

New College PREVENT Risk Assessment 2020-21

New College		2020-21		
Risk area	Risk	Level	Current activity	Actions (to action plan)
Overarching risks	PREVENT policies undermine free expression and academic freedom.	High		College to adopt policies that secure and protect free expression and academic freedom, recognising the primacy of these values in institutions of higher education.
	PREVENT policies undermine the autonomy of academics, students and staff.	High		College to adopt policies that secure and protect the rights of academics, students and staff to hold, articulate and act upon their political, religious and ideological opinions at all times, within the law, and subject only to their contractual agreements and terms of employment.
	PREVENT policies undermine confidence in relationships within colleges.	High		College to adopt policies that secure and protect the rights of academics, students and staff to confidentiality and privacy at all times, in the absence of a risk of serious crime, subject only to their contractual agreements and terms of employment.
	PREVENT policies result in discriminatory outcomes.	High		College to adopt policies that are not discriminatory, and which secure and protect the rights of all academics, students and staff to equal treatment under the law, regardless of racial or ethnic origin, or religious belief, and which are in the strictest accordance with

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				the Equality Act 2010 and with their Public Sector Equality Duty.
	PREVENT policies are not Proportionate.	High		College to adopt policies that are proportionate, noting where the risk of individuals being drawn into terrorism is judged to be low, and which remain subject to, and do not undermine, existing legal rights, including under the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.
	PREVENT training fails to secure and protect respect for rights to free expression, academic freedom, autonomy, confidentiality, privacy and equal treatment under the law.	High		PREVENT training to include instruction in these components.
Leadership and governance	Governing Body does not assess the ongoing impact of PREVENT on the rights to free expression, academic freedom, autonomy, confidentiality, privacy and equal treatment under the law.	Low		College to conduct an annual review to satisfy Governing Body that Prevent policies are not undermining, remain subject to, and are operating in manner to secure and protect the rights of academics, students, staff and visiting speakers under existing law, including the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.

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	Compliance with PREVENT duty is not considered at a sufficiently senior or expert level within the Collegiate University.	Low		College PREVENT Committee to work further with OFS and the University to issue guidance and templates for risk assessments, action plans and policy changes. PREVENT duty to be debated further at Conference.
	Compliance with PREVENT duty is not reviewed at a sufficiently senior level within the College.	High		Compliance with PREVENT duty to be included in the College's risk register and reviewed annually by Governing Body when making the annual report to OFS.
	Governing Body, academics, students and staff do not know who has primary responsibility for compliance with the PREVENT Duty.	High		Governing Body to nominate Key Individuals to take primary responsibility for the PREVENT Duty.
Partnership	External agencies, other colleges and the University do not know whom to contact in College on PREVENT enquiries.	High		Governing body to nominate a College PREVENT Lead.
	College is not linked adequately with statutory partners and does not know how to share PREVENT related concerns and key information	High		Where there is a risk of serious PREVENT related crime, the College PREVENT Lead to receive information through the University's security service from the local PREVENT co-ordinator.

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	Appropriately.			
	Information is not effectively shared with the central University or other colleges.	Medium	Special arrangements apply to the exchange of sensitive personal data.	College to review existing data sharing protocols with other colleges and the University, in a manner that is consistent with data protection law and secures and protects the existing legal rights of academics, students and staff, including, in the absence of serious crime, to confidentiality and privacy.
	Inadequate engagement and consultation with students and student unions and clubs.	Medium	Student members are invited to attend the College's PREVENT Committee.	The JCR and MCR to be included in the development of relevant policies and communication of these policies to students.
Student welfare and pastoral care	Students at risk of being drawn into terrorism are not identified by College welfare systems.	High	College has an extensive welfare support system for students.	Key Individuals to include those with senior responsibility for student welfare in College. Welfare procedures to include guidance on dealing with any concern that students may be drawn into terrorism, including, in the absence of serious crime, to secure and protect the existing rights of students to confidentiality and privacy.
Staff welfare and pastoral support	Staff at risk of being drawn into terrorism are not identified by College welfare systems.	High	Domestic Bursar has primary responsibility for welfare provision to domestic and ancillary Staff.	Key Individuals to include those with senior responsibility for domestic and ancillary staff welfare in College. Welfare procedures to include guidance dealing with any concern that staff may be drawn into terrorism,

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				including, in the absence of serious crime, to secure and protect the existing rights of staff to confidentiality and privacy.
Events and venue hire	Arrangements to risk assess events contravene the College's statutory duty to promote freedom of speech.	Medium	College has a Freedom of Speech policy in its Statutes.	Update College's policy on freedom of speech to secure and protect the primacy of free expression and academic freedom in the context of institutions of higher education.
	Students book external speakers (defined as being speakers external to the collegiate University) without risk assessment.	High	All student bookings are approved by a senior member of College, such as the Dean.	Student bookings for student external speaker events to be approved by a key individual, who is responsible for risk assessment and for implementing College's policy to secure and protect the primacy of free expression within the College, and for external speakers, including under the Education (No 2) Act 1986.
	Academics arrange external speakers without risk assessment.	Low	Academics are responsible for booking their own events.	Academics to be responsible for risk-assessing their own events and for implementing College policy to secure and protect the primacy of free expression within the College, and for external speakers, including under the Education (No 2) Act 1986.
	Conferences and summer schools arrange external speakers without risk assessment.	Medium	Conference organisers are subject to existing rules on appropriate activities.	Update College policy on external bookings for conferences and summer schools, including to reflect College policy to secure and protect the primacy of free expression within the College, and for external speakers, including under the Education (No 2) Act 1986.

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	Faith facilities arrange external speaker events without risk assessment.			Management and use of College faith facilities to be governed by a specific policy which must reflect College policy to secure and protect the primacy of free expression within the College, and for external speakers, including under the Education (No 2) Act 1986, and equal treatment under the law.
Training	Key Individuals do not understand their duties and are not aware of the resources available to them.	Low		Key Individuals in College to receive appropriate training, including rights protection training. Governing Body to receive suitable briefing, including rights protection briefing.
IT safety	Users of College IT systems break the law.	High	All academics, students and staff are bound by the College's IT policy.	Users of all College IT systems to be required to abide by all applicable laws and by University IT policies as a strict condition of use. IT policy to refer to the PREVENT duty.
Research	College researchers are in breach of research ethics governing research using human subjects, including on-line.	Low	All research involving human subjects must receive ethical clearance from the University.	Colleges to ensure they have a research ethics policy covering College-only staff as well as jointly appointed staff and students, including to secure and protect the existing legal rights of researchers, their equal treatment under the law, and academic freedom.