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OF ESTATE MANAGEMENT

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Prevent Policy

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Prevent Policy

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1. Background

The UK Government published the Prevent Strategy in 2011, one of four strands of the wider counter-terrorist strategy. The Counter-Terrorism and Security Act (2015) introduced a package of further measures aimed at countering the risk of terrorism, and as part of this it is mandatory for all Higher Education Institutions “to have due regard to the need to prevent people from being drawn into terrorism”.

The Prevent Strategy deals with all forms of terrorism, including non-violent extremism, which can create an atmosphere conducive to terrorism. The Strategy makes clear that preventing people becoming terrorists or supporting terrorism requires a challenge to extremist ideas, where they are used to legitimise terrorism, and appropriate interventions to stop people moving from extremist (legal) groups into terrorist-related activity.

2. Introduction

This Policy provides high-level information on the requirements of the Prevent Duty and UCEM’s approach to complying with this duty. The UCEM Prevent Policy is applicable to all staff, students and trustees.

3. Key Definitions

The key definitions for the purposes of this policy are taken from the guidance¹ issued from the UK Home Office related to the prevent duty:

Extremism – vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Radicalisation – the process by which a person comes to support terrorism and extremist ideologies associated with terror groups.

Terrorism – an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public, and is made for the purpose of advancing a political, religious or ideological cause.

4. Prevent and UCEM

The underlying considerations adopted by UCEM in implementing the Prevent Duty are:

- A commitment to the safety and wellbeing of our staff and students, including not being victims of, or complicit with any activities linked to radicalism;
- Preserving equality and diversity as foundations of UCEM, whilst ensuring that these values are not threatened;

¹ [Revised Prevent Duty Guidance: for England and Wales](#) – Guidance for specified authorities in England and Wales on the duty in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism (revised July 2015)

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- To continue to champion the spirit of academic freedom and freedom of speech set out in our Freedom of Speech Policy;
- That the requirements described in this Policy are implemented in a proportionate and risk-based manner.

5. Institutional Duties

5.1 Leadership and Governance

UCEM takes its statutory responsibility seriously, at the highest levels, with oversight by the UCEM Board of Trustees to ensure that the organisation satisfies the requirement of the Prevent Duty. UCEM has delegated responsibility of leadership and implementation to the Deputy CEO and Vice Principal – Strategy and Business Management.

5.2 Risk Assessment and Action Plan

UCEM has undertaken a Prevent Risk Assessment and Action Plan to establish how and where students and staff might be drawn into terrorism. The Risk Assessment and Action Plan are reviewed twice a year by the Board of Trustees. At present, the risks are considered to be low, due to the nature of UCEM's delivery. UCEM does not have a physical campus or Student Union, students are not using UCEM IT systems and UCEM does not hold many physical events. However, UCEM recognises and takes seriously its responsibilities, and will therefore keep the level of risk under review.

5.3 Staff Training

UCEM ensures that all of its academic and professional services staff have received training on how to identify staff and students that are at risk of radicalisation, and may be drawn into terrorism. A log of this training, including timeframes for updates, are maintained by UCEM Human Resources team.

5.4 External Speakers

UCEM has an External Speakers Policy which sets out the approval process for booking external speakers, and a code of conduct for all speakers. A proportionate risk-based approach is used to assess external speakers, to ensure that UCEM does not use speakers where there is any risk that they will encourage or promote terrorism or seek to incite hatred or violence against others.

5.5 Awareness Raising

Staff and students are made aware of the process for referring concerns regarding students and staff that may vulnerable to radicalisation (see related policies and guidance).

5.6 Student Welfare

UCEM offers support services to students through the academic team (including Programme Leaders, Module Leaders and Module Tutors), as well as Student Services, including the provision of a Safeguarding Lead. Where a student shows a change in behaviour, including activity on the Virtual Learning Environment (VLE), UCEM will follow up and support the student as required, to check for welfare concerns and offer support. This may include where it has been identified there is a possibility of a student being radicalised.

6. Referral and Reporting

Both students and staff are asked to refer any concerns they have about a member of staff or student that is at risk of being radicalised or drawn into extremism or terrorism. It is important that any concerns are shared in a safe and supportive manner, to enable concerns to be investigated and any appropriate intervention to be developed. There are separate processes for students and staff to raise concerns (see related policies and guidance).

UCEM will investigate any reported issues through speaking with students or members of staff, where appropriate, to gather further information. All concerns will be considered thoroughly and fairly.

There are three potential outcomes of the investigation:

- No further action is required. In this instance a confidential record of the case will be kept.
- There is substance to the case, but at this stage only internal action is required. The exact nature of the action taken will depend on the nature of the case, but most likely supportive intervention would be provided.
- If there are significant and immediate issues which suggest that a criminal act may be or has been committed, then UCEM will refer the case externally.

If a concern is deemed to be valid, UCEM will work closely with representatives from the Department of Education, which this may include recommending that someone is referred to the Channel Programme. The Channel is an early intervention, multi-agency process designed to safeguard vulnerable people from being drawn into extremism.

A confidential record of all internal and external referrals made under this policy will be kept. These will be kept in accordance with the Data Protection Act (1998).

In following the above referral procedure, there may be instances where UCEM is sufficiently concerned by a student's or member of staff's behaviour and the associated risk, that it will need to share the concerns with external agencies. In so doing, UCEM will share sufficient and relevant information in order to allow the concern to be appropriately followed up.

7. Related Policies and Guidance

[Prevent Strategy: Raising Concerns – A Briefing Note for Students](#)

[Prevent Strategy: Raising Concerns – A Briefing Note for Staff](#)

[UCEM Freedom of Speech Policy](#)

[UCEM Code of Practice: Equality and Diversity](#)

[UCEM External Speaker Policy and Referral Form](#)

[UCEM Safeguarding Policy](#)