

LAINE

THEATRE ARTS

Policies

Prevent Duty Policy

PREVENT DUTY POLICY

1. INTRODUCTION

Laine Theatre Arts is committed both to protecting freedom of speech and academic freedom and to protecting and safeguarding its students and staff from the risk of being drawn into terrorism.

- 1.1. This policy outlines Laine Theatre Arts' commitment to preventing members of our community from being drawn into terrorism. In doing so we recognise that terrorism can be associated with a range of ideologies.
- 1.2. The College has aligned its Prevent Duty with its broader responsibility for safeguarding and ensuring the wellbeing of its community. This policy operates as a companion to the College's Safeguarding Policy, sharing the same reporting mechanisms and governance structures. While this policy focuses specifically on preventing people from being drawn into terrorism, it should be read and implemented in conjunction with the broader safeguarding framework outlined in the Safeguarding Policy.
- 1.3. All Prevent-related concerns should be reported via the College's safeguarding reporting channels (see Appendix 4 of the College's Safeguarding Policy) and will be overseen through the College's safeguarding framework as outlined in the Safeguarding Policy.

2. PURPOSE

- 2.1. The purpose of this policy is to set out how Laine Theatre Arts fulfils its duties under the **Counter-Terrorism and Security Act 2015 (CTSA 2015)**, including the Prevent Duty. The College is committed to safeguarding students and staff from the risk of being drawn into terrorism or extremist activity, while

protecting freedom of speech and academic freedom within the law.

- 2.2. Where a speaker or event involves views that may, in context, raise concerns under this Policy, the College will consider proportionate mitigations. Such mitigations may include, but are not limited to, contextual framing by an Event Moderator, signposting of additional academic resources, the inclusion of speakers offering opposing views, or, in exceptional cases where lawful mitigations are not sufficient, the conditions and refusal procedures set out in the External Guest Booking Procedure.'
- 2.3. In exercising this duty, the College will have particular regard to other statutory duties to (a) ensure freedom of speech (The Higher Education (Freedom of Speech) Act 2023); and (b) have particular regard to the importance to academic freedom (Education Reform Act 1988).
- 2.4. The College must provide the Office for Students (the appointed Monitoring Body for its Higher Education provision) and Ofsted (the appointed Monitoring Body for its provision funded through the Dance and Drama Award scheme) of any information it may require for the purposes of monitoring the College's performance in discharging the duty imposed by Section 26 (1), including information which specifies the steps that will be taken by the College to ensure that it discharges the duty imposed by Section 26 (1).
- 2.5. The College must also comply with the reporting and monitoring requirements of its awarding bodies: the University of Portsmouth and Trinity College London. The College will also participate in and cooperate with the appropriate local monitoring panel.

3. SCOPE

- 3.1. This Policy applies to all current and prospective students and pupils, staff, directors, visiting industry practitioners and other visitors, and contractors

engaging in College-led activity whether on the Laine Theatre Arts campus in Epsom or at other locations, College-led activities our core activities of training, teaching and professional performing arts practice, as well as College-led trips and social activities, sports, volunteering projects, or outreach and widening participation activities.

- 3.2. The policy provides guidance on our internal procedures but acknowledges that it may be appropriate in certain circumstances to report Prevent related concerns to a range of external agencies.
- 3.3. The College recognises that young people, particularly, can be at risk of being drawn into extremist ideologies which can lead to a risk of radicalisation. In the context of the College's Safeguarding approach, the risk of being drawn into extremist ideologies and radicalisation is considered to be a significant safeguarding concern which is of equal weight alongside other forms of abuse and mistreatment of children and adults at risk. A safeguarding concern of this nature would fall within the scope of this policy.
- 3.4. If a College-led activity is hosted by another organisation within its own facilities, the host organisation's Safeguarding and Prevent policies and related procedures will normally take precedence and the College's risk assessment of the facilities will include a review of the relevant Safeguarding and Prevent policies and procedures. Laine Theatre Arts staff and students engaging in such activities must also take note of, and act in accordance with, the College's Safeguarding and Prevent policies to the extent that this is possible in the particular circumstances.
- 3.5. This policy recognises that legitimate training, teaching and professional practice activities may include engagement with materials, theories, or viewpoints that could, in other contexts, be considered extremist or radical. Faculty members retain the right to determine appropriate curriculum content within their disciplinary expertise, including materials that examine or

critique extremist ideologies, terrorist tactics, or radical political views, when such content serves legitimate educational purposes. Teaching staff should not be required to submit routine teaching materials for approval under this protocol, provided such materials are used within approved training courses and educational contexts.

4. DEFINITIONS

4.1. Radicalisation: The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups (Prevent Duty Guidance: England and Wales, 2023).

4.2. Extremism: (New definition of extremism 2024): Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

- negate or destroy the fundamental rights and freedoms of others; or
- undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or
- intentionally create a permissive environment for others to achieve the results in (1) or (2).

4.3. Terrorism: The use or threatened use of violence for the purpose of advancing a political, religious, racial or ideological cause.

4.4. The College acknowledges that discussions about extremist ideologies, politically controversial topics, or challenging viewpoints form a legitimate part of academic discourse and are protected under the principles of academic freedom. When assessing potential concerns under this policy, staff should consider:

- 2.1.1. the context in which views are expressed (academic vs. non-academic);
- 2.1.2. whether the expression represents rigorous scholarly inquiry or personal advocacy;
- 2.1.3. whether views are expressed as part of balanced academic discussion; and
- 2.1.4. whether the manner of expression targets ideas rather than individuals or groups. Mere offense or discomfort caused by challenging ideas does not constitute evidence of extremism.

5. PRINCIPLES

- 5.1. Laine Theatre Arts is committed to fostering an inclusive environment in which the principles of academic freedom and of freedom of speech underpin our mission.
- 5.2. Laine Theatre Arts recognises the inherent tension and complexity in balancing these fundamental academic principles with its statutory obligations under the Prevent Duty and the associated external speaker protocols and is committed to navigating this balance thoughtfully and proportionately while maintaining its core educational values.
- 5.3. When implementing any aspect of this policy, staff must remain mindful of the College's paramount commitment to academic freedom and freedom of speech within the law. The College recognises that legitimate academic inquiry may involve engagement with controversial, sensitive, or challenging ideas, including those related to terrorism, extremism, and radicalisation. Such legitimate academic inquiry, when conducted through rigorous scholarly means and within the bounds of the law, should be facilitated rather than impeded by this policy. In cases of uncertainty, the preservation of academic freedom should be given significant weight in decision-making processes.

- 5.4. Laine Theatre Arts is committed to ensuring vulnerable individuals are safeguarded from being drawn into terrorism.
- 5.5. Laine Theatre Arts will seek to identify, protect and support individuals who it believes may be at risk of being drawn into terrorism.
- 5.6. Laine Theatre Arts discharges its responsibilities under the Prevent duty in partnership with other agencies, including the Police, Local Authorities, its awarding bodies, and the network of regional Prevent Coordinators.
- 5.7. Laine Theatre Arts will contribute to the multi-agency Prevent agenda.

6. INSTITUTIONAL DUTIES

- 6.1. The Laine Theatre Arts Board of Directors has overall responsibility for Prevent compliance and will appoint a member of the Board as its Safeguarding & Prevent Lead who will work closely with the Executive Safeguarding & Prevent Lead and represent the Board of Directors on the College's Safeguarding Committee.
- 6.2. Laine Theatre Arts, at an executive leadership level, will actively engage with other partners including the police, Epsom and Ewell Council, the University of Portsmouth, Trinity College London, and Department for Education HE & FE Prevent Coordinators.
- 6.3. The College will make use of internal mechanisms to share information about Prevent across the institution including but not limited to the Virtual Learning Environment, the Student Guide and Staff Handbooks, notice boards and the website.

- 6.4. The College will ensure that directors and staff will be provided with appropriate and regular training, specific to their needs in accordance with statutory requirements.
- 6.5. The College will carry out a Prevent risk assessment proportionate to the size and complexity of the institution. This will include satisfying itself, the Government, sector regulators, and its awarding bodies that appropriate policies and procedures are in place to help identify and support any individual who may be vulnerable and provide clear management oversight of risks. The risk assessment will be reviewed by the Board of Directors annually.
- 6.6. The College will develop an action plan to address actions which need to be taken to mitigate potential risks identified in the risk assessment. Implementation of the action plan will be monitored by the Senior Management Committee and the Audit & Risk Committee.
- 6.7. The College will ensure that staff and students are made aware of the process for referring concerns regarding individuals.
- 6.8. The College will ensure that all students receive Prevent awareness training during the annual induction process.
- 6.9. The College will work closely with elected student representatives on the Safeguarding Committee to develop, review and approve its Safeguarding Policy, Prevent Policy, and other related policies and processes.
- 6.10. The College will ensure that its IT Acceptable Use Policy has due regard to the duties specified in the CTA Statutory Guidance.
- 6.11. The College will ensure that it has a policy and process for the approval of visiting speakers, guest artists and teachers and has an appropriate External

Guest Speaker Policy and Procedure which is regularly reviewed by the Safeguarding Committee and the Senior Management Committee.

- 6.12. The College will ensure that any event that hosts a speaker or any event where there is potential for extremist views that risks drawing vulnerable people into terrorism or views shared by terrorist groups will be balanced by also hosting speakers of opposing opinions at the same event.

7. MONITORING COMPLIANCE

- 7.1. The Laine Theatre Arts Board of Directors has overall responsibility for the College's Prevent compliance and delegates day-to-day implementation of the Prevent policy to the Senior Management Committee which in turn is supported by the Safeguarding Committee.
- 7.2. The Board of Directors monitors Prevent compliance through consideration of the minutes of the Senior Management Committee and through consideration of an annual Safeguarding and Prevent Report on the recommendation of the Senior Management Committee.
- 7.3. The Board of Directors reviews the Prevent Risk Assessment annually alongside the annual Prevent Report, and the Audit & Risk Committee monitors progress towards implementing actions to mitigate any potential risks at each quarterly meeting.

8. POLICY REVIEW

- 8.1. The Prevent situation in terms of both statutory regulation and emerging risk factors is changing rapidly. It is essential therefore that this policy and associated procedures are kept under review. Significant changes to the policy will be subject to approval by the Board of Directors on the recommendation of the Senior Management Committee. The policy will also

be subject to approval by the University of Portsmouth, the College's awarding body for its degree-level provision.

**THIS POLICY IS EFFECTIVE FROM 1ST SEPTEMBER 2025.
IT WILL BE REVIEWED ANNUALLY.**

APPENDIX 1

KEY SAFEGUARDING/PREVENT CONTACTS

POSITION	ROLE-HOLDER	CONTACT DETAILS	CONTACT HOURS
BOARD OF DIRECTORS SAFEGUARDING LEAD	Professor Mark Hunt, Chair Laine Theatre Arts Limited Board	markhunt@laine-theatre-arts.ac.uk	0900-1615
EXECUTIVE SAFEGUARDING AND PREVENT LEAD	Rebecca Elliott-Moore, Academic Director	beckyelliottmoore@laine-theatre-arts.co.uk	0900-1615
PRINCIPAL SAFEGUARDING OFFICER FOR STUDENTS	Sally O'Brien, Vice-Principal & Director of Musical Theatre	sallyo'brien@laine-theatre-arts.co.uk	0900-1615
PRINCIPAL SAFEGUARDING OFFICER FOR STUDENTS	Andrea Lowde, Head of Students	Andrealowde@laine-theatre-arts.co.uk	0900-1615
DEPUTY PRINCIPAL SAFEGUARDING OFFICER FOR STUDENTS	Ellie Johnson, Student Support Lead	elliejohnson@laine-theatre-arts.co.uk	0900-1615
PRINCIPAL SAFEGUARDING OFFICER FOR STAFF	Harry Hughes, Executive Director	harryhughes@laine-theatre-arts.co.uk	0900-1615
DEPUTY PRINCIPAL SAFEGUARDING OFFICER FOR STAFF	Caroline Cooper, Head of HR	carolinecooper@laine-theatre-arts.co.uk	0900-1615

NATIONAL PREVENT REFERRAL FORM

APPENDIX 2

LAINÉ THEATRE ARTS SAFEGUARDING STRUCTURE

SENIOR MANAGEMENT COMMITTEE

- | | |
|---|--------------|
| 1. Principal and Artistic Director | CHAIR |
| 2. Executive Director | DEPUTY CHAIR |
| 3. Vice Principal and Director of Dance | |
| 4. Vice Principal and Director of Musical Theatre | |
| 5. Director of Finance | |
| 6. Academic Director | |
| 7. Director of Courses | |
| 8. Director of Performance | |
| 9. Head of Operations | |
| 10. Head of Students | |

SAFEGUARDING COMMITTEE

- | | |
|---|--------------|
| 1. Executive Safeguarding Lead | CHAIR |
| 2. Principal Safeguarding Officer - Staff | DEPUTY CHAIR |
| 3. Principal Safeguarding Officer - Students | |
| 4. Board of Directors Safeguarding Lead | |
| 5. Head of Students | |
| 6. VP and Director of Dance | |
| 7. Director of Courses | |
| 8. Student Support Lead | |
| 9. One student rep from each full-time course | |
| 10. One Head of Department | |

DOCUMENT CONTROL

Version:	4
Request approval by:	Approved by the Senior Management Committee on 18 th June 2026. Approved by the Board of Directors on 21 June 2026.
Review Interval:	1 Year
Last Review Date:	June 2026
Next Review Date:	May 2027