

Prevent Duty Risk Assessment

Updated in November 2019

Context

The University maintains close links with Prevent partners, in particular the Kent County Council Prevent Delivery Board, to keep apprised of the regional context within which Prevent-related risks to the university population need to be assessed:

- After reviewing the CTLP (Counter Terrorism Local Profile), the rise of far right influencers is the greatest extremism risk in Kent. Stickers promoting far right symbolism have been reported in Canterbury (and subsequently removed).
- 'Lone actor' attacks have significantly increased in recent years reflecting a trend to low-complexity terror attacks. 'Lone actors' are those presenting a risk of carrying out ideologically-driven (religious and far-right) acts of violence, alone or in pairs. The threat from potential 'lone actor' attacks is a priority both nationally, and for the Counter Terrorism Police South East.
- The CTLP also notes an increase in recorded hate crimes in the region, however there has not been an increase in recorded incidents on our Canterbury and Medway campuses.
- In July 2019, work began in Canterbury city centre to install 108 new security bollards to stop any potential hostile vehicle's being driven at pedestrians. These have been put in place on the advice of counter-terrorism police as a precautionary measure.
- Our action plan sets out what we are putting in place to mitigate risks of any such influencers on our students, staff and apprentices/distance learners.

Students at the University of Kent have a network of support arrangements, including a college system, which enables the university to respond quickly and appropriately to concerns. The university enjoys healthy and constructive relationships with faith groups. In addition, the university is the home to the Centre for Child Protection (CCP), which is one of the UK's leading centres for safeguarding issues and grooming awareness. University Prevent policies and responses are informed by CCP's work. CCP is also centrally involved in delivering bespoke Prevent Safeguarding Awareness training for university staff.

	Risk Area	Action taken to mitigate/address risk	Assessment	RAG
1	Partnership and Leadership			
1.1	Engagement with Prevent partners and local and regional Prevent groups (such as the BIS Regional Prevent Coordinator, Local Authorities and Police)	<p>There is effective engagement with the Department for Education Regional prevent coordinator, OfS, Kent County Council Prevent Delivery Board and Kent East Division and Medway Division Police Prevent officer.</p> <p>Prevent Officer attends Kent County Council's Prevent Delivery Board when possible, and has regular contact with the KCC Prevent and Channel Strategic Manager for CTLP updates.</p>	Level of engagement is judged appropriate for the risk environment.	
1.2	Responsibility for Prevent sits at a senior level	University has created a Prevent focal point within the Office of the Vice-Chancellor with a Prevent Lead and Prevent Officer under the chairmanship of the Deputy Vice-Chancellor Education and Student Experience. This has created a clear point of contact for Prevent operational matters.	Institutional framework is adequate	
1.3	Senior management and governing bodies engagement with and understanding of institutional responsibilities in respect of Prevent under Office for Students and Ofsted (higher apprenticeships)	The University Council and Executive Group are involved in the approval process for University 'Prevent' reporting. There is regular engagement with senior managers. An annual Prevent report is given to Council in preparation for the yearly return.	High level engagement demonstrated	

1.4	Institutional recognition of Prevent risks	The corporate risk register, reviewed on a termly basis by the University Executive Group and annually by Council, includes the Prevent duty as a possible risk.	This is an appropriate mechanism to enable senior management to engage with the issues	
1.5	Operation of a Prevent Steering Group to oversee effectiveness and ensure active implementation of duty	PSG membership was refreshed in 2018/19 to include a representative from the Centre for Higher and Degree Apprenticeships (CHDA). We feel the membership reflects the whole organisation and the main elements of the statutory duty.	Membership is reviewed and updated annually. Agreement at October PSG meeting to increase BAME representation. A new Medway Prevent lead to be put in place for 2019/20 following the departure of the Dean for Medway (pending developments on organising for success)	
1.6	Adequacy of information sharing arrangements with other HEIs	There is coordination between the University of Kent, the University of Greenwich and Canterbury Christ Church University at the Medway campus. There is also an informal network among a number of similar universities in the South of England.	Information sharing judged adequate for the present.	
2	Staff training and awareness			
2.1	Extent to which staff are made aware of the Prevent Duty	A Prevent webpage has been updated, with information on the University's approach to Prevent, staff training and links to the risk assessment and action plan. Key staff are invited to attend the University's bespoke Prevent Safeguarding Awareness training facilitated by the Centre for Child Protection	Awareness is good among key staff. We regularly evaluate how training and awareness can be increased amongst key student facing staff. The Prevent webpage now mentions that Prevent for CHDA is monitored by	

		<p>A training plan sets out an ongoing identification of staff roles for Prevent-related training, through consultation with student facing colleagues, the Prevent Steering group and recommendations by staff who have attended the training sessions.</p> <p>Senior managers have been briefed to raise Prevent within their Schools and Departments.</p>	Ofsted.	
2.2	Staff awareness of the responsibilities under Prevent and how to respond if there is cause for concern.	<p>Detailed guidance has been issued to Designated Safeguarding Officers - the main operational points of contact.</p> <p>The Prevent webpage provides links to the Safeguarding policy and information on who to contact regarding Prevent concerns/queries.</p> <p>Staff attending Prevent Safeguarding Awareness training are provided with clear signposting as to who and where a Prevent related concern goes to. Attendees have also been made aware to potentially expect more Prevent related concerns from students (along with welfare concerns) as Prevent is very prevalent in schools and colleges.</p>	<p>Key staff are familiar with their responsibilities.</p> <p>Guidance and information will continue to be updated when necessary and disseminated to relevant members of staff.</p>	
2.3	Do individuals in relevant student-facing roles understand the factors that make people vulnerable to being drawn into terrorism and extremist ideas	<p>47 staff have undergone safeguarding training and have qualified as Designated Safeguarding Officers.</p> <p>45 DSOs have completed the Prevent</p>	<p>Levels of understanding judged adequate given the risk environment.</p> <p>Feedback from staff on training is very positive and all find their level of</p>	

		<p>Safeguarding awareness training (this does include staff who are no longer DSO's due to new roles/responsibility changes).</p> <p>134 members of University staff (including the 45 DSOs) have attended this training overall. These figures are in reflection of the training sessions which have taken place up until 11th July 2019 .</p> <p>The two training sessions in 2018 used a new simulation <i>Behind Closed Doors</i>. Prior to this, the simulation <i>Zak</i> was used in training sessions, however in 2018 <i>Zak</i> was undergoing updates so <i>Behind Closed Doors</i> was chosen and will be used for future training sessions.</p> <p>In 2017/18, the Prevent Safeguarding awareness training was made available to a wider range of staff members (having previously aimed at just DSO's) – Student Support Officers, Senior Tutors, Directors of Education Network and Kent Hospitality Accommodation office.</p>	<p>knowledge around Prevent has improved.</p> <p>The Prevent steering group has agreed to continue to roll out training to others with student facing roles.</p>	
3	Welfare, pastoral care and chaplaincy support			
3.1	Is there a culture of inclusivity	Inclusivity is a very strong theme at the university. A 'valuing everyone' initiative put a premium on equality and diversity	The university culture provides an environment that discourages extremism. The university implementation of it's prevent duty builds on this culture.	

3.2	Adequacy of arrangements and resources to provide pastoral care and support	The university has a comprehensive network of pastoral care and support (and scores highly for its welfare arrangements in independent surveys).	The existing network is judged appropriate, however further discussions need to take place so that distance learning apprentices are sufficiently supported.	
3.3	Welfare and pastoral care from a Prevent perspective mean having clear and consistent processes for reporting and managing welfare concerns, and that through training these are actively used. Staff should be confident when handling cases relating to vulnerability to radicalisation and take appropriate action (including where appropriate making Channel referrals).	<p>Safeguarding policy has been revised, published and disseminated. Detailed guidance has also been issued to Designated Safeguarding Officers.</p> <p>Safeguarding policy can be found here: https://www.kent.ac.uk/studentservices/studentservices-local/Safeguarding%20and%20Duty%20of%20Care%20Policy.pdf</p>	Policies and training are judged appropriate for the risk environment.	
3.4	The training Chaplains receive and the inclusion of Prevent awareness within this	The University Chaplain is a member of the Prevent Steering Group, and has also attended the Prevent Safeguarding awareness training.	Existing engagement is appropriate	
3.5	Good governance and management procedures/policies in respect of activities and space in prayer facilities	Management of prayer space are reviewed as and when required	Existing arrangements are judged adequate and appropriate	
4	Speakers, Events and Freedom of Expression			
4.1	All providers should have clear and user-friendly arrangements in place for assessing the risks that external	University policy is reviewed and revised when necessary. The current policy was approved by Council and is available on the University	There have been no developments suggesting policy is inadequate.	

	speakers might express extremist views and have structures for managing those risks	<p>website. This University policy 'Code of Practice concerning Freedom of Speech, External Speakers and Events' can be found here: https://www.kent.ac.uk/governance/policies-and-procedures/documents/freedom-of-speech-annex-a.pdf</p> <p>Secretary for Council provides updates to EG and Prevent Lead and Officer on any visiting speaker that has been flagged as potential risk, and approval on how best to mitigate risk.</p>	There may be a need to better ensure that it is clearly understood by all who are affected by the policy	
4.2	Clear reporting to reassure governing bodies and proprietors, and a method for addressing non-compliance with the approvals process	Annual report provided to Council on controversial speakers.	This process and level of communication is currently deemed adequate	
4.3	Effectiveness of policies for managing, speaker requests and on/off campus events including safety and security management	Safety and security management is an integral part of booking an event. Process allows for referral to central management for sensitive cases	Policy is judged effective and existing arrangements are judged adequate and appropriate	
5	Research			
5.1	Adequacy of process for accessing terrorist related material for research purposes	There is a well-established process for research approvals that already covers these issues. The guidance has been updated to refer to the prevent duty. NB. The university will not seek to discourage any research on the grounds of Prevent	Existing arrangements are judged adequate and appropriate	

6	IT Policies			
6.1	Adequacy of University IT policies in respect of the Prevent Duty	IT regulations refer to the Prevent duty	IT policy judged adequate.	
6.2	Access to extremist websites and material (to include consideration of filtering/firewall systems; and alerts to serious and/or repeated breaches or attempted breaches of the policy)	The University keeps logs of the use of IT systems and services. There is no routine monitoring of individual users of IT facilities but it reserves the right to do so in certain circumstances. IT filtering has been reviewed and it was concluded that technical considerations and wider complexities would not justify the introduction of new arrangements in current circumstances.	Existing arrangements judged appropriate and adequate. The policies and decisions in place reflect the specific context and circumstances of the University.	
7	Campus Security			
7.1	Effectiveness of arrangements in place for physical security on campus by visitors (including policies on the wearing of ID on campus).	Both the Canterbury and Medway campuses are open, with public access monitored in a risk-based way. Part of the Medway campus is located in the Chatham Historic Dockyard, where public access is controlled. Students are required to produce ID if asked. There is an effective campus security team that can act rapidly in response to incidents involving visitors; and close engagement with AUCSO. In May 2017, the University launched a new 24/7 security service at the Medway campus. The team work closely with other security teams from Greenwich University, Canterbury Christ Church University and Historic Dockyard,	Existing arrangements are appropriate	

		<p>Chatham</p> <p>We have rolled out a new communications and response package (Safezone) designed to improve our response to potential serious incidents. A 'Project Argus' terrorism training exercise has been carried out for staff.</p>		
8	Student Union and student awareness			
8.1	The communication of policies and procedures relating to Prevent to students	There is a reference to Prevent in the student handbook. Kent Union are regularly consulted on appropriate levels of student awareness and communication. Student societies are aware of the policy and procedure in place for visiting speakers	Existing arrangements are appropriate for the University's context – there is a balance between awareness and unnecessary concern	
8.2	Consulting students on the approach to Prevent and representation on the Prevent steering groups	There is good representation from Kent Union on the Prevent steering group – members include the Campaigns Manager and Vice-President for Student Engagement.	Existing arrangements are appropriate	
8.3	Apprenticeships	Safeguarding & prevent topics are discussed with apprentices throughout their apprenticeship at their progress reviews. These topics are also built into their PoS.	As recommended by Ofsted.	