Cambridge Muslim College
Prevent (Counter-Terrorism) Duty Policy

1. **Purpose**

   This document sets out the College's policy, and associated procedures, for complying with its legal obligations to the UK government's Counter-Terrorism and Security Act 2015.

2. **Scope**

   All Students and staff are subject to the Prevent Duty Policy in force for the relevant academic year.

3. **Principles**

   3.1. As part of the government's strategy to reduce terrorism, the Counter-Terrorism and Security Act 2015 introduced new measures aimed at countering the risk of terrorism and radicalisation. Under the Act, the Prevent duty is to have 'due regard to the need to prevent people from being drawn into terrorism'. The duty came into force in further and higher education settings in September 2015, alongside statutory guidance on performance of the duty: H M Government's 'Prevent Duty Guidance for higher education institutions in England and Wales'.

   3.2. As an institution of higher education, the College has a legal responsibility to respond to the Prevent duty. At the same time, the College also has a legally defined role to secure freedom of speech and promote academic freedom. The balance is to ensure that the College remains a place where debate and free speech can prosper, while maintaining a safe campus community.

   3.3. The government's 'Prevent Duty Guidance' does stress that the duty is intended 'to be implemented in a proportionate and risk-based way'. In the light of this guidance, and that of The Open University, the College has adopted the set of principles articulated by The Open University (Appendix 1).

   3.4. The procedures in this policy outlines the steps that the College takes to meet the requirements of the prevent legislation by:
   3.4.1. identifying where the risks of people being drawn into terrorism might arise
   3.4.2. amending existing, or providing new policies and procedure to address these risks
   3.4.3. ensuring that these policies and procedures are properly followed and applied

4. References

1. Counter-Terrorism and Security Act 2015
2. Prevent Principles (Appendix 1)
3. Prevent Risk Assessment (Appendix 2)
4. External Speakers and Events Guide (Appendix 3)
5. IT Policy

5. Responsibility

5.1. The Board of Trustee is accountable for ensuring compliance with the legal duty.

5.2. The Prevent Officer is responsible for maintaining and implementing the policy.

5.3. The Welfare Team are responsible for developing a positive expressions of faith within the College.

6. Prevent Guidance

6.1. All incidents related to Prevent must be reported to the Prevent Officer.

6.2. All staff members must undertake Prevent general awareness training. This will take the form of a 40 min online 'Channel' awareness module provided by the National College of Policing (www.course.ncalt.com)

6.3. Chaplaincy and pastoral support are available for all students and staff through the College Welfare Team.

7. Procedure

7.1. The Risk Assessment must be used by staff members involved in assessing the risks of carrying out day to day functions at the College and reviewed as part of the QA policy procedure. All identified risks are matched with a set of mitigating actions, detailed in the Prevent Risk Assessment (Appendix 2).

7.2. The Prevent Officer will engage with relevant partners, such as the Police and the local Prevent Coordinator. (Details can be found at: www.safecampuscommunities.ac.uk).

7.3. When Making decisions around hosting external speakers and events or associating the College with events organised by other bodies, the External Speakers and Events Guide is to be followed. (Appendix 3).

7.4. The College's IT Policy relates to the use of the College's IT equipment, both general usage, covering what is and is not permissible, and specific reference to the statutory duty. Appropriate levels of filtering are in place to restrict access to harmful content.

7.5. If any staff member feels that a student, or staff member is exhibiting potentially harmful, or radicalised behaviour, they must report it to the Prevent Officer. The Prevent Officer will assess whether it is necessary to report any behaviour under the Counter-Terrorism and Security Act 2015.

Appendix 1
Prevent Principles

1. The College's implementation of the UK government's Counter-Terrorism and Security Act 2015, will not interfere with the College's existing duties to protect academic freedom and promote freedom of speech within the law for staff, students and visitors.

2. Similarly, the response will be informed and moderated by a range of other duties and responsibilities which include, but are not limited to, equality and human rights legislation, data protection and freedom of information laws and the protection of individuals from harassment and racial and religious hatred.

3. Policy, communication, training and incident management will be delivered in such a way that concern for individual welfare and wellbeing is given primary consideration.

4. All kinds of extremism is within scope including, but not limited to, religious, ideological, political, animal welfare and environmental extremism. Policy, communication and training will need to challenge views of extremism that are inaccurate, overly-simplistic, stereotypical, or are themselves divisive.

5. All members of the College community are included in the scope of those that may be vulnerable to being drawn into terrorism, i.e. the response will not be limited to consideration of vulnerable students.

6. All members of the College community should develop sufficient knowledge and understanding to meet their responsibility to act to prevent people being drawn into terrorism. Different staff will have different responsibilities depending on their role.

7. The response to the duty will be proportionate, consistent and appropriate to the scale and nature of risks identified.

8. The requirements will be embedded in existing policies and processes wherever possible, rather than creating a new layer of stand-alone documentation.

These principles have been adapted with reference to The Open University's Prevent Principles, with grateful acknowledgment.

Appendix 2
Prevent (Counter-Terrorism) Risk Assessment

The Prevent Risk Assessment assesses where and how our students and staff might be at risk of being drawn into terrorism. It identifies potential risks and puts processes in place to assess and manage those risks. The impact of each risk is assessed for likelihood and seriousness, using a scale of 1-5, 1 being low and 5 being high. Each risk is then graded (likelihood multiplied by seriousness).

The Risk Assessment is to be read in conjunction with the College's Prevent (Counter-Terrorism) Duty Policy.

In all cases, the Prevent Officer is responsible for implementation of actions to mitigate the risk.

Description of risk	Likelihood (1-5)	Seriousness (1-5)	Grade	Actions
Students or staff arriving at the College already committed to terrorism	1	5	5	▪ Staff training ▪ Robust referencing and interviewing
Radicalising activities on the College campus	1	5	5	▪ Staff training ▪ Vigilance to campus activity, including online ▪ IT policy ▪ External Speakers and Events Policy
Radicalising activities taking place off the College campus, attended by students or staff	1	5	5	Staff training Vigilance to local and national activities, including online IT policy
Use of College IT equipment to access extremist or radicalising content	2	5	10	IT policy
External speakers expressing opinions that constitute extremist views	1	5	5	Pre-event assessment of risks Mitigating action (e.g. a speaker to challenge these views on the same platform) Where doubt exists, cancel event
Events affiliated to the College, in which opinions that constitute extremist views are expressed	1	5	5	As above

Description of risk	Likelihood (1-5)	Seriousness (1-5)	Grade	Actions
External bodies using the College premises, or working in partnership with it, who have, or are linked to, extremist views.	1	5	5	Staff training Vigilance to such bodies and partners
Donations from individuals or organisations who have, or are linked to, extremist views	2	5	10	Staff training Vigilance to such donors

Appendix 3

External Speakers and Events Guide

1. This policy is in place in order to comply with the Prevent duty for the management of external speakers and events on the College premises, and for events off the College's premises which are associated with the College.

2. The College needs to balance its legal duties, both in terms of ensuring freedom of speech and academic freedom and managing the risk of radicalisation and protecting student and staff welfare.

3. Encouragement of terrorism and inviting support for a proscribed terrorist organisation are criminal offences. The College will not provide a platform for these offences to be committed.

4. When deciding whether to host a particular speaker, the College will consider carefully whether the opinions likely to be expressed constitute extremist views that risk drawing people into terrorism. In these circumstances the event will not be allowed to proceed unless the College is convinced that any risks can be fully mitigated. This includes ensuring that such speakers are challenged with opposing views, as part of that same event. Where any doubt exists that the risks cannot be fully mitigated, the College will not allow the event to proceed.

5. A similar assessment is made for events taking place off the College site which are affiliated to or funded by Cambridge Muslim College, or carry its brand.

REVISION HISTORY

Revision Number	Effective Date	Description of Change
00	25 April 2018	New Document
01	25 February 2020	1. Document updated to new format 2. Change in Reporting procedure: Prevent Officer to report to Faculty Board. 3. Change in Monitoring procedure: Annual Prevent Review Meeting added. 4. Change in Legal Compliance: Trustees ensure legal compliance.