

New College PREVENT Action Plan 2021-22

| College: | New College | 1 July 2016 | October 2021 |
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| Area of responsibility | Actions to be taken (from Risk Assessment) | Agreed actions | Responsibility and timing |
| Overarching actions | College to adopt policies that secure and protect free expression and academic freedom, recognising the primacy of these values in institutions of higher education. | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. | New College Stated General Meeting, 20 October 2021. The Dean. |
| | 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. | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. | New College Stated General Meeting, 20 October 2021. The Dean. |
| | College to adopt policies that respect 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 | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects | New College Stated General Meeting, 20 October 2021. The Dean. |

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| | employment. | those rights. | |
| | 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 the Equality Act 2010 and with the Public Sector Equality Duty | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. | New College Stated General Meeting, 20 October 2021. The Dean. |
| | 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 rights including under the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. | New College Stated General Meeting, 20 October 2021. The Dean. |
| | PREVENT training to ensure that practice remains subject to, and does not undermine, the rights of | Governing Body to ensure that it is understood by all Key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, | New College Stated General Meeting, 20 October 2021. The Dean. |

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| | 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. | confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. | |
| Leadership and risk | College to conduct an annual review to satisfy Governing Body that PREVENT policies and practice are not undermining, remain subject to, and are operating in manner to secure and protect existing rights | Governing Body to commission an annual review to satisfy itself that the PREVENT duty is being implemented in a manner that does not undermine, and secures and protects, existing rights, including to free expression, academic freedom, autonomy, confidentiality, privacy, and equal treatment under the law. | New College Stated General Meeting, 20 October 2021. The Dean. |
| | College PREVENT Committee to work further with OFS and the University to issue guidance and templates for risk assessments, action plans and policy changes. | Governing Body to review the template risk assessments and guidance and to adopt an action plan. | New College Stated General Meeting, 20 October 2021; final version of the paperwork delegated to the Dean. |
| | 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 to update the College risk register to include a reference to the PREVENT risk assessment and action plan. | New College Stated General Meeting, 20 October 2021; final version of the paperwork delegated to the Dean. |

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| | Key individuals to be nominated within the College to take responsibility for the PREVENT duty | Governing Body to nominate Key Individuals to take primary responsibility for the PREVENT Duty. | The Warden and the Dean nominated on 15 January 2016, confirmed at the Stated General Meeting 17 February 2016. This remains unchanged. |
| Partnership | One of the Key Individuals to act as the College PREVENT Lead for the College. The College PREVENT Lead to have special responsibility for the PREVENT duty and to report to Governing Body. | Governing Body to nominate a College PREVENT Lead. | The Dean nominated on 15 January 2016, confirmed at the Stated General Meeting 17 February 2016. This remains unchanged. |
| | 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 | The University security services to agree protocols for providing this category of information in a manner that secures and protects the existing rights of academics, students and staff, including, in the absence of serious PREVENT related crime, to confidentiality and privacy; and, at all times, to equal treatment under the law. | University, TT 2016. |
| | College to review existing data sharing protocols with other colleges and the University and revise as necessary | Review existing data sharing protocols with other colleges and the University, and update as necessary, including in a manner that secures and protects the existing rights of academics, students and staff, including, in the absence of serious crime, to confidentiality and privacy; and, at all times, to equal treatment under the law. | New College Stated General Meeting, 20 October 2021. Delegated to the Dean And review |

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| | The JCR and MCR to be included in the development of relevant policies and communication of these policies to student members | Agree JCR and MCR involvement. | New College Stated General Meeting, 20 October 2021 |
| Student welfare and pastoral care | Key Individuals to include those with senior responsibility for student welfare in college. | Identify Key Individuals. Head of House, Home Bursar, Chaplain, Cox Fellow, Salvesen Fellow. | New College Stated General Meeting, 20 October 2021. |
| | Student welfare procedures to include guidance on dealing with any concern that students may be drawn into terrorism. | Update relevant policies, in a manner that secures and protects the existing rights of students, including, in the absence of serious crime, to confidentiality and privacy; and, at all times, to equal treatment under the law. | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| Staff welfare and pastoral support | Key Individuals to include those with senior responsibility for domestic and ancillary staff welfare in college. | Identify Key Individuals. Home Bursar. | New College Stated General Meeting, 20 October 2021. |
| | Staff welfare procedures to include guidance on how to deal with concerns over staff being drawn into terrorism | Update relevant policies, in a manner that secures and protects the existing rights of staff, including, in the absence of serious crime, to confidentiality and privacy; and, at all times, to equal treatment under the law | New College Stated General Meeting, 20 October 2021, Delegated to the Dean, and reviewed October 2021. |
| Events and venue hire | Review and update College's policy on freedom of speech to ensure that it gives proper context to the PREVENT duty. | Update policy on Freedom of Speech to secure and protect the primacy of this right in institutions of higher education and to reflect the Education Act (No 2) 1986 | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |

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| | All student bookings for student external speaker events to be approved by a Key Individual | Update policy on booking rooms by students, including to ensure strict implementation of College's policy to secure the primacy of the right to free expression within the College, and for external speakers, consistent with the Education (No 2) Act 1986. | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| | Academics to be responsible for risk-assessing their own events | Update policy on booking of events by academics, including to ensure implementation of College's policy to secure the primacy of the right to free expression within the College, and for external speakers, consistent with the Education (No 2) Act 1986 | New College Stated General Meeting, 20 October 2021. |
| | College policy to cover external groups booking college facilities for conferences and summer schools. | Update policy on conference bookings and summer schools, including to ensure implementation of College's policy to secure the primacy of the right to free expression within the College, and for external speakers, consistent with the Education (No 2) Act 1986 | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| | 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 | Update policy on management of faith facilities, including to secure and protect free expression and equal treatment under the law. | New College Stated General Meeting, 20 October 2021, Delegated to the Dean, and reviewed October 2021. |

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| Training | Key Individuals in College to receive appropriate training, including rights protection training. Governing Body to receive suitable briefing, including rights protection briefing | Train Key Individuals in PREVENT, including in rights protection. PREVENT Lead to brief Governing Body, including on its overarching responsibility for rights protection. | New College Stated General Meeting, 20 October 2021. |
| IT safety | 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. | Update College IT policy to reflect this statement. | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| Research | Colleges to ensure they have a research ethics policy covering College-only staff | Update policy on research ethics governing college-only researchers, to state that all college-only staff are covered by the University policies on research ethics, and to secure and protect the existing rights of those researchers, including to equal treatment under the law, and to secure and protect academic | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| Security | College to ensure it has a physical security policy | Update physical security policy. | New College Stated General Meeting, 20 October 2021. Delegated to the Dean, and reviewed October 2021. |
| COVID-19 | Ensure that College policies adjusted to deal with COVID conform to the PREVENT policies and action planning. | Update disciplinary procedures where required, procedures, including to secure and protect free expression and equal treatment under the law. To establish a reporting route to the College's Bronze Group PREVENT matters. | New College Stated General Meeting, 20 October 2021, Delegated to the Dean, and reviewed October 2021. |