, or following an Ofsted inspection.
- Monitored annually by the DSL to ensure procedures remain effective and up to date.
- Ratified by the governing body / owner upon each review.

Next scheduled review: June 2027 (or sooner if required).

See Also

- Child Protection and Safeguarding Policy
- Online Safety and Acceptable Use Policy
- Safer Recruitment Policy
- Behaviour for Learning Policy
- Whistleblowing Policy
- Code of Conduct for Staff
- Visiting Speakers Procedure
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Policy Approval

Role	Name	Date
Owner/Director	Jonathan Duffy	June 2026