

University of Surrey - Prevent Action Plan V3

Working document

V1. October 2020

V2 April 2021

V3 October 2021

Next updated expected April 2022

Education

Prevent Policy/risk area	Specific policy or guidance document	Current status
Critical to supporting our students and staff so that they are less susceptible to radicalisation is to educate and support them about equality, diversity and inclusion	Education Strategy Equality Policy and EDI Plan	We have reviewed our Equality Policy and EDI Plan which has been approved by Executive Board (EB) in October 2020 and is due for review again in November 2021. We will continue to communicate and support positive behaviours by students. We continue to be mindful of risks around greater online and lone working, noted below.

IT Systems and user behaviour

Prevent Policy/risk area	Specific policy or guidance document	Current status
General use of University supplied IT equipment and services. Risk of ISP obligations being breached by user behaviour (e.g. accessing or communicating with proscribed groups via University networks or with University equipment)	Acceptable Use of IT Policy	The Acceptable Use Policy was updated and published last year and is now due for another refresh / confirmation that nothing has changed. https://www.surrey.ac.uk/sites/default/files/2020-12/acceptable-use-policy.pdf

Staff and student use of own devices for University data or to access University networks. Use of University networks (see above). May “mix” private data with University data	Using Your Own Devices policy	Policy previously reviewed and updated to include Prevent requirements. The Bring your own device policy has progressed but has not been published yet – expected to be in 2022, in line with other policy development work.
Social media may be used to access, network or share terrorism related material	Social Media Policy	Social media policies for staff and students reviewed and updated.

Student Services, Support, Pastoral Care and Faith Provision

Policy/risk area	Specific policy or guidance document	Current status
Vulnerable adults may be targeted for radicalisation	Children and Adults at Risk (Safeguarding) policy	<p>The Department of Wellbeing and Welfare convenes weekly Case Review Management Group meeting with larger group to cover across University services. This is covered by a new policy and a wider information sharing privacy statement written Oct 2020.</p> <p>Safeguarding policy being reviewed. External audit completed June 2021 with recommendations being followed up and for review.</p> <p>Safeguarding to be added to the Prevent Steering Group ToR.</p> <p>Safeguarding Policy to be confirmed with EB in late 2021.</p>
Risk of radicalisation within student/staff household	Domestic abuse policy	Domestic abuse policy is now part of the vulnerable person safeguarding policy see above.

Minors may be targeted or susceptible to radicalisation	Child Protection Policy	Now incorporated into Supporting Adults who present as a concern, and Safeguarding Adults at Risk
Prayer facilities and chaplaincy arrangements may not be adequately managed	Code of Practice on Freedom of Speech (COPFOS) Dignity at Work and Study Policy (E&D)	<p>Security, Religious Life and Belief (Chaplaincy) and CSO have had regular meetings to review and establish protocols.</p> <p>The Religious Life and Belief has a vetting system for all guest speakers which is submitted to the Coordinating Chaplain and Head of Security.</p> <p>Uses of space to groups outside of Chaplaincy must follow similar protocols. Faith Societies have often gone through the Student Union. The Religious Life and Belief Centre and Student Union have established a Faith and Belief Student Council. FAB. Security, SU and Religious Life and Belief (Chaplaincy) will meet to discuss similar protocols.</p> <p>A twice-yearly meeting of the Dean of Religious Life (Coordinating Chaplain), the Chaplains and Security to review the operation of the four facilities used for faith-related functions: the Quiet Centre/Roundhouse, the Islamic Prayer Room, the Manor Park Prayer Room (Manor Park being the University's second campus) and the main Roundhouse Religious Life and Belief Centre (Chaplaincy Centre) and to ensure processes are in place to ensure the safety of users and the College of Chaplains staff.</p> <p>A Religious Life and Belief Prevent Guide has been drafted and will be circulated as practice for all to follow.</p>
Rise of radical Antisemitism and Islamophobia online as identified by the Met Police and OFS and ISD Report commissioned by Google	EDI Policy	There has been a recent growth of online Antisemitic and Islamophobic hate materials coming from a variety of radical and extremist

		<p>groups. Home Office and Met Police have become more concerned that this has become more critical during the coronavirus pandemic. These are the fastest growing areas of hate online and linked to radical extremist groups.</p> <p>Religious Life and Belief (Chaplaincy) and EDI will introduce two staff courses on</p> <ol style="list-style-type: none"> 1. Combatting Antisemitism on Campus 2. Combatting Islamophobia on Campus <p>These will come online for 2022. This will cover our prevent duty and enable staff to identify these specific forms of hatred and how best to combat them.</p> <p>EDI and Religious Life and Belief are working on proposals to work on pro-active student programmes to combat Antisemitism, Islamophobia, other forms of Racism and Homophobia whilst promoting community cohesion and diversity.</p>
<p>Covid-19 presents greater risks for students and staff targeted and/or susceptible to terrorism and radicalization due to</p> <ul style="list-style-type: none"> - increased periods of isolation - increased online activities - seeking answers for a global crisis <p>This risk remains ongoing for 2021/22 as we start to come out of the pandemic.</p>	<p>All of the above.</p>	<p>We are mindful of this risk and actively reaching out to students and staff with advice on support services to reduce isolation and support wellbeing.</p> <p>We are working with the DfE and other HEIs to share best practice on advising staff and students about navigating the online world safely. Learning Analytics will allow us to track engagement in future.</p>

Events, speakers and public displays (including posters)

Policy/risk area	Specific policy or guidance document	Current status
Events hosted on University property may conflict with Prevent requirements	Code of Practice on Freedom of Speech Events Policy	The Events Policy is currently being reviewed and updated. Updates to the policy will include principles for virtual events. In the meantime, close management of events is effected through the University events team and through the SU in regards student societies.
Monitoring or management of speakers on or off campus may need to change to meet Prevent requirements	Code of Practice on Freedom of Speech Events Events Policy	<p>All SU related speakers coming on to campus for general or society use are shared with the Head of Security and are risk assessed. The starting point being we will seek to accommodate all who want to come to the University to present but we may wish to put mitigating measures in place where we see risk. Process now embedded. Working with Faculties to ensure similar process is in place for visiting speakers too. Religious Life and Belief (Chaplaincy) are also doing this.</p> <p>Co-vid impact has affected this over the last 12 months however process is working with several requests for speakers coming through to Head of Security from SU – all non-contentious.</p> <p>In addition: Pre-Award is in the process of automating their due diligence/project risk registry, which includes Safety & Security Issues around foreign visitors to campus (especially from countries of concern) to participate in academic conferences. E-mail alert templates have been created to go to relevant staff on campus I.e. Head of Events for awareness and guidance on actions to mitigate.</p>

University branding or name may be associated with an event or speaker giving rise to Prevent related concerns	Trademark rules and brand guidelines	Continuous monitoring of web/social traffic (as outlined in Section 2.3.3 of the Social Media policy) to identify any brand usage falling foul of Prevent guidelines.
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Employment and staff

Policy/risk area	Specific policy or guidance document	Current status
Staff awareness of the risks of radicalisation and of the Prevent requirements generally not high enough	<p>Response arrangements included in Business Continuity documents and training also included in Security led “table top exercises”.</p> <p>New programmes to be built out of Learning Foundation and JISC Prevent material</p> <p>Communications Plan in place, being utilised and regularly updated.</p> <p>A clear training plan has been developed and is being implemented.</p>	<p>A compulsory e-learning module has been rolled out to all staff.</p> <p>Training to be refreshed for 2021/22 supported by DFE.</p>
Vulnerable staff may be targeted or susceptible to radicalisation	Children and Adults at Risk policy	Reviewed and Prevent section confirmed correct. This will form part of the new safeguarding policy

Free speech and academic freedom

Policy/risk area	Specific policy or guidance document	Current status
Freedom of speech must be protected (see Prevent principles) but monitoring and response arrangements need to incorporate Prevent principles	Code of Practice on Freedom of Speech (COPFOS)	COPFOS reviewed. University follows the guidance. Care is taken to ensure that differing points of view are encouraged in a tolerant way. This is linked to the Visiting speaker action point above. Some XRW stickers and posters have been found but removed from walls on campus

		<p>and care is taken to monitor noticeboards for inappropriate content. No further incidents to report. Noticeboards checked regularly by Head of Security</p> <p>In addition: Pre-Award is in the process of automating their due diligence/project risk registry, which includes Safety & Security Issues around foreign visitors to campus (especially from countries of concern) to participate in academic conferences. E-mail alert templates have been created to go to relevant staff on campus i.e. Head of Events for awareness and guidance on actions to mitigate.</p> <p>We await outcome of the FoS Bill and guidance for universities.</p>
<p>Academic freedom must be preserved but the monitoring and response to some activities may need to change</p>	<p>Academic Freedom is enshrined in University statutes and ordinances</p>	<p>To the extent academic freedom has statutory protection, that protection is enshrined in our statutes and ordinances.</p> <p>Academic freedom needs to be clearly defined – There are activities that are require legal and regulatory compliance which takes precedent over the researchers intention of research studies.</p>
<p>Research into terrorism, extremism or proscribed organisations should be appropriately managed</p>	<p>Oversight of security-sensitive research policy</p>	<p>The Security Sensitive Research Policy is currently under review with stakeholders following significant changes in how governance and ethics are conducted for review of research (including research conducted as part of a degree module). This includes the implementation of the Self-Assessment of Governance and Ethics (SAGE) online tool, that if completed correctly, identifies</p>

		<p>if the research being conducted requires UEC Ethics Approval.</p> <p>This policy is still being reviewed to incorporate all research activities by staff and students; these research activities must be tracked as per current policy which is not currently met and new governance processes must be developed and introduced. SAGE-HDR has a specific question (no.19) asking 'Are you undertaking security sensitive research' (there is definition on the SAGE form).</p> <p>RIGO deal with all security sensitive research enquiries and is logged.</p>
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Threat Assessment, Intelligence Sharing and Incident Response

Policy/risk area	Specific policy or guidance document	Current status
Missing Persons may give rise to terrorism or radicalisation concerns	Missing Persons Policy	Policy in place
Student Death may give rise to terrorism or radicalisation concerns	Student Death Policy	Policy in place