



Worcester College Prevent Duty Policy

1. Introduction

- 1.1. The Prevent Duty, under Section 26(1) of the Counter-Terrorism and Security Act (2015), imposes a duty on “specified authorities”, when exercising their functions, to have due regard to the need to prevent people from being drawn into terrorism.
- 1.2. It is a fundamental premise of this policy that the principles of free expression, academic freedom, autonomy, confidentiality and respect for privacy, according to law, provide the overarching context within which the College aims to meet its statutory responsibilities under the Prevent Duty.
- 1.3. There is nothing within this policy that shall be interpreted as a contravention of the College’s policy on Freedom of Speech or any rights to freedom of expression that may be exercised within the law.

2. Key principles

- 2.1. In relation to fulfilling the obligations of the Prevent Duty, the College restates its commitments to:
 - 2.1.1. 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.
 - 2.1.2. 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 employment.
 - 2.1.3. ensure that the implementation of its Prevent Duty does not undermine, and remains subject to, the rights of academics, students, staff and visiting speakers under existing law, including the Education (No 2) Act 1986, the Equality Act 2010, the Human Rights Act 1998 and data protection legislation.
- 2.2. It is equally important that all members of the College, of whatever standing, recognise that the College’s obligations under the Prevent Duty cannot and should not be met in any way which might compromise these essential principles and commitments.

3. Key roles and responsibilities

The following Key Individuals have been identified to undertake specific Prevent-related responsibilities, and may be supported by various College staff in fulfilling these duties:

- 3.1. **the Provost** takes overall responsibility for any reporting requirements and referrals to external agencies for any concerns related to the Prevent Duty
- 3.2. **the Vice-Provost** acts as the Prevent Lead, and takes primary responsibility for ensuring that the College meets its Prevent obligations and oversees the implementation of this policy
- 3.3. **the Finance & Estates Bursar** takes primary responsibility for dealing with concerns pertaining to College staff at risk of being drawn into terrorism
- 3.4. **the Senior Tutor and Dean** take primary responsibility for dealing with concerns pertaining to academic staff and students (respectively) at risk of being drawn into terrorism
- 3.5. **the Independent Assessor** is appointed by Governing Body to serve as an independent first point of contact for any student or staff member who considers her or himself or the College to have been adversely affected by its implementation

4. Prevent-related concerns

- 4.1. The Prevent Duty is motivated by a welfare concern to safeguard persons at risk of being drawn into terrorism. Ensuring the availability of appropriate welfare and related (e.g., health and pastoral) support for College members is therefore a key means of fulfilling it.
 - 4.1.1. The College has extensive welfare support available to students, including: the Dean (who is assisted by Junior Deans), a Head of Student Welfare, College Nurse, Welfare Representatives and Peer Supporters. Where a member of the College identifies a concern in relation to a student they shall report this to the Dean. The Dean will act in a manner that secures and protects the existing rights of students, including, in the absence of serious crime or the risk of a vulnerable individual being drawn into terrorism, to confidentiality and privacy; and, at all times, to equal treatment under the law.
 - 4.1.2. Where a member of the College staff identifies a concern in relation to a member of staff they shall report this to the Finance & Estates Bursar (in the case of professional staff) or the Senior Tutor (in the case of academic staff). The Finance & Estates Bursar or Senior Tutor will act in a manner that secures and protects the existing rights of staff members, including, in the absence of serious crime or the risk of a vulnerable individual being drawn into terrorism, to confidentiality and privacy; and, at all times, to equal treatment under the law.

5. Events and venue hire

- 5.1. The College regulates event bookings and venue hire by students, staff and third parties, including under its policy on Freedom of Speech. The policy recognises the central importance of the right to freedom of expression within the College, including for external speakers, and has been revised in the light of the Prevent duty.
- 5.2. The College requires students who are organising an external speaker event to obtain prior approval by the Dean (or Assistant Dean on their behalf). To obtain this approval, students must complete a booking form and provide details regarding the event.
- 5.3. The College also requires its Conference Office to obtain from third parties wishing to hire College facilities information regarding the intended use of the facilities, and to draw any

concerns they have on reviewing this information under the Prevent Duty Policy and/or the College policy on Freedom of Speech to the Prevent Lead's attention.

- 5.4. Academic staff are similarly required to take reasonable measures to identify any event for which they are responsible that might give rise to concerns under this Policy and/or the Code of Practice on Freedom of Speech, and to draw those concerns to the Prevent Lead's attention.

6. Policy review and communication

The following measures are in place to ensure appropriate review and communication of this policy:

- 6.1. Compliance with the Prevent Duty is included in the College's Risk Register.
- 6.2. All Key Individuals named in this policy undertake both Prevent training and implicit bias training provided by the University.
- 6.3. The College's data sharing protocols permit the sharing of information relevant to the College's Prevent Duty.
- 6.4. This policy is communicated to students via Handbooks and guidance for the organisation and approval of student events.
- 6.5. Academic staff are required to risk assess their own events for Prevent purposes, and are expected to undertake the relevant training where appropriate.
- 6.6. The Prevent Policy is kept under annual review by the Governing Body through the Governance & Compliance Committee.

7. Key Individuals

Prevent Role	Responsible	Email
Prevent Duty oversight	Provost (David Isaac)	provost@worc.ox.ac.uk
Prevent Lead	Vice-Provost (Richard Earl)	richard.earl@worc.ox.ac.uk
Prevent Contact for Academics	Senior Tutor (Helen Parish)	helen.parish@worc.ox.ac.uk
Prevent Contact for Students	Dean (Paul Azzopardi)	paul.azzopardi@worc.ox.ac.uk
Prevent Contact for Staff	Finance & Estates Bursar (Mike Huggins)	mike.huggins@worc.ox.ac.uk
Independent Assessor	Patricia Clavin	patricia.clavin@history.ox.ac.uk

**Approved by Governing Body via the Governance & Compliance Committee
24 May 2023**