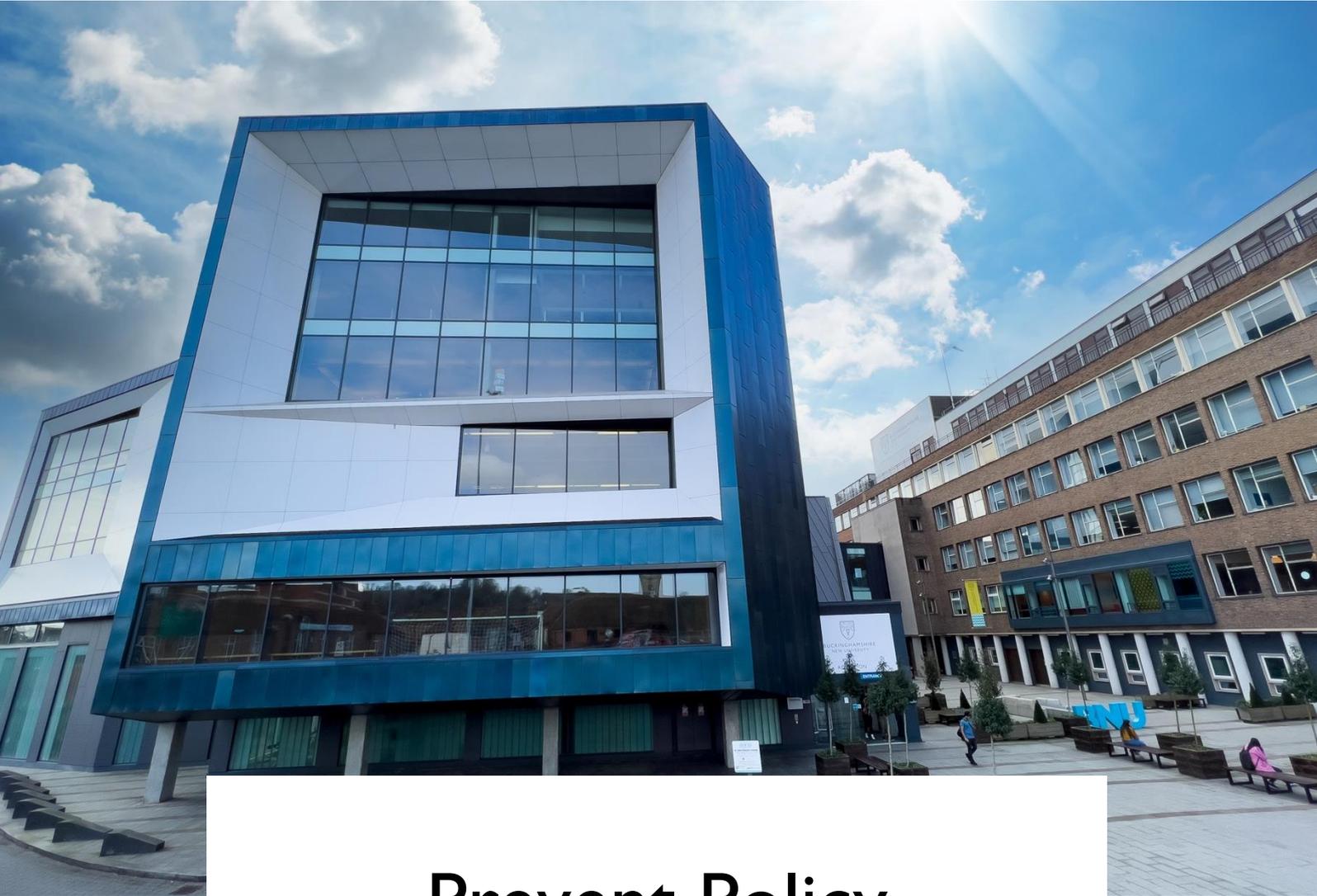




BUCKINGHAMSHIRE  
NEW UNIVERSITY

EST. 1891



# Prevent Policy

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## Purpose

- 1 The [Counter Terrorism and Security Act 2015](#) places an obligation on all higher education institutions as relevant bodies to consider the need to prevent individuals from being drawn into terrorism.
- 2 This legislation is reinforced through the Prevent duty guidance for higher education institutions in England and Wales, known as the 'Prevent Duty.'
- 3 The purpose of this Policy is to provide a comprehensive overview of the requirements of the Prevent Duty and the University's strategies for compliance.
- 4 At its core, Buckinghamshire New University's approach to the Prevent policy is a safeguarding measure designed to ensure the welfare of our students, staff, and all community members. This policy aims to maintain a secure, welcoming, and inclusive environment, promoting academic freedom, encouraging healthy discourse and debate, while concurrently protecting those who may be vulnerable.
- 5 We strive to balance our legal obligations under the Prevent Duty with our commitment to celebrate and respect the cultural, religious, and ethnic diversity of our staff and students.
- 6 This policy is informed by a range of legislation, including, but not limited to, the [Data Protection Act 2018](#); safeguarding legislation and requirements such as the [Safeguarding Vulnerable Groups Act 2006](#), the [Care Act 2014](#), the [Equality Act 2010](#), and the [Counter Terrorism and Security Act 2015](#).

## Applicability and Scope

- 7 This policy applies broadly to all members of the Buckinghamshire New University community. This expansive scope encompasses students, staff, contractors, volunteers, and visitors, as well as external groups or individuals who utilise University facilities. Whether directly involved in University activities or in a more auxiliary role, all individuals are covered under this policy.
- 8 More specifically, the applicability of this policy extends to all University and Students' Union operations, events, and activities that take place on University premises. It also covers activities taking place off-campus when they are organised, delivered, or officially recognised by the University, such as field trips, placements, and exchange programmes. Additionally, all virtual interactions and communications related to University affairs fall within the policy's scope, covering social media activity, emails, and online forums.
- 9 The policy acknowledges the multifaceted roots of radicalisation, which include ideology, theology, grievances, and mental health issues. Guided by the principles of the Prevent objectives, the policy is designed to tackle these diverse drivers of radicalisation. Key objectives of the policy are:
  - Responding to the ideological challenges of terrorism and the threat posed by individuals or groups promoting such ideologies
  - Safeguarding individuals who may be vulnerable to radicalisation by providing the necessary support and intervention

- Collaborating with various sectors and institutions such as education, faith groups, healthcare, and criminal justice systems where the risks of radicalisation need to be addressed.
- 10 The policy's scope intends to capture all interactions and activities associated with the BNU community. This enables the University to proactively respond to potential risks, safeguard vulnerable individuals, and foster an environment that is safe, inclusive, and respectful of diverse viewpoints and backgrounds.
- 11 This policy also links with other BNU policies, like our [Safeguarding Policy](#), [Freedom of Speech Policy](#), and [IT Acceptable Use Policy](#). These policies help us to balance our legal responsibilities with our core values of freedom, diversity, and open debate.

## Awareness and Understanding

- 12 The University is committed to ensure that all community members understand the nature and level of risk associated with radicalisation and extremism. To achieve this, the University will conduct regular briefings and share online resources and information. All staff are regularly required to undertake mandatory training; more advanced training (formally WRAP) will be rolled out to any staff most likely to encounter Prevent concerns; and any member of staff handling and advising on referrals are also required to undertake government awareness and referrals training.

## Identification of Vulnerability and Risk

- 13 This policy emphasises the importance of the ability to identify individuals who might be susceptible to radicalisation. However, it is crucial to understand that the presence of certain behavioural changes does not automatically denote radicalisation. All staff and students are expected to contribute to the security of the University community by being vigilant to behavioural changes such as:
- Support for violent activities
  - Expressing sympathy towards extremist acts
  - Expressing extreme political or radical views
  - Making significant changes in their appearance or who they hang out with
  - Spending a lot of time alone
  - Having violent extremist literature or material about weapons, explosives, or military training.
- 14 Observing these behaviours does not necessarily mean an individual is being radicalised; they could also be signs of other personal issues or challenges. Therefore, our initial response is centred on support and safeguarding following the protocols established in our Safeguarding Policy.
- 15 If an individual exhibits these signs, the first step will be to provide support and care, addressing any immediate safeguarding needs. Only if, after thorough assessment and consideration, it is

deemed that a potential risk of radicalisation persists will the case be referred to the Prevent process.

- 16 To promote a culture of safety, the University will uphold a transparent procedure for individuals to report concerns using the 'Report and Support' portal. (see [Appendix 2: Procedure for Dealing with Prevent Reports](#))

## **Collaboration and Support for At-Risk Individuals**

- 17 The University recognises its role in the broader community's efforts to prevent radicalisation and is committed to actively collaborating with external agencies such as the Police, Local Authority, and other relevant entities. This collaboration reflects the University's policy to enhance its preventative capabilities and contribute to the effective response to any identified threats.
- 18 The policy aligns with the 'Channel' programme, a UK government initiative forming part of the Prevent policy. This approach seeks to safeguard individuals who might be vulnerable to radicalisation, with the objective of offering them tailored support to protect them from potential threats.
- 19 The University will engage in a multi-agency approach to identify and support individuals who might be at risk of radicalisation. This policy recognises the inherent value in leveraging the diverse expertise and resources of different organisations, including educational institutions, local authorities, social services, health providers, and law enforcement agencies.
- 20 Individuals identified as potentially at risk within the University community will be considered for referral to the Channel Referral Panel at BNU in line with our policy. The University will review cases, evaluate the necessity of a referral to Channel, and make appropriate decisions in the best interest of the individuals involved and the wider community. (see [Appendix 4: the Channel Process](#))
- 21 The University encourages voluntary and consent-based participation in the Channel process. Recognising the process as a means of providing support, rather than as a punitive measure, aligns with the University's overall commitment to safeguard individuals at potential risk.
- 22 The University provides comprehensive support for individuals who may be identified as potentially at risk and referred to the Channel Referral Panel or to Channel itself. This support can span a range of services, tailored to the individual's needs. These might include pastoral care, counselling services, mental health support, or even a referral to external specialist services as deemed appropriate.
- 23 This commitment to support extends beyond initial identification and referral. Throughout the Channel process, the University will remain a constant source of assistance for these individuals. By doing so, the University reinforces its core principle of safeguarding the well-being of its community members.

## Freedom of Speech and Academic Freedom

- 24 The University firmly believes in upholding the freedom of speech and the right to explore academic curiosity, all within the framework of legality. We acknowledge the necessity to curb radicalisation and extremism, but it is crucial that these efforts do not hinder lawful conversation and discourse.
- 25 Our commitment to preserving the freedom of speech at the University is outlined in our [Freedom of Speech Policy and Procedures](#). This policy also provides clear guidelines on approving speakers for campus events and University functions, ensuring a safe and inclusive platform for intellectual discourse. This balance ensures that our campus remains a platform for respectful dialogue and exploration, while also safeguarding our community from potential threats.

## Research and the Prevent Duty

- 26 The University acknowledges the vital role of research in deepening our understanding of radicalisation and extremism, and in enhancing the effectiveness of our Prevent duty. We actively encourage and support research initiatives that align with the Prevent objectives, following the guidelines established in Universities UK's (UUK's) "Oversight of security-sensitive research material in UK universities: guidance".
- 27 All research endeavours within the University, particularly those exploring sensitive subjects like radicalisation and extremism, are conducted in strict adherence to our [Research Data Management Policy](#). This ensures the responsible collection, storage, and use of data in a manner that maintains the highest standards of ethical and professional conduct.
- 28 Additionally, any research carried out in association with the University must adhere to the principles detailed in our [Research Ethics Policy](#). This policy underscores our commitment to ensuring that the research we engage in and support is conducted with integrity, respect, and academic freedom, while keeping in mind our broader social and ethical responsibilities.
- 29 The insights gained from research are utilised to inform our community and educational practices and are aimed to contribute to the wider public discourse on countering radicalisation and extremism.
- 30 In summary, our research policy, as it relates to the Prevent Duty, is centred around creating and sharing knowledge in a responsible and ethical manner. It facilitates continual evaluation and enhancement of our understanding of and response to radicalisation and extremism, reinforcing our commitment to ensuring the safety and inclusivity of our University community.

## Students' Union and Prevent

- 31 Although the statutory Prevent duty does not directly apply to the Students' Union, as it operates as an independent charitable entity, the University greatly values its cooperation in ensuring a safe and secure environment. This collaboration significantly aids the University in meeting its statutory obligations.

- 32 The Students' Union holds representation in the University's Prevent policy Group, ensuring their voice and perspectives are incorporated in our approaches to the Prevent policy.
- 33 Established cooperation between the University and the Students' Union serve to manage several key areas:
- **Management of External Speakers and Events:** All requests for external speakers and events made by the Students' Union or its societies are reviewed following the [Freedom of Speech Policy and Procedures](#).
  - **Welfare and Pastoral Support:** If a student or a Students' Officer has concerns about a student potentially being at risk of being drawn into terrorism, they are encouraged to report their concern following the escalation process outlined in [Appendix 2: Procedure for Dealing with Prevent Reports](#).
  - **Training:** The University extends invitations to staff and elected officers of the Students' Union to participate in regular briefings, training sessions in addition to sharing online resources and information. These training sessions, facilitated by the University, ensure that our community is adequately equipped to uphold our commitment to the Prevent policy.

## Guidance and Support

- 34 The University is fully committed to providing comprehensive guidance, mandatory training, and support to all its community members. This effort is aimed at helping them understand and fulfil their obligations under the Prevent policy. We believe that through the understanding and application of these principles, our University plays a critical role in the national strategy to prevent terrorism, ensuring the safety and well-being of its students, staff, and the wider community.
- 35 We provide a broad array of support services to all University community members, including the:
- **Multi Faith Chaplaincy:** Our Chaplaincy promotes tolerance and inclusivity, offering emotional support to all, irrespective of faith. They help identify individuals in spiritual crises, who may be vulnerable to radicalisation.
  - **Counselling Service:** Our counsellors provide confidential psychological support, identifying signs of distress that could signal vulnerability to radicalisation and offering supportive interventions.
  - **Students' Union Advice Centre:** The Students' Union Advice Centre plays a significant role in our Prevent policy. It listens to, advises, and supports students by providing a professional, independent, and confidential service.
  - **Personal Tutoring:** Personal tutors offer academic and personal guidance, monitoring for behavioural changes indicating potential vulnerability to radicalisation and facilitating appropriate support.
  - **Student Wellbeing Resources:** These resources foster student resilience and positive mental health, reducing vulnerability to radicalisation by promoting stress management and social connections.

- **Employee Assistance Programmes:** These programmes support staff mental and emotional well-being, identify staff who may be at risk, and help all employees recognise signs of radicalisation.
- 36 Through these initiatives, we foster resilience, empower individuals to make informed decisions, and safeguard their mental and emotional well-being.
- 37 We complement these support services by offering regular training sessions, workshops, and awareness campaigns to equip everyone with the necessary knowledge and skills to recognise and counteract the signs of radicalisation and extremism. Staff and elected officers of the Students' Union are extended invitations to participate in these essential training sessions.
- 38 We encourage all community members to be proactive in maintaining the safety of our University. If at any point, a community member feels uneasy or uncertain about a situation related to radicalisation or extremism, we urge them to reach out using 'Report and Support'. This policy exists to safeguard our community and depends on the vigilance of all its members.

## Responsibilities and Engagement

- 39 The successful implementation and adherence to this policy requires the active participation of everyone involved with Buckinghamshire New University. We have outlined the specific responsibilities of different roles within our community below:
- **University Executive Team:** the University Executive Team, is responsible for ensuring this policy is effectively communicated and understood throughout the University and receive periodic reporting about compliance in this area.
  - **University Management Group:** UMG is responsible for the implementation of this policy and for monitoring training compliance in Prevent, and maintaining oversight of Directorate and College adherence to policy.
  - **Designated Prevent Officer(s):** The Director for Student Success acts as the Designated Prevent Officer. They oversee the day-to-day operation of this policy. They serve as the primary contact point for any concerns related to this policy, coordinate training sessions, manage reporting processes, and liaise with external bodies as necessary.
  - **Academic and Professional Services Staff:** All staff, including academic and professional services staff, are expected to familiarise themselves with this policy and participate in relevant training. They play a crucial role in identifying and supporting individuals at risk of radicalisation, as well as promoting an environment of open discussion and critical thinking.
  - **Students' Union:** The Students' Union can contribute significantly to a positive and inclusive campus culture. They should encourage student engagement with the policy, promote awareness around the issues of radicalisation and extremism, and ensure the events and societies they oversee align with the policy's guidelines.
  - **Individual Students and Staff:** Every individual is responsible for understanding this policy and its implications. They should be vigilant in noticing changes in behaviour among their peers that might indicate vulnerability to radicalisation. They are required to report any concerns they might have, and should be made to feel confident in doing so.

- **Contractors, Volunteers, and Visitors:** Those who are not directly part of the University but engage with our community, such as contractors, volunteers, or visitors, should also be aware of this policy. We expect them to respect our commitment to safety and inclusivity during their time at BNU.

## Acceptable Use of IT

- 40 BNU has an established [IT Acceptable Use Policy](#), applicable to all users of our IT facilities. This policy specifies various activities that would raise concern, particularly those that fall under our statutory duty as per the Counter Terrorism and Security Act 2015.
- 41 This policy further adds to the IT acceptable policy to include, but not limited to, the creation, downloading, storing, sharing, or displaying of any material that encourages or incites racial or religious hatred, terrorism, or hate crimes, or provides guidance on engaging in illegal activities.

## Policy Review

- 42 The University will continuously monitor and assess the impact and effectiveness of this policy through various mechanisms. Reports and evaluations will be conducted regularly, and the findings will be presented in the Annual Report, which goes to Council via Audit Committee, and the Annual Monitoring Return, which is submitted to the Office for Students (OfS).
- 43 With the ever-changing nature of risks, legal requirements, and best practices, the policy will be regularly updated and revised based on the insights gathered from these reports and evaluations. This iterative process ensures our approach stays relevant, comprehensive, and robust, allowing us to maintain the safety and well-being of our University community effectively.

## Table of Definitions

<b>Term</b>	<b>Definition</b>
<b>Channel Process</b>	A confidential, multi-agency initiative that identifies individuals vulnerable to radicalisation and provides tailored support to help them distance themselves from terrorist influences. It is part of the wider Prevent strategy.
<b>Channel Referral Panel</b>	A dedicated panel established at the University that evaluates potential cases where a referral to the Channel process may be necessary. This panel helps to determine if such a referral should occur and sets the direction for appropriate support.
<b>Extremism</b>	A term used to describe the action or ideology of individuals or groups who take radical views that are in vocal or active opposition to fundamental British values, such as democracy, the rule of law, individual liberty, and respect and tolerance for different faiths and beliefs.
<b>Prevent Strategy</b>	A key part of the UK Government's counter-terrorism initiative known as 'Contest'. It is designed to stop people from becoming terrorists or lending support to terrorism.
<b>Radicalisation</b>	The process where an individual's beliefs move from being relatively conventional to extreme, often resulting in support for terrorism and extremist ideologies associated with terrorist groups.
<b>Safeguarding</b>	Measures taken by the University to ensure the welfare of its students and staff, particularly those vulnerable to harm. In the context of the Prevent Policy, this includes actions aimed at protecting individuals from radicalisation and extremism.
<b>Terrorism</b>	The calculated use of violence or threat of violence against civilians with the aim to instil fear, coerce, or intimidate governments or societies in the pursuit of goals that are generally political, religious, or ideological.
<b>University Community</b>	This term refers to all the people connected to the University. It includes students, academic staff, professional services staff, contractors, volunteers, visitors, and external groups or individuals using university facilities. It also extends to those involved in off-campus activities organised, delivered, or officially recognised by the University, as well as participants in online forums and social media associated with the University.

## Appendix I: Procedure for Dealing with Prevent Reports

- **Identification and Reporting:** Any member of the University community who identifies behaviour, activity, or material that may be indicative of radicalisation or extremism is responsible for reporting it. This can be done through the "Report and Support" form available on the University's website and should be completed with as much detail as possible. Confidentiality will be respected to the greatest extent possible throughout this process.
- **Referral Consideration:** Upon receipt of a report, the Prevent Officer (PO) will conduct an initial review for referral consideration. The Designated Prevent Officer may consult with other University staff members as appropriate during this process. This review is to assess the potential risk and determine the appropriate next steps.
- **Further Investigation:** If the Prevent Officer determines the report to be credible and representing potential extremism or radicalisation, a more in-depth investigation will be conducted. This might involve interviewing the individual(s) involved, consulting with other staff or students, or liaising with external partners such as law enforcement or mental health professionals.
- **Assessment and Referral:** If the investigation indicates that an individual is at risk of being drawn into terrorism, the Prevent Officer will refer the case to the Channel Referral Panel at the University. The panel will evaluate the case and decide whether a referral to the multi-agency Channel process is appropriate.
- **Channel Process:** If a referral to Channel is made, a support plan tailored to the individual's needs will be developed, which may include education or employment support, mental health support, or ideologically based support. The individual's progress will be regularly reviewed and adjusted as necessary (see [Appendix 4: The Channel Process](#))
- **Feedback and Follow-Up:** The individual who initially made the report may be updated about the outcome of the investigation, within the boundaries of confidentiality and data protection legislation. After the conclusion of any process triggered by the report, follow-ups will be made with relevant parties to ensure the continued welfare of all involved.
- **Data:** All reports and actions taken will be recorded and securely stored by the Designated Prevent Officer in accordance with the Data Protection Act 2018 and other relevant legislation. This documentation will be used for review purposes and to inform ongoing policy development.

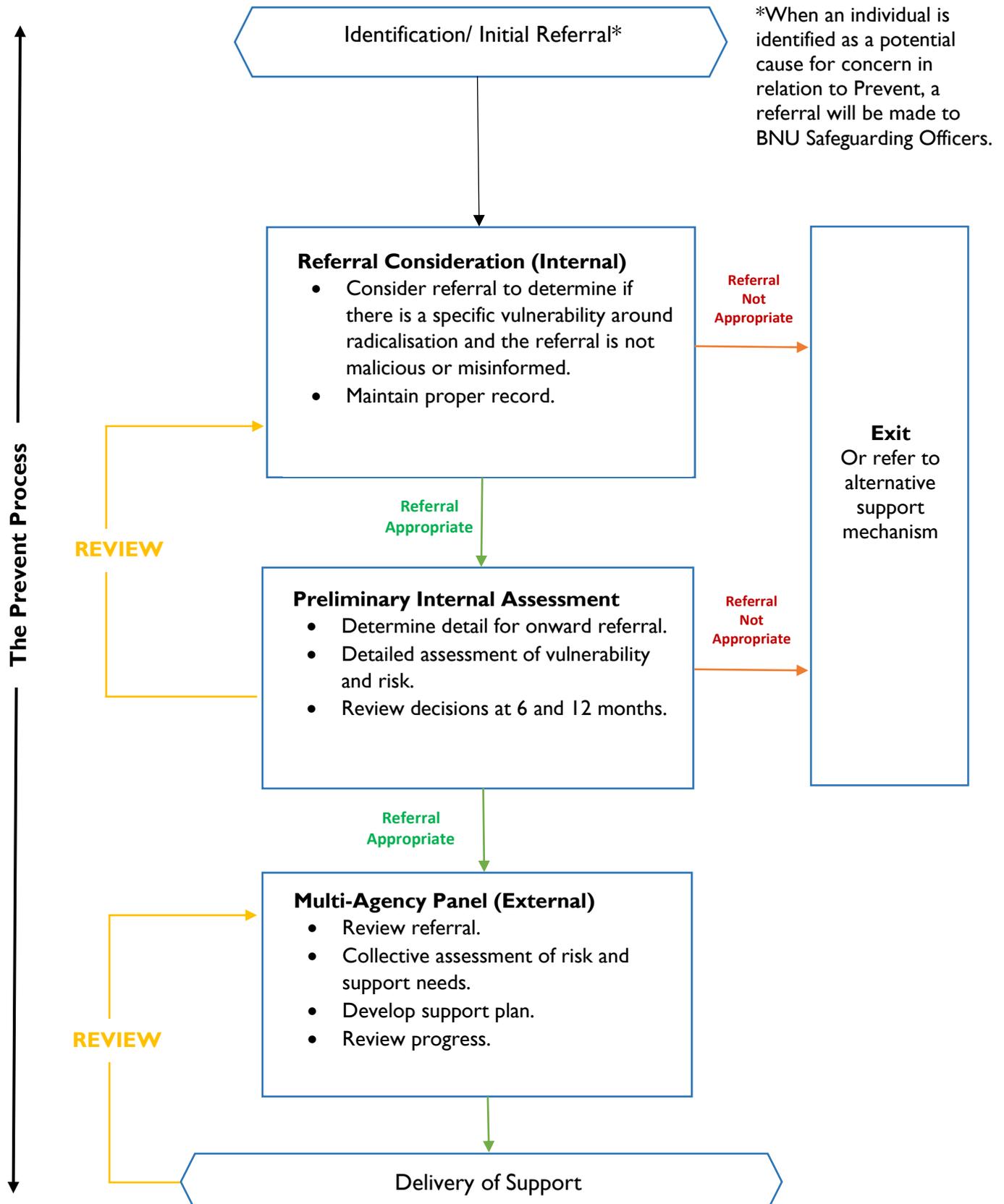
The University will periodically review this procedure, and the effectiveness of its responses to reports, to ensure continuous improvement and adherence to best practice. Changes will be made as necessary to reflect changes in the risk environment, legal obligations, or guidance.

Please note that this procedure is intended to provide a swift and supportive response to individuals who may be at risk of being drawn into terrorism. It is not a punitive or disciplinary process. If the behaviour reported also constitutes a breach of University policy or the law, it may be addressed through the relevant disciplinary or legal procedures.

# Appendix 2: Prevent Referral Flowchart

## BNU Prevent Process

The diagram shows the different stages within the Prevent Process:



## Appendix 3: The Channel Process

Channel is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism.

At BNU, this might involve the Designated Prevent Officer identifying students who may be vulnerable to radicalisation and referring them to a Channel panel.

This panel, which includes representatives from the University, local authority, and police, among others, assesses the individual's risk and decides on the most appropriate support. This could range from ideological mentoring to help with mental health issues or social isolation.

The Channel process has several key steps:

- **Identification:** Individuals who might be vulnerable to radicalisation are identified. This could be by teachers, social workers, health professionals, law enforcement officers, or a member of the community.
- **Referral:** If someone has been identified as possibly being at risk, they are referred to a local Channel panel. This panel will be chaired by the local authority and include other professionals from sectors like education, health, and law enforcement.
- **Assessment:** The Channel panel assesses the individual's risk level and determines whether Channel is appropriate for them. If the individual is seen as being at risk of being drawn into terrorism, they will be offered support through Channel.
- **Support:** If the individual accepts the offer of support, a personalised support plan is created. This could include help with education or employment, mental health support, or ideologically based support to counteract extremist narratives. The individual's progress is regularly reviewed.

Participation in Channel is voluntary and consent-based, and it is not a form of criminal sanction. Instead, it's a supportive process designed to help individuals at risk of radicalisation make safe and healthy choices. The main goal is to safeguard individuals before any crime occurs.

## Appendix 4: Supporting and Safeguarding Apprentices

### Keeping Apprentices Safe

Our commitment to keeping apprentices safe is steadfast and is managed by **Designated Prevent Lead Officer** the Director of Student Success. This officer oversees the Prevent Policy, ensures its regular review and application. In addition, all university staff members working with apprentices receive safeguarding training and can seek further information, advice, and training when needed.

#### **The University's Role:**

- Upholding our commitment to safeguarding, guided by our Designated Prevent Officer.
- Ensuring the regular review and implementation of our Prevent Policy.
- Providing Prevent training to all university staff working with apprentices, along with access to additional resources as required.

As for the employers, they are obliged to abide by all current and prospective UK legislation and statutory responsibilities. It is crucial that employers actively contribute to the welfare of apprentices in the workplace and seek suitable advice when they suspect an apprentice may be at risk personally. We understand this can be a challenging area for many organisations.

#### **The Employer's Role:**

- Complying with all current and upcoming UK legislation and statutory duties in relation to Prevent.
- Taking responsibility for an apprentice's welfare within the workplace.
- Seeking appropriate advice when an apprentice is perceived to be at risk in their personal lives.

We encourage employers to refer to the subsequent sections, which elaborate on the different support mechanisms provided by the University and suggest ways to incorporate this information into your existing internal procedures.

### Safeguarding

Safeguarding is a critical aspect of our commitment to the wellbeing and safety of apprentices, taking measures to prevent any harm, abuse, neglect, or exploitation.

#### **The University's Role:**

- Ensure employers comprehend their safeguarding duties through provided guidance and training.
- Make sure apprentices are knowledgeable about safeguarding and know how to access University support services.
- All university staff involved in the organisation, management or delivery of apprenticeships must complete mandatory safeguarding training.
- Guarantee that University staff working with young and vulnerable individuals undergo an enhanced Disclosure and Barring Service check.
- Keep communication lines open with all employers, recognising that apprentices may behave differently in different settings and might prefer discussing sensitive matters with various individuals.

#### **The Employer's Role:**

- Ensure they understand and comply with relevant government legislation.
- Take the necessary steps to comprehend what safeguarding entails within their organisation and in relation to their responsibilities towards their employees.
- Make sure that any staff in a position of trust with apprentices are fit for their role and pose no risk.

- Ensure that any individuals working with young or vulnerable people have had a suitable check completed by the Disclosure and Barring Service.
- If feasible, designate a person within the organisation to oversee and coordinate safeguarding efforts.

## Prevent

Under the Counter-Terrorism and Security Act 2015, universities are obligated to pay '*due regard to the need to prevent individuals from being drawn into terrorism*'.

Identifying someone who may be vulnerable to extremist ideology is not straightforward. Often, it is a combination of several influences, including family, friends, online relationships, and even non-violent actions.

### **The University's Role:**

- All university staff involved in the organisation, management or delivery of apprenticeships must complete mandatory prevent training.
- Having clear procedures to ensure any concerns are immediately directed to the appropriate specialists.
- Providing a point of contact for any further information about the Prevent Duty.
- Ensuring apprentices can express their views in non-extremist ways and fostering an environment that encourages respectful free speech.

The role of employers is crucial in this aspect too.

### **The Employer's Role:**

- Demonstrating a firm commitment to the principles underpinning the Prevent Duty.
- Seeking specialist support and guidance to properly implement and enforce the Prevent strategy in the workplace.
- Ensuring that their organisation maintains an environment of mutual respect, understanding, and acceptance, which is the most effective way to mitigate the risk of extremism.
- Regularly training their employees, especially those working closely with apprentices, on the signs of vulnerability to extremism and appropriate actions to take if concerns arise.
- Encouraging open dialogues and discussions, which can contribute to a more inclusive and accepting workplace, thereby reducing the risk of extremism.
- Establishing clear procedures for reporting any concerns about an apprentice potentially being drawn into extremist ideologies.
- Collaborating closely with the University and sharing relevant information as appropriate to safeguard the wellbeing of apprentices.

## Understanding Radicalisation

Radicalisation has four primary roots: **Ideology**, **Theology**, **Grievance**, and **Mental Health** issues. Prevent objectives are designed around these roots and aim to:

- Respond to the ideological challenges of terrorism and the threat we face from those who promote it.
- Safeguard those at risk of becoming radicalised.
- Collaborate with various sectors and institutions (including education, faith, health, and criminal justice) where risks of radicalisation need to be addressed.

## Recognising Signs of Radicalisation

Recognising signs of radicalisation is a crucial part of safeguarding vulnerable individuals. Some of the indicators that an individual may be at risk of radicalisation include:

- Changes in behaviour and mood.
- Expressed support for violence and terrorism.
- Increasing sympathy for extremist acts.
- Expression of extreme political or radical views.
- Dramatic changes in appearance or friends.
- Spending excessive time alone.
- Possession of violent extremist literature or material regarding weapons, explosives, or military training.

## Channel Process

The '[Channel](#)' process is a key part of the Prevent strategy. It involves a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism. The process assesses the nature and extent of the risk and develops a tailored support package for the individual's needs.

This is not about informing on individuals for prosecution; rather, it focuses on diverting people from potential harm at an early stage, thereby preventing them from being drawn into terrorism.

### University's Role and Channel Referral Panel

At BNU, we have established a Channel Referral Panel, which includes the Designated Prevent Officer responsible for Prevent/radicalisation.

The Designated Prevent Officer will convene a suitable panel membership to review a referral.

The Panel reviews cases where a referral to Channel may be necessary and determines whether such a referral should occur. It may also seek external advice, such as from a Prevent coordinator.

Should a referral be made, it will usually be to the relevant local authority Channel panel, which will then assess whether Channel support is appropriate. If so, the individual concerned will be informed at this stage and offered support by the local authority Channel panel.

By understanding and applying these principles, our University plays a vital role in the national strategy to prevent terrorism, ensuring the safety and wellbeing of our learners, staff, and wider community.

If you require guidance, please do not hesitate to get in touch

## Appendix 5: Equality Impact Assessment

An EqlA helps us to reach better evidenced outcomes first time. They analyse how all our work might impact differently on different people.

### 1. What is changing and why?

**The Prevent Policy at Buckinghamshire New University is undergoing modifications to meet the evolving needs of our community and enhance the prevention of extremism. The revision is driven by several key factors:**

1. **Transparency and Clarity:** The updated policy is designed to clearly define the University's stance and actions on the prevention of extremism, making it straightforward for all stakeholders. It provides clear instructions regarding how the University identifies risks, collaborates with external partners, and supports students and staff who might be at risk.
2. **Inclusivity:** The policy affirms that the approach to preventing extremism is unbiased and respects all individuals' rights, irrespective of their background or beliefs. The policy encourages dialogue and understanding between various groups, fostering an inclusive campus environment.
3. **Legal Compliance:** The updated policy complies with the Counter-Terrorism and Security Act (2015), and adheres to guidance from the Office for Students (OfS) and other relevant bodies. This ensures that BNU's practices align with current legal and regulatory requirements.
4. **Safety and Safeguarding:** The policy is pivotal to BNU's commitment to providing a safe and secure learning environment. It recognises that individuals may be vulnerable to radicalisation and provides a structured approach for early intervention and support.
5. **Support and Guidance:** The updated policy details the University's commitment to providing guidance to students and staff who may be at risk. It outlines the support services available, and how individuals can access these services.

In summary, the updates aim to bolster transparency, inclusivity, and safety within BNU's environment, while ensuring robust support for students and staff as part of the University's Prevent obligations.

### 2. What do you know?

**Sector Comparison: A comprehensive comparison of Prevent policies across various universities was performed. As well as guidance from Universities UK was utilised in implementing and maintaining effective Prevent strategies. Our research emphasized the need for our Prevent policy to be more comprehensive, providing clear procedures and guidance when dealing with the risk of radicalization and extremism among our students and staff.**

**Best Practice Guidance and Legislation:** In revising our policy, we adhered closely to best practice guidance and pertinent laws. The updated policy ensures our compliance with the Counter-Terrorism and Security Act (2015), which imposes a duty on specified authorities, including universities, to pay due regard to the need to prevent people from being drawn into terrorism (the 'Prevent duty'). Moreover, our policy aligns with recommendations from the Office for Students (OfS), the independent regulator of higher education in England, ensuring we uphold the highest standards of safeguarding in the educational environment.

### 3. Assessing the impact

	<b>Could benefit</b>	<b>May adversely impact</b>	<b>What does this mean?</b> <i>Impacts identified from what you know (actual and potential)</i>	<b>What can you do?</b> <i>Actions (or why no action is possible) to advance equality of opportunity, eliminate discrimination, and foster good relations</i>
a) How could this affect different ethnicities? <i>Including Gypsy, Roma, Traveller, Showmen and Boaters, migrants, refugees and asylum seekers.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<b>Negative:</b> There's a risk that the Prevent policy may be perceived as racial profiling, disproportionately affecting certain ethnic groups. This can lead to feelings of mistrust and marginalisation. <b>Positive:</b> It creates a safeguarding framework designed to protect individuals from being drawn into terrorism, irrespective of their ethnic background.	Develop a clear, inclusive communication strategy to dispel misconceptions. Ensure fair and unbiased implementation of the Prevent policy across all ethnicities. Organise workshops and forums for dialogue to improve trust.
b) How could this affect cisgender and transgender men and women (including maternity/pregnancy impact), as well as non-binary people?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> These individuals might face additional scrutiny due to misconceptions, biases, or lack of understanding about gender identities. <b>Positive:</b> Properly implemented Prevent policies can offer these individuals protection against extremist ideologies that target based on gender identities.	Provide sensitivity training around gender identities to those implementing the Prevent policy. Encourage an open dialogue about gender issues within the context of the Prevent policy, promoting a sense of safety and inclusivity.
c) How could this affect disabled people or carers? <i>Including neurodiversity, invisible disabilities and mental health conditions.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> They might face challenges due to physical, mental, or communicative barriers that could limit their understanding or involvement in Prevent-related activities. <b>Positive:</b> The policy provides an additional layer of protection against extremist groups that might exploit vulnerabilities.	Ensure accessibility of Prevent-related communication and training. Offer tailored resources and support, ensuring that disabled individuals can fully participate in Prevent initiatives.
d) How could this affect people from different faith groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> The Prevent policy might be misperceived as specifically targeting certain faith groups, potentially leading to feelings of stigmatisation. <b>Positive:</b> The policy offers protection against radicalisation and supports those who might be vulnerable due to religious exploitation.	Clearly communicate the objective of the Prevent policy, emphasising its role in safeguarding all faith groups. Facilitate interfaith dialogues to promote understanding and to dispel misconceptions.
e) How could this affect people with different sexual orientations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> Individuals may be targets of extremist ideologies based on their sexual orientation. <b>Positive:</b> The policy offers an	Implement an inclusive Prevent policy that accounts for the specific needs of individuals of all sexual orientations. Facilitate forums for

			avenue for protection and support against such extremist ideologies, helping to create a safe and inclusive learning environment.	discussion and understanding of LGBTQ+ issues in the context of the Prevent policy.
f) How could this affect different age groups or generations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> Younger generations, especially, could be more susceptible to online radicalisation, while older generations might feel disconnected from the policy. <b>Positive:</b> The Prevent policy can provide targeted education and interventions to mitigate the risk of radicalisation.	Adapt the Prevent policy to the digital habits and needs of different age groups. Offer digital safety training and provide age-appropriate Prevent resources.
g) How could this affect those who are married or in a civil partnership?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Negative:</b> Individuals could face emotional stress if their partner is at risk of being drawn into terrorism. <b>Positive:</b> The Prevent policy can provide resources and support to individuals in helping their partners stay clear of radicalisation.	Implement a robust support system for these individuals, including access to counselling and other resources.
h) How could this affect people from different backgrounds such as: socio-economic disadvantage, homeless, alcohol and/or substance misuse, people experiencing domestic and/or sexual violence, ex-armed forces, looked after children and care leavers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<b>Negative:</b> The unique complexities of their identities can make it more challenging to address their needs or vulnerabilities effectively. <b>Positive:</b> The Prevent policy, when properly tailored, can provide comprehensive support considering their intersectional identities.	Apply an intersectional lens in the implementation of the Prevent policy, ensuring that it addresses the unique needs of these individuals. Develop targeted support mechanisms that take into consideration the complexities of intersectional identities.
i) How could this affect people with multiple intersectional experiences?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<b>Positive Impacts:</b> The policy could benefit those with intersectional experiences by recognizing and respecting their multi-dimensional identities, aiming for better inclusivity. <b>Negative Impacts:</b> Despite this, there may be adverse impacts if the policy doesn't fully address the unique challenges of those with	Make sure support services are accessible for those who need additional assistance understanding or navigating the policy. Consider specific resources for those with unique circumstances.

			multiple marginalized identities, leading to possible discrimination.	
<b>4. Overall outcome</b>				
No major change needed <input type="checkbox"/>	Adjust approach <input checked="" type="checkbox"/>	Adverse impact but continue <input type="checkbox"/>	Stop and remove <input type="checkbox"/>	
<b>5. Details of further actions needed</b>				
<ol style="list-style-type: none"> <li>1. <b>Training: Both staff and students need to be regularly trained on the new Prevent Policy. This will not only familiarise them with the policy but also equip them with the skills to identify potential signs of radicalisation and take appropriate action.</b></li> <li>2. <b>Stakeholder Engagement:</b> The policy emphasises the importance of strong links with external entities such as local law enforcement, social work departments, local councils, and regional Prevent coordinators. This collective approach helps ensure a more effective response to potential radicalisation scenarios.</li> <li>3. <b>Policy Review and Updates:</b> Laws and best practice guidelines evolve over time. Therefore, our Prevent Policy should be reviewed and updated regularly to ensure it remains effective and compliant with current laws and guidelines.</li> <li>4. <b>Support Services:</b> We need to continually assess and enhance our support services to ensure they meet the needs of students and staff who might be vulnerable to radicalisation. This might involve bringing in external experts, providing additional resources, or offering tailored support programmes.</li> <li>5. <b>Risk Assessment:</b> The risk of radicalisation can vary depending on several factors. Regular risk assessments should be undertaken to identify potential threats and vulnerabilities, allowing us to respond proactively.</li> <li>6. <b>Monitoring and Evaluation:</b> We must establish a system for monitoring and evaluating the effectiveness of our Prevent Policy. This will allow us to identify any gaps in implementation and make necessary adjustments to our approach.</li> <li>7. <b>Promoting Awareness:</b> Lastly, promoting awareness of our Prevent Policy amongst the wider university community is vital. This could be achieved through a variety of channels such as newsletters, social media, and events. This would help to ensure a unified, campus-wide understanding and commitment to prevent radicalisation and promote a safe and inclusive learning environment.</li> </ol>				
<b>6. Arrangements for delivery and future monitoring</b>				
<p><b>For the Prevent Policy for both applicants and enrolled students, the following actions and recommendations are put forth to enhance equality:</b></p> <p><b>Regular Policy Review:</b> Conduct annual reviews to assess the effectiveness of the policy and identify potential areas for improvement. This approach will facilitate prompt action in response to unintended outcomes or changes in best practices.</p> <p><b>Staff Education:</b> Initiate comprehensive training for all relevant staff, ensuring they understand the policy's intricacies and its implications.</p> <p><b>Support Structure Development:</b> Create a solid support framework for those referred under the Prevent policy to a Channel panel</p> <p><b>Future Stakeholder Engagement:</b> Liaise with stakeholders such as the Students' Union, Safeguarding officers, local Prevent Coordinators, and local authorities such as the council, police, social care etc...</p>				

**Improved Communication:** Ensure the policy's transparent communication to all students and staff, specifically those with from marginalised groups. This communication could be achieved through various channels like emails, the University's website, or informational materials.

**Compliance Monitoring:** Institute a compliance monitoring system to maintain adherence to the relevant laws and regulations. Regular compliance reports should be presented to the senior management, OfS and relevant stakeholders to ensure ongoing policy conformity.

<b>7. Completed by:</b>	Justin Bootland	Head of Students and Wellbeing	<b>Date</b>	<b>30/08/2023</b>
<b>8. Signed off by:</b>	Paul Morgan	PVC	<b>Date</b>	<b>30/08/2023</b>



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