



**Policy for matters covered by the Prevent agenda.**

**April 2021**

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# The Prevent Agenda Policy

NB For any information on dealing with a prevent matter please refer to the 'Safeguarding and Prevent Procedure'.

## 1. Policy Principles

1.1 The University accepts its legal responsibility to have due regard to the need to prevent people from being drawn into terrorism. In accepting this responsibility, it must also balance detailed Prevent requirements against its core mission to ensure that certain fundamental standards, vital to a thriving academic community, are preserved. This balance is achieved by ensuring that any changes to operational policies, guidelines, processes, systems or working practices, implemented to ensure Prevent compliance, align with the one or more of the following core Prevent principles:

### 1.2

#### a) Education.

Critical to supporting our students and staff so that they are less susceptible to radicalisation is to educate and support them about equality, diversity, and inclusion. We do this through training, communication, positive monitoring, and targeted safeguarding. It is important that our approach is one of care and support and should be in our thinking in all our pastoral work (personal tutoring, student support etc).

#### b) Safeguarding.

Preventing vulnerable individuals from being drawn into terrorism is a safeguarding issue and University policies and procedures in place to help safeguard staff and students should consider the Prevent requirements. By joining up our response to the agenda to that of our work on safeguarding we ensure awareness, and that escalation is more transparent, has a smaller number of leads and there is less ability for a case to fall through the gaps, in conjunction with increased opportunity to support and care for vulnerable students.

#### c) Staff awareness.

All staff are expected to complete online Prevent training. Relevant staff as determined by the Prevent Lead, should receive more detailed face-to-face Prevent training, including in ways that ensure they remain sensitive to the diversity of the University community.

#### d) Senior accountability.

Senior University officers will maintain an action plan and will monitor the institutional risk of university members being drawn into terrorism. A designated senior member of staff will be assigned lead responsibility in this policy for all Prevent-related policies and measures.

#### e) Celebrating diversity.

The culturally diverse nature of the University must be actively celebrated and promoted to counter the threat of radicalisation from internal and external influences.

#### f) Multi-faith.

The provision of adequate faith facilities to allow groups to observe their faith, coupled with effective chaplaincy arrangements, are essential to harmonious community relations and inter-faith dialogue so are an important element of the University's Prevent approach.

#### g) Information sharing.

Some internal and external information sharing will be necessary but only under appropriately controlled conditions. This does not amount to an agreement to share personal data on anything other than a needs based and case by case basis.

h) Academic freedom.

The ability of students and staff to research, teach and debate any topic will not normally be fettered unless, on a case-by-case basis, a specific threat is identified or a clear Prevent requirement exists.

i) Free speech.

Policies and procedures relating to the management of events, speakers and the display of posters and other promotional material must balance the obligation to enable free speech with the requirements of Prevent.

j) Social media.

Social media, whilst ostensibly just another medium for communication, social interaction and debate, requires specific guidance and monitoring consistent with the University's free speech obligations. Social media is a vehicle by which vulnerable individuals are particularly susceptible to radicalisation.

k) IT Usage.

The University will take steps to deny access to specific websites, network resources and IP addresses that provide or facilitate access to extremism materials in relation to the University's Prevent duty, this is through externally governed firewalls provided at the core of the network. Staff and students wishing to view material on external websites whose access has been disabled by targeted filtering should refer to the policy for Security Sensitive Research which outlines how access can be granted.

l) Partnerships.

The University will work in partnership with statutory agencies, including the Department for Education Prevent Coordinators, other HEIs, local authorities, the Police and other bodies to assess and respond to the risk of people being drawn into terrorism.

m) Students' Union Engagement.

All reasonable efforts to engage and persuade the Leeds Trinity Students' Union (LTSU) to support this policy should be undertaken. Whilst the LTSU may elect to oppose the principles of the Prevent strategy, their members must comply with university policies when engaging in university activities e.g. booking of university rooms.

## 2. Purpose

2.1 As the purpose of this policy is to outline the University's agreed principles underpinning its approach to implementing the Prevent requirements, detailed procedures will not be included.

2.2 Policies governing the behaviour of students, staff, visitors (including external speakers) and contractors, the rules relating to safeguarding, the use of IT, the approach to planning and managing events and the maintenance of free speech are in place and contain detailed procedures which all staff are expected to comply with. As these policies will be reviewed and updated to advance the principles of this policy, staff and students should consult them for instruction and guidance on specific procedures.

### 2.3 Responsibility

Responsibility for the University's compliance with the Prevent duty rests with the board of Governors.

Responsibility for this over-arching policy rests with the Chief Operating Officer (COO) who is the nominated lead for the University's Prevent agenda, and is ably supported and can appoint a deputy of the Director of Student Support and Engagement (DSSE).

The DSSE will ensure that any changes to policies, processes and working practices will be consistent with this policy's principles. They will also ensure that all communications and training advance the principles of this policy.

Most of the operational measures necessary to ensure compliance with Prevent will be covered by specific policies originating in the various functional departments of the University.

The following officers are assigned responsibility for ensuring that policies in the following functional areas are reviewed to ensure they comply with both Prevent and the principles of this over-arching policy.

The Chief Operating Officer is responsible for policies and procedures relating to IT systems and system user behaviour.

The Chief Operating Officer is responsible for policies relating to the University's free speech obligations.

The Data Protection Officer is responsible for policies and procedures relating to Data Privacy.

The Director of Student Support and Engagement is responsible for policies and procedures relating to student support, welfare and faith provision and policies relating to the planning and execution of events, for ensuring that adequate staff and student communications, via all media, are implemented and executed consistent with the principles of this policy.

The Director of Human Resources is responsible for all policies and procedures relating to the recruitment, employment, training and development of staff at the University.

The Director of Facilities is responsible for the development and maintenance of partnerships with other agencies/contractors and for managing any information sharing with external bodies consistent with the principles of this policy.

The Director of Student Support and Engagement is assigned responsibility for managing the first line response to any terrorism or radicalisation threat and for any decision to escalate via established incident response protocols.

All University staff and students are responsible for conducting their day to day University activities consistent with the principles outlined in this policy and in compliance with all other University policies

### 3. Exceptions to this Policy

3.1 This is an over-arching policy setting out high level principles rather than detailed procedures so scope for exemptions does exist but will be expected to be applied on a case by case basis with appropriate justification.

3.2 Any member of staff or student seeking an exception to a requirement of a policy in the Action Plan should secure the authorisation of the Operational Owner.

3.3 Any activity or process that might conflict with the principles of this policy should be authorised by the Chief Operating Officer.

#### 4. Review and Update

4.1 This Policy shall be reviewed every three years.

4.2. Any interim minor changes will be made by the Operational Owner.

4.3 Any interim substantial changes or full reviews will be approved by the Executive Board.

#### 5. Legislative context

5.1 The Prevent requirements are included in section 26 of the Counter-Terrorism and Security Act 2015 202(2)(a) of the Education Reform Act 1988 sets out the obligation to have regard to the need to ensure academic freedom.

Note the relevant section of the University statutes: S 202(2) refers to University commissioners: "Staff. 8.1 Staff shall have freedom within the law to question and test received wisdom and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges. 8.2 Provision shall be made in the Ordinances in respect of discipline, dismissal, redundancy, and grievances". Sections 43 of the Education (No. 2) Act 1986 and 22(4) of the Education Act 1994 include obligations relating to free speech.

The Data Protection Act and Human Rights Act include relevant obligations relating to individual privacy and the security and fair processing of personal information.

Public Interest Governance Principles section 14(7) HERA. The list (as originally determined and as revised) must include the principle that academic staff at an English higher education provider have freedom within the law, (a) to question and test received wisdom, and (b) to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges they may have at the provider.

<https://www.legislation.gov.uk/ukpga/2017/29/section/14/enacted>

#### 6. Stakeholder Statements

##### 6.1 Equality

This policy recognises the importance of providing for and celebrating the cultural, religious and ethnic diversity of its staff and students. It complies with the public sector equality duty and requires all staff, students and visitors to respect the University's values, be sensitive to the diversity of the University community and to show respect to all sections of that community.

Monitoring should take place over time to ensure the University is aware of any trends or patterns emerging involving particular groups of people and impact of this policy on those groups. The University's Equality, Diversity and Inclusion group will be an important part of this process.

6.2 Health & Safety: There are no specific health and safety concerns that relate to the policy.