

ESF Anti Radicalisation Policy	Effective date: 01/2023	
Authorised Owner: Dan Roe	Last revision: 02/2026	
Classification: Public	Issue: 02	Next review: 02/2027



Anti-Radicalisation (including Prevent) Policy

1. Introduction

ESF Apprenticeships (trading name for Sporting Futures Training (UK) Ltd) is driven by its mission to promote opportunity and raise aspirations by delivering high-quality training that develops inclusive teachers, school leaders and education professionals. This Anti-Radicalisation Policy is a fundamental expression of our commitment to these aims and our core values, particularly Inclusivity and Integrity.

Safeguarding the welfare of all our staff and learners is paramount. We recognise that part of this responsibility involves safeguarding against radicalisation and extremism. In line with our value of Inclusivity, in valuing and respecting others, we are dedicated to creating a safe and nurturing environment free from harm. Our value of integrity ensures we act fairly, honestly, and compassionately in dealing with all concerns.

We will work alongside other professional bodies and agencies to ensure that our staff and learners are safe from harm and that any concerns are addressed promptly and effectively.

As well as this policy, our approach includes our **Prevent Risk Assessment and Plan**; this is a separate document.

2. Purpose

The purpose of this policy is to outline how ESF Apprenticeships:

- ensures a safe learning environment for all; it is our aim and intent to safeguard our staff and Learners from radicalisation
- would deal with radicalisation and extremism
- will comply with the duty as set out in the Counter-Terrorism and Security Act 2015;.
- staff and learners will know how to report any potential concerns.

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3. Definitions

Extremism is defined as the holding of extreme political or religious views.

Radicalisation is defined as the act or process of making a person more radical or favouring extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

As an organisation, we aim to avoid adopting a stereotypical view of radicalisation, and instead take a balanced view and recognise the threat from all forms of extremism.

4. Scope

This policy applies to all employees, suppliers, clients, partners and learners at ESF Apprenticeships regardless of role and location. Failure to adhere to this and associated policies, may lead to disciplinary proceedings up to and including dismissal.

NB: When working on external sites/establishments all staff need to make themselves familiar with any policies relevant to the specific working location.

5. Commitment

Our commitment is to safeguard our staff and Learners from radicalisation. We acknowledge that someone can hold extremist views and this does not necessarily make them a radical; however if anyone holding extremist views tries to inflict their views on others and harass, discriminate or bully others who use our services and workplaces then we will act accordingly.

- We are committed to providing services and workplaces where people feel safe and there is a tolerance of those with different faiths and beliefs.
- We will ensure members of staff are fully engaged in being vigilant regarding radicalisation; that they overcome any professional disbelief that such issues will not happen.
- We will comply with all relevant legislation and work accordingly with any relevant professional body, organisation or authority.

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- We will work to ensure all members of staff have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- We will undertake a programme of training to ensure all staff will understand what ESF Apprenticeships policy is on anti-radicalisation and extremism and will follow this policy when issues arise. They will understand the need to report any potential incidents and be signposted on how to do so.
- All Learners will know that ESF Apprenticeships has policies in place to keep our learners safe from harm and that the organisation regularly reviews its systems and policies to ensure they are appropriate and effective.
- We would use this policy also to challenge all forms of radicalisation and extremism
- We embed Prevent Duty-related content into our online learning resources. Specifically, the ESF CPD and Careers Hub online (available to all learners and tutors) will be maintained to provide Learners with accessible, current, and reputable information on:
 - Wider world issues, including British Values and the dangers of extremism.
 - Using technology safely, including guidance on staying safe online and cyberbullying.
 - Safeguarding awareness, including a dedicated Prevent Duty training module.
- We utilise existing mechanisms for one-to-one contact with Learners to reinforce the Anti-Radicalisation Policy and the importance of vigilance. The Apprenticeship Progress Reviews will serve as an opportunity for staff to provide personal guidance, reinforce safe online practices, and ensure all Learners know how to access further guidance and report concerns to the Designated Safeguarding Lead (DSL).

6. Responsibilities

The ESF Apprenticeships Directors take responsibility for:

- ensuring the Designated Safeguarding Lead (DSL) is trained and has regular Continuing Professional Development, in line with our Safeguarding Policy
- ensuring that this policy, our Prevent Strategy and Plan and our stance on radicalisation are effectively communicated to all learners, employees,

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sub-contractors and other relevant parties and that it is accessible for all employees.

- ensuring all sub-contractors and partners are also aware of the need to safeguard from radicalisation and report any concerns accordingly.
- ensuring we meet all legal responsibilities and that we work fully with any relevant outside authority and/or agencies regarding radicalisation and any potential incidents.

The ESF Apprenticeships Senior Management Team takes responsibility for:

- ensuring safeguarding against radicalisation is embedded within their business
- ensuring that all staff are aware of this policy and our Prevent Strategy and Plan and that they and their staff receive appropriate training
- ensuring that any concerns and issues are reported to the Designated Safeguarding Lead (DSL): Dan Roe.
- ensuring tutors and learners know they can report any concerns to staff immediately.

All employees, freelancer suppliers, volunteers, agency workers and those working on behalf of ESF Apprenticeships are responsible for:

- taking personal responsibility for safeguarding against radicalisation, be vigilant and co-operate fully with this policy and any associated procedures, ensuring any potential incidents are reported immediately to the DSL.

7. Induction and Training

All new employees and freelance tutors will receive an induction that covers their responsibilities (as employees/freelance tutors), the company's responsibilities to them in respect of all aspects of their employment, training, development, equal treatment, health and safety and their responsibility to others, including safeguarding (and including safeguarding against radicalisation).

Safeguarding training is mandatory for all staff and forms part of ESF Apprenticeships formal training programme which is evaluated, monitored and kept under review. ESF Apprenticeships safer recruitment and selection training for managers will refer to safeguarding issues, as detailed in our Safeguarding policy.

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The mandatory safeguarding training for all staff and freelance tutors will explicitly include training on the Prevent Duty, ensuring all personnel are aware of the risks of radicalisation and their responsibilities in line with statutory guidance.

8. Legislation

Counter-Terrorism and Security Act 2015 (United Kingdom)

The Counter-Terrorism and Security Act 2015 became law in the United Kingdom in April 2015; it introduces a series of measures designed to tackle radicalisation. Organisations face a statutory duty to help people from being radicalised and drawn into terrorism; there is a requirement to have policies in place to guard against the threat of radicalisation. Additionally, as part of this duty, there is an expectation that organisations will encourage service users to respect the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. The definition of British Values and more information can be found in the UK Governments' 'Prevent' guidance (see appendix for more information); ESF Apprenticeships Prevent Strategy and Plan aligns with this guidance and documents how we will work to accomplish a safe environment for our staff and Learners.

Terrorism Act 2000

This is the foundational legislation for the UK's counter-terrorism framework. It defines what constitutes "terrorism" and related offences, and provides the legal basis for proscribing terrorist organisations. Referencing this Act provides the legal context for the definitions of extremism and radicalisation your policy aims to counter.

Keeping Children Safe in Education

This statutory guidance, updated annually, explicitly incorporates the Prevent duty, requiring educational settings to safeguard children from radicalisation and promote the fundamental British Values.

9. External Speaker and Event Policy Alignment

ESF Apprenticeships is committed to upholding the principle of free speech within the law, balanced with the statutory duty to prevent people from being drawn into terrorism. This commitment extends to all events, activities, and communication

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involving external partners, contractors, and visiting speakers. Our process for managing the risks associated with external engagement, to ensure that all activities are consistent with the Prevent Duty and the organisation’s values of inclusivity and integrity, includes:

- **Due Diligence and Vetting:** All external speakers, partners, or content providers invited to deliver training, presentations, or participate in events must be informed of our anti-radicalisation policy and be vetted for suitability via social media checks prior to the event/presentation.
- **Supervision:** All external speakers will be introduced to learners by a member of ESF staff, will present to apprentices with a member of staff present and all sessions will be recorded.
- **Approval and Conditions:** Content for presentations will be reviewed prior to a presentation to ESF learners. The SMT reserves the right to refuse a speaker, event, or content, or to impose specific conditions, such as pre-submission of materials.
- **Subcontractor and Partner Alignment:** All partner organisations must demonstrate that they have their own robust anti-radicalisation policies and procedures in place that align with the requirements of the Prevent Duty. ESF Apprenticeships retains the right to audit these procedures and will take appropriate action, including the termination of partnership agreements, if policy non-compliance is identified.
- **Reporting Concerns:** Any staff member, learner, or partner who develops a concern about the content or views expressed by an external speaker or event participant must report it immediately to the Designated Safeguarding Lead (DSL).

10. Further information

ESF apprenticeships reserves the right to review, revise, amend or replace the content of this policy, and introduce new policies and procedures from time to time to reflect the changing needs of the organisation and new legislation and regulations.

11. Related documents

Safeguarding Policy

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Careers, Information and Guidance Policy

Prevent Strategy and Plan

12. Document history

Issue 1 - Initial release

Issue 2 - Feb 2026