

Harper Adams University

Prevent Policy Statement

Harper Adams University, in accordance with legislative requirements under the Counter Terrorism and Security (CT&S) Act 2015 and successive acts, is required to put in place arrangements that support the UK Government's wish to try, wherever possible, to put in place practical ways to manage risks relating to potential radicalisation of people who engage with the work of the University or make use of its facilities.

This legal requirement means that the University must take steps as set out in the Prevent Duty Guidance for HEIs in England and Wales to ensure that the following actions are completed:

- Assess risks of radicalisation using templates recommended by UK Government and other bodies as suitable for HEI use and take action to manage risks where necessary
- Ensure that a policy in External Speakers is in place that protects Freedom of Speech and Academic Freedom. The University is required to ensure that where an external speaker is engaged in presenting material that could present a risk in relation to the Prevent Duty, the University should not permit the event to take place on its premises or with its support unless the risk can be managed such that there is no remaining risk. It is noted that new Freedom of Speech requirements are being set out in law for HEIs. The University will take action to address such requirements in 2023/24 as and when required.
- Ensure that the Universities IT systems have appropriate filters and other suitable measures in place to ensure that materials that support radicalisation are not accessible through the University's IT systems.
- Ensure that appropriate staff have an understanding of the Prevent Duty, including what steps should be taken to safeguard and support a student or students who are identified as potentially being at risk of radicalisation. Where steps are taken to support a student, evidence of the University's engagement with the relevant process/agencies needs to be kept securely and in accordance with data protection and other relevant legislation.
- Ensure that it engages with local Channel arrangements and co-operates with any other government bodies or agencies that are also charged with Prevent duties.
- Ensure that the Student's Union and the student body are aware of the University's arrangements to meet its Prevent Duty.
- The University will be required to report to the Office for Students (OfS) on the steps it has taken to undertake its duties and will need to provide evidence of this work.

Where any University does not meet a particular planning or action requirement as specified or implied by the Act, the Monitoring Authority is empowered under law to give direction to that University to achieve compliance.

Harper Adams University's objectives

Our main objectives under the Prevent Risk and Action Plan are:

1. to ensure that we take steps to manage risks identified under the Prevent duty. We are required to work with external bodies who also have responsibilities under the CT&S/Prevent Duty.
2. to ensure that, wherever possible, in the event that a student or member of staff appears to be at risk of radicalisation is to continue to use our existing robust arrangements for safeguarding and supporting students. In addition to using our existing support and safeguarding arrangements to offer support

to students who appear to be at risk of radicalisation, we will seek professional and expert advice and support from the Prevent Reporting Hub, Channel Panel members and the DfE Regional Prevent Co-ordinator as appropriate.

3. to continue to welcome external speakers to the University campus where there is no risk of the University being in breach of its Prevent Duty. The University has put in place Freedom of Speech and External Speaker monitoring and recording systems to ensure that it is managing such arrangements effectively, including those speakers invited to the campus by the Students Union or other groups.
4. that the IT Department takes steps to ensure that it has the recommended filters in place to meet the Prevent Guidance. Staff and Students have been provided with this information through as part of the Acceptable Use Policy.
5. to recognise and value academic freedom and will ensure that in undertaking its duties in relation to Prevent, it also pays due regard to its role in supporting academic freedom.¹

Further information

The following extract from HM Government's *Prevent Duty Guidance for HEIs in England and Wales* sets out the rationale for implementation and areas that need to be considered for action (in italics). The plain text that follows each section indicates the steps that Harper Adams University has taken to address each of the areas.

'Universities' commitment to freedom of speech and the rationality underpinning the advancement of knowledge means that they represent one of our most important arenas for challenging extremist views and ideologies. But young people continue to make up a disproportionately high number of those arrested in this country for terrorist-related offences and of those who are travelling to join terrorist organisations in Syria and Iraq. Universities must be vigilant and aware of the risks this poses.

Some students may arrive at universities already committed to terrorism; others may become radicalised whilst attending university due to activity on campus; others may be radicalised whilst they are at university but because of activities which mainly take place off campus.

Radicalisation on campus can be facilitated through events held for extremist speakers. There will be further guidance issued on the management of external speakers and events, including on the interaction of the Prevent duty with universities' existing duties to secure freedom of speech and have regard to the importance of academic freedom.

But managing the risk of radicalisation in universities is not simply about managing external speakers. Radicalised students can also act as a focal point for further radicalisation through personal contact with fellow students and through their social media activity. Where radicalisation happens off campus, the student concerned may well share his or her issues with other students. Changes in behaviour and outlook may be visible to university staff. Much of this section addresses the need for universities to have the necessary staff training, IT policies and student welfare programmes to recognise these signs and respond appropriately.

Compliance with the Prevent duty requires that properly thought through procedures and policies are in place. Having procedures and policies in place which

¹ The University's commitment to Academic Freedom is defined in the contract for lecturing staff as follows:.

"...the above the University affirms that academic staff 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 and privileges they have at the University"

match the general expectations set out in this guidance will mean that institutions are well placed to comply with the Prevent duty. Compliance will only be achieved if these procedures and policies are properly followed and applied. This guidance does not prescribe what appropriate decisions would be - this will be up to institutions to determine, having considered all the factors of the case.

We would expect universities and higher education institutions to be delivering in the following areas.

Partnership

In complying with this duty we would expect active engagement from senior management of the university (including, where appropriate, vice chancellors) with other partners including police and BIS (now DfE) regional higher and further education Prevent co-ordinators. We would expect institutions to seek to engage and consult students on their plans for implementing the duty.

Given the size and complexity of most institutions we would also expect universities to make use of internal mechanisms to share information about Prevent across the relevant faculties of the institution. Having a single point of contact for operational delivery of Prevent-related activity may also be useful.

We would expect institutions to have regular contact with the relevant Prevent co-ordinator. These co-ordinators will help universities comply with the duty and can provide advice and guidance on risk and on the appropriate response.

The University continues its programme of training for all staff. It keeps in regular contact with the DfE regional co-ordinator.

The Chief Operating Officer is the Lead for Prevent and is supported by other senior staff including: the PVC Education and Students, the Head of Organisational Development, the Head of Student Services, the Director of IT, the Short Courses and Conference Manager, the Chief Global Impact Officer, and the Head of Security. Key staff will continue to attend training offered to the HE Sector. The SU Director also plays a key role in supporting delivery of the Prevent Duty.

The Board has been updated at least annually on the Prevent Duty and the ways in which the University is addressing its duties. Briefings for the Board will continue.

The Chief Operating Officer, PVC Education and Students (who leads on safeguarding) have all attended relevant training and will do so in the future as appropriate. Safeguarding Training continues for all staff with roles in Safeguarding. The University's Safeguarding Policy reflects the University's approach to providing support to students under the Prevent Duty. The University's Safeguarding policy is reviewed annually and training refreshed on a regular basis as required.

The Head of Security attends regular briefings including CTLP briefings where invited to do so and may attend the Channel panel as required.

Programme Managers have been briefed on "Prevent" and all staff have been briefed through the University's "Weekly Diary" which is sent to all staff each week. Staff have previously been trained by the DfE Regional Co-ordinator to deliver Prevent training and engage with regular briefings. A programme of further briefings using materials for programme managers and other key staff continues including on-going development for the Prevent Lead. Nationally published resources are used.

The volunteer Chaplain who provides chaplaincy for the University has been briefed on "Prevent" and know what steps to take to refer any concerns to the

Prevent Lead or the other senior staff involved in supporting the Prevent Lead. They have also completed on-line training.

The University's small number of Franchise Partners who are private providers of part time programmes for people employed in the agri-food industry and related rural industry sectors, have been briefed on Prevent and all have confirmed in writing their understanding of the need to inform the University of any Prevent related issues without delay. Validated FE partners have also been reminded annually of their responsibility to ensure Prevent arrangements in place cover any HE students studying on their campus(es) for an award validated by Harper Adams University. Confirmation has been received in writing from partners with validated provision.

Student Wardens are briefed annually on the University's approach to Prevent. This briefing forms part of the standard induction package for Student Wardens and Students' Union Officers are also briefed.

Student Union Executive have been consulted and engaged with the University's approach to Prevent. This has been a standard part of the University's engagement with the SU from 2016 onwards and nationally provided HE training materials will be drawn upon as necessary. The Vice-Chancellor, Chief Operating Officer, PVC Education and Students and Head of Student Services meet the SU Director and Student's Union President regularly. The University's approach to Prevent has been discussed with SU members at these meetings. The President is also a member of the Board of Governors and has had opportunities to comment on all Prevent related agenda items considered by the Board.

Student Academic representatives have been briefed on Prevent by the SU's staff member who supports their work.

Staff and Students who are the officers of the Student's Union are briefed on the University's approval arrangements for external speakers invited to address students as an extra-curricular activity and are fully co-operating with the University in seeking comments/agreement and recording details of all speakers.

Academic Departmental Administrators are briefed and are checking and recording details of all external speakers invited to address students as part of any module/programme.

Staff representatives have been consulted with on the University's approach to Prevent.

Conference and Short Course Office Staff have been briefed and are checking and recording details of all external speakers invited to address conferences taking place on the University's campus.

All Staff and Students have been made aware of updates made to the University's IT (Acceptable Use) Policy to ensure that the University's Prevent Duty is discharged.

The Apprenticeship Manager ensures that Apprentices and their employers are fully briefed on Prevent.

Risk assessment

Universities will be expected to carry out a risk assessment for their institution which assesses where and how their students might be at risk of being drawn into terrorism. This includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. Help and support will be available to do this.

We would expect the risk assessment to look at institutional policies regarding the campus and student welfare, including equality and diversity and the safety and welfare of students and staff. We would also expect the risk assessment to assess the physical management of the university estate including policies and procedures for events held by staff, students or visitors and relationships with external bodies and community groups who may use premises, or work in partnership with the institution.

The University has utilised the template for completing its risk assessment recommended by the DfE Regional Co-ordinator. The University has also drawn on DfE/OfS guidance and on examples of practice at other HEIs shared through the Association of University Chief Security Officers (AUCSO) when drawing up its risk assessment. It has also considered the regular police counter terrorism/security risk briefings provided via AUCSO) when drawing up its own risk assessment document. In addition, as a member of the local Channel Panel, the Chief Operating Officer and other approved and vetted staff have access to confidential police CTLP briefings on the regional risk profile and this information has also informed the risk assessment and associated action plan.

Action Plan

With the support of co-ordinators, and others as necessary, any institution that identifies a risk should develop a Prevent action plan to institution to set out the actions they will take to mitigate this risk.

An action plan has been developed as noted above, drawing on external advice and guidance. It is reviewed at least every 12 months by the Prevent Lead (Chief Operating Officer) and discussed with the Prevent Group whose members have specific roles in supporting Prevent implementation and who deputise for the Chief Operating Officer on Prevent matters as necessary (Head of Student Services, Head of Security). The involvement of other senior staff ensures there is continuity for Prevent arrangements if a member of staff leaves.

Staff Training

Compliance with the duty will also require the institution to demonstrate that it is willing to undertake Prevent awareness training and other training that could help the relevant staff prevent people from being drawn into terrorism and challenge extremist ideas which risk drawing people into terrorism. We would expect appropriate members of staff to have an understanding of the factors that make people support terrorist ideologies or engage in terrorist-related activity. Such staff should have sufficient training to be able to recognise vulnerability to being drawn into terrorism, and be aware of what action to take in response. This will include an understanding of when to make referrals to the Channel programme and where to get additional advice and support.

Training has been provided to members of the Senior Management Team, University Executive and Programme Leaders. Staff have also received briefings on how to refer any concerns and are aware of the University's policy on external speakers, Freedom of Speech and Academic Freedom. The Head of Student Services will brief the volunteer Chaplain on the University's Prevent Duty and the arrangements that HAU has in place and the chaplain has completed the on-line training required. The University does not have any staff employed by contractors that have a role in supporting students or arranging external speakers/managing use of the University's premises or brand for external events. Training will continue to occur for staff and students as noted in this document.

We would expect the institution to have robust procedures both internally and externally for sharing information about vulnerable individuals (where appropriate to do so). This should include appropriate internal mechanisms and external information sharing agreements where possible.

The University has taken steps to ensure that senior staff have been approved to attend and participate in the Local Channel Panel and have the necessary

contacts to enable them to share personal sensitive information in confidence with this external group, (provided the data subject whose personal information forms the disclosure gives his/her permission). If the data subject refuses to engage or does not wish the University to share his/her information with the Prevent Reporting Hub/Channel, the University reserves the right to seek advice from DfE co-ordinator/Channel/Prevent Reporting Hub without revealing the identity or sensitive personal information about the data subject and may also, if the risk is deemed to be high, seek police advice on whether the University may inform the data subject that the University intends to refer the information to the police for their consideration. In such cases, if the police agree, the data subject would be informed first that his/her data is to be shared with the police despite their express preference not to engage with Channel, and the reasons for the University's decision in relation to its Prevent Duty will be explained. Should the police refuse to give permission, this will be recorded by the University.

General information sharing arrangements led by Head of Student Services in conjunction with the police have been in place for many years and are subject to the usual requirements of the Data Protection Act. Through its membership of AUSCO, the University is also able to share more general (non-personal) information through this medium. The University has a good relationship with the Regional DfE Co-ordinator and is able to share confidential (non-personal) information in general terms with the co-ordinator if required.

DfE offers free training for higher and further education staff through its network of regional higher and further education Prevent co-ordinators. This covers safeguarding and identifying vulnerability to being drawn into terrorism and can be tailored to suit each institution or group of individuals
The University has engaged actively with this training (see above) and will continue to do so.

Welfare and pastoral care/chaplaincy support

Universities have a clear role to play in the welfare of their students and we would expect there to be sufficient chaplaincy and pastoral support available for all students.

The University offers chaplaincy and pastoral care support provided on a voluntary basis by local faith leaders. The Chaplaincy is headed by a part time Chaplain. Day to day chaplaincy is managed by the Head of Student Services. General pastoral support is also available from Student Services and Academic Tutors/Programme leaders. All are aware of how to refer any concerns using the University's Safeguarding Policy in the first instance.

As part of this, we would expect the institution to have clear and widely available policies for the use of prayer rooms and other faith-related facilities. These policies should outline arrangements for managing prayer and faith facilities (for example an oversight committee) and for dealing with any issues arising from the use of the facilities.

The University has quiet spaces which are available for use by any student or staff members of any faith or of no faith. These are located in the midst of other student support offices and are readily accessible to all. The staff members looking after these spaces are aware of the need to have oversight of the purpose and nature of bookings and to report any concerns immediately to the Student Services Manager or Chief Operating Officer. At the current time there are no issues or risks arising from the use of these spaces and therefore there are no plans to set up a Committee to oversee use.

IT policies

We would expect universities to have policies relating to the use of university IT equipment. Whilst all institutions will have policies around general usage, covering what is and is not permissible, we would expect these policies to contain specific reference to the statutory duty. Many educational institutions already use filtering as a means of restricting access to harmful content, and should consider the use of filters as part of their overall strategy to prevent people from being

drawn into terrorism.

The University has kept its Acceptable Use Policy for staff and students under review as necessary, accessing its IT systems to reflect the Prevent Duty. The IT team has ensured that filters recommended by JISC are in place and will continue to engage with future JISC guidance.

To enable the university to identify and address issues where online materials are accessed for non-research purposes, we would expect to see clear policies and procedures for students and staff working on sensitive or extremism-related research. Universities UK has provided guidance to help universities manage this, which available at [UUK Research Security](#)

The University's research relates to the Agri-Food Chain and there are no instances of staff or students working on sensitive (in the context of Prevent) or extremism-related research. All research is considered through the University's Research Ethics Committee and any issues that might arise in the future would be identified by the work of that Committee. Given the current level of risk no further actions beyond the routine monitoring by the existing Research Ethics Committee are currently planned.

Student unions and societies

Institutions should have regard to the duty in the context of their relationship and interactions with student unions and societies. They will need to have clear policies setting out the activities that are or are not allowed to take place on campus and any online activity directly related to the university. The policies should set out what is expected from the student unions and societies in relation to Prevent including making clear the need to challenge extremist ideas which risk drawing people into terrorism. We would expect student unions and societies to work closely with their institution and co-operate with the institutions' policies.

The University's revised Freedom of Speech policy was approved by the Board in July 2023 further to the Higher Education Freedom of Speech Act 2023. The Freedom of Speech Policy addresses these points and the newly updated version has been shared with the SU. The SU will be developing its own Policy in 2023/24 as required by the new legislation. As most external speakers address students/staff on subjects related to the Agri-Food chain and it follows that the likelihood of the need to challenge extremist ideas during such talks is very low. On the rare occasions where an Agri-food industry related topic may be seen as in any way "controversial" e.g. field sports, GM Crops or similar; care is taken to ensure that speakers reflect and present balanced arguments "for" and "against" such matters, and that Academic Freedom and Freedom of Speech are preserved. Senior staff may act as Chair of the session in such cases and/or staff including senior staff may attend and participate in the discussion to ensure that Academic Freedom and Freedom of Speech are maintained.

Student unions, as charitable bodies, are registered with the Charity Commission and subject to charity laws and regulations, including those that relating to preventing terrorism. Student Unions should also consider whether their staff and elected officers would benefit from Prevent awareness training or other relevant training provided by the Charity Commission, regional Prevent co-ordinators or others.

The SU Director has briefed the Student's Union Executive and SU Trustees. This engagement with the Student's Union will continue in the future.

Further information can be located in the following documents which are published on DfE/relevant web pages:

- Counter-Terrorism and Security Act 2015 and Regulations 2015 and as amended
- Revised Prevent Duty Guidance for England and Wales, published 16 July 2015 and as amended
- Prevent Duty Guidance for Higher Education Institutions in England and Wales, published July 2015, approved by Parliament September 2015 and as amended
- Channel Duty Guidance
- OfS publications on the Prevent Duty in HEIs and DfE publications on Prevent

- Approved by the Vice-Chancellor and Chair of the Board of Governors on 12.01.2016
- Minor updates approved by the Vice-Chancellor and Chair of the Board of Governors on 04.03.2016
- Reviewed September 2017- minor change only-no significant or major changes.
- Reviewed September 2018 (updated nomenclature)
- May 2019- no changes.
- Reviewed May 2020- minor updating changes.
- Reviewed May 2021- minor updates included to refer to likelihood of new freedom of speech legislation, role of SU Director and updated Channel Panel referral mechanism.
- Reviewed May 22- minor updates only to amend nomenclature.
- Reviewed July 2023- role titles updated. References to Freedom of Speech updated in light of new legislation.
- Confirmed in the HAU Prevent Review Group 7 September 2023
- Revised Prevent Duty to be incorporated at the next meeting of the Prevent Review Group.