

University of Surrey - Prevent Action Plan

Working document – updated October 2020

Next updated expected May 2021

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 recently reviewed our Equality Policy and EDI Plan which has been approved by Executive Board (EB) in October 2020. We will continue to communicate and support positive behaviours by students. We will also 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 current University of Surrey IT Security related policies are being updated across the board. The existing AUP has been reviewed and brought up to date. This was approved at the October DISC. There is a workstream in flight to create a new policy set and this will see the AUP replaced with a new version, this is targeted to be presented to DISC for December 2020 and then to be passed to EB for sign off.

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 reviewed and updated to include Prevent requirements. There are new technologies in place to manage BYOD, this is currently at the latter end of process development. The new policy set (see above) will be updated to cover this.
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	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. Safeguarding policy reviewed and updated.
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)	Security, Chaplaincy and CSO have had regular meetings to review and establish protocols. The Chaplaincy has a vetting system for all guest speakers which is submitted to the Coordinating Chaplain and Head of Security.

		<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>It has been agreed to hold a twice-yearly meeting of the 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 Chaplaincy Centre.</p> <p>A Religious Life and Belief Prevent Guide has been drafted and will be circulated as practice for all to follow.</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 	All of the above.	<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.

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	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. Chaplaincy are also doing this.
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.

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>Oct 2020</p> <p>eLearning completion at 87% following active Comms. Three workshops delivered virtually, covering 59 staff.</p> <p>Following feedback content is being revised and will be more bespoke to Wardens and Security teams.</p>

Vulnerable staff may be targeted or susceptible to radicalisation	Children and Adults at Risk policy	Reviewed and Prevent section confirmed correct.
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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 and care is taken to monitor noticeboards for inappropriate content.
Academic freedom must be preserved but the monitoring and response to some activities may need to change	Academic Freedom is enshrined in University statutes and ordinances	To the extent academic freedom has statutory protection, that protection is enshrined in our statutes and ordinances.
Research into terrorism, extremism or proscribed organisations should be appropriately managed	Oversight of security-sensitive research policy	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 if the research being conducted requires UEC Ethics Approval. This will need to be reviewed by RIGC, URIC and approved by Senate. To be completed by Spring 2021.

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