The University of Huddersfield Prevent Policy

1 Background

Under the Counter-Terrorism and Security Act 2015, the University is under a duty to have due regard to the need to prevent people from being drawn into terrorism. This is known as the ‘Prevent Duty’.¹

The University is committed to ensuring that it remains a safe, nurturing and inclusive environment for teaching, learning and research. It is in this context that the University will seek to meet its obligations under the Prevent Duty; to ensure that vulnerable individuals within the University community are safeguarded from being drawn into terrorism.

The University has taken a risk-based approach to put appropriate measures in place at an institutional level to ensure that the risks of members of the University being radicalised are minimised, whilst at the same time balancing its other legal duties, including those of ensuring freedom of speech and academic freedom within the law² and promoting equality and diversity across the University. This policy forms part of that approach.

2 Scope of Policy

This policy applies to all staff and students at the University and is designed to help you understand the responsibilities around the University’s Prevent Duty, what to do if you think that someone is at risk of being drawn into terrorism and who to contact to get help if you are worried or unsure about anything.

The obligations of the University under the Prevent Duty are separate from those already imposed by sections 19 and 38B of the Terrorism Act 2000³, which, in summary, require people to report to the Police (i) any suspicion or belief that a person has committed a terrorist offence, where such suspicion or belief has been obtained in the course of a trade, business or employment; or (ii) information which might be of material assistance in preventing the commission or an act of terrorism or apprehending an offender. It should be noted that failure to make such a report is in itself a criminal offence.

3 Definitions

For the purposes of this policy, the statutory definition of “terrorism” should be applied where that term is used. That definition is taken from the Terrorism Act 2000³, which defines terrorism as “the use or threat of action which involves serious damage to property; or endangers a person’s life; or creates a serious risk to the health and safety of the public or a section of the public; or is designed seriously to interfere with or disrupt an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, racial or ideological cause.”

¹ https://www.gov.uk/government/publications/prevent-duty-guidance
² The University Freedom of Speech and External Speakers Policy
The statutory Prevent Duty Guidance defines “extremism” as “vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs and calls for the death of members of our armed forces, whether in this country or overseas”. Where the term “extremism” is used in this policy, it should be read and understood in the context of this definition.

4 Your Responsibilities

4.1 Training
All staff and volunteers must undertake Prevent Duty training appropriate to their role, as directed by their line manager.

4.2 Referral
Any student or member of staff may identify concerns about an individual potentially being drawn into violent extremism or terrorism based on information received or behaviour observed.

Where any such concerns are identified, you should refer these to prevent@hud.ac.uk; tel: 01484 472227. It is important that this is done in a secure and confidential way. However, if there is a threat to life, or you believe an individual to be in serious, immediate danger you should call 999.

Remember - you may develop close working relationships with individuals or may become privy to behaviour or information of which other staff or students are not aware. It is not your responsibility to determine whether there is a genuine risk or to challenge the individual about your concerns. What is important is to refer any concerns under this process.

Guidance is clear that there is no single way to identify who is likely to be vulnerable to being drawn into terrorism. To assist you in understanding the factors that may have a bearing on someone becoming vulnerable and how to identify such concerns, a non-exhaustive list of potential indicators of risk is set out at Appendix 1 of this policy.

Following receipt of a referral, the next stage would be for the appropriate members of staff to carry out a review of the concerns raised; the purpose of such a review would be to clarify the concerns and any relevant circumstances surrounding the same. If a concern is raised about a student, the review will be led by the Head of Student Support. If a concern is raised about a member of staff, the review will be led by the Director of Human Resources.

A decision will be made about the next stage based on the outcome of the review. There are three likely outcomes:

(a) No further action is required under this policy. In this case a confidential record of the case will be kept by the Head of Student Support or the Director of Human Resources (as appropriate) in accordance with the University’s Retention and Disposal Schedule.
(b) Internal action is required. The appropriate intervention will be determined by agreement between relevant staff members, which should be supportive in nature. As
above, a confidential record will be kept.

(c) An external referral is required. Depending on the nature of the concern, there are two routes available:

(i) referral to the Police if there is evidence to suggest that a criminal act may be committed or has been committed: or

(ii) referral to the Regional Prevent Co-ordinator or to the Channel Programme (a multi-agency panel established as part of the Prevent agenda to identify and provide support to individuals who are at risk of being drawn into terrorism, of which the University is a member).

A confidential record of all external referrals made under this policy will be kept. In reaching any decision about external referral, the University will have regard to its obligations under its Data Protection Policy and the Data Protection Principles contained in it. Concerns will only be shared externally where there is a clear and compelling evidence of a requirement to do so.

A flowchart setting out the process for reporting concerns is set out at Appendix 2.
Appendix 1 - Indicators of Risk

Identification of concerns might include the following, although this list is not exhaustive:

- Expression of views which are discriminatory against protected groups or individuals
- Third party reports of concerns about behaviour e.g. plans to undertake extended periods of travel to international locations known to be associated with terrorism
- Exclusion of certain groups or individuals from activities which appears to be for extremist or discriminatory reasons
- Direct disclosure from the individual of vulnerability to being drawn into terrorism or extremism
- Evidence of friends or family concern about vulnerability to extremism
- Evidence of discriminatory treatment of other groups or individuals
- Evidence of non-compliance with normal expectations of behaviour or shared values within our society, in the context of the definition of “extremism”
- Possessing, accessing or requesting extremist materials, unless authorised to do so for academic study through the Research & Ethics Integrity approvals process
- Expression of extremist views and sharing of extremist materials including on social media
- Use of extremist language
- Threats of violence
- Enabling non-University members to access University grounds or buildings who are a cause for concern in the context of this policy or to distribute materials promoting extremism
Appendix 2 – Referral Flowchart

Concern identified about an individual

Referral made to Wellbeing

Review carried out
Head of Student Support – Student Director of HR - Staff

- Action required
  - No
    - Concerns recorded and closed
  - Yes
    - Serious concern?
      - No
        - Internal action taken and reviewed
      - Yes
        - Is there an immediate threat of criminal activity or safety to individual or others?
          - No
            - Concern referred to Channel/Prevent Coordinator
          - Yes
            - Concern recorded and closed

- Issue resolved?
  - Yes
  - No

Concern recorded and closed