

Prevent Risk Assessment and Action Plan 2021/22

Current National Context

- The UK National Threat Level was raised to SEVERE following the terrorist incident in Liverpool on 11 November 2021, meaning a threat is highly likely.

Kent and Medway

<p style="text-align: center;">KEY THREATS</p> <ul style="list-style-type: none"> • Far right wing • SITS attacks 	<p style="text-align: center;">Areas of vulnerability</p> <ul style="list-style-type: none"> • Swale and Thanet in Kent named 2 of 52 places most “at risk” from the fallout of the pandemic, which could spill over into support for right-wing extremism. • Kent borders
<p style="text-align: center;">Key demographics</p> <ul style="list-style-type: none"> • Young males • Fringe social media & internet users: Social distancing and lockdown measures have further increased the risk for vulnerable individuals to isolated and seek out/be drawn into online communities and echo chambers. 	<p style="text-align: center;">Emerging risks</p> <ul style="list-style-type: none"> • Mainstreaming of far right narratives: Far right groups have encouraged supporters to enter places of worship if they knowingly have Covid-19 in order to spread the illness within communities. • Incels

Kent and Medway Risk Profile

- The University maintains close links with Prevent partners, in particular the Kent County Council Prevent Delivery Board, to keep informed of the regional context within which Prevent-related risks to the university population need to be assessed.
- Kent and Medway are key risk areas nationally for Prevent, and in response to this the Home Office have provided extra funding for more posts (including Prevent Education Officers) reporting to the Prevent and Channel Strategic Manager at KCC.
- After reviewing the CTLP (Counter Terrorism Local Profile), the rise of far-right influencers is the greatest extremism risk in Kent.
 - There have been a number of far-right wing stickering and graffiti reported throughout Kent, including in Canterbury (and subsequently removed).
 - Far right groups use local grievances to project their ideologies such as cultural nationalism. There has been a continued increase in refugee and migrant arrivals across the channel to seek asylum in the UK. In and around Dover and Folkestone in particular, there has been an increase in anti-immigration protests by far-right groups and hate crime behaviour.
- Self-initiated terror attacks (SITS) have significantly increased in recent years reflecting a trend to low-complexity terror attacks. SITS (previously called Lone Actors) are those presenting a risk of carrying out ideologically driven (religious and far-right) acts of violence, alone or in pairs. The threat from potential 'lone actor' attacks is a priority both nationally, and for the Counter Terrorism Police South East.
- In response to SITS threats and as part of *Protect* under the Government *Contest* policy, work was completed in Canterbury city centre in 2020 to install 108 new security bollards to stop any potential hostile vehicle's being driven at pedestrians. These have been put in place on the advice of counter-terrorism police as a precautionary measure.
- Of 336 councils, 52 were identified where Covid is believed to have caused community tension and could inspire far-right activity. Swale and Thanet are two areas most "at risk" from the fallout of the pandemic, which could spill over into support for right-wing extremism.
- The Incel ideology is an emerging threat nationwide. The number of men identifying as incel (involuntary celibate) is growing in the UK. When an incel threatens ideologically-driven violence to intimidate or harm women and/or sexually successful men, they become a cause for concern. The Department for Education are providing further research and information to institutions about this emerging threat.

Prevent Risk Assessment and Action Plan 2021/22

	RISK AREA	ACTION TAKEN SO FAR TO MITIGATE RISK	ASSESSMENT/ACTION PLAN GOING FORWARD	ACTION OWNER	RAG Status
1	Partnership and Leadership				
1.1	Engagement with Prevent partners and local and regional Prevent groups (such as the BIS Regional Prevent Coordinator, Local Authorities and Police).	<p>There is effective engagement with the Department for Education Regional prevent coordinator, OfS, Kent County Council Prevent Delivery Board</p> <p>JRWS attends Kent County Council's Prevent Delivery Board when possible, and has regular contact with the KCC Prevent and Channel Strategic Manager for CTLP updates. DP receives regular updates from DfE Regional Prevent Co-Ordinator.</p> <p>Engagement with key Prevent partners has continued virtually since the beginning of the Covid-19 pandemic. The University of Kent has (so far) made no formal Prevent referrals which is positive, but we do need to ensure potential cases aren't being missed. In a meeting with the KCC Prevent and Channel Strategic Manager on 29.10.20, JRWS and DP agreed to share more information with the KCC team to increase engagement.</p> <p>JRS and MA attended the Counter Terrorism Local Profile delivery briefing on Friday 26th March.</p>	<ul style="list-style-type: none"> - JRWS will continue to attend Prevent Duty Delivery Board meetings (virtually since March 2020), and engage with workshops and community roundtables hosted by KCC. - JRWS and DP to continue to attend workshops/training provided by Prevent partners. - The Government Shawcross Prevent Review report may also require changes to our Prevent Duty delivery. 	JRWS DP MA	
1.2	Responsibility for Prevent sits at a senior level	The University of Kent has created a Prevent focal point within the Office of the Vice-Chancellor with a Prevent Lead (DP) and Prevent Officer (JRWS) under the chairmanship of the Deputy Vice-Chancellor Education and Student Experience (RR). This has created a clear point of contact for Prevent operational matters, and has continued during the Covid-19 pandemic	<p>Prevent governance may need to be reviewed following our internal Prevent review, the likely changes expected from the Shawcross review and the incoming Protect Duty.</p> <p>Consideration is being given whether Prevent and Protect should sit together under a CONTEST board/related responsibilities or University Safeguarding panel.</p>	DP/ SC/MKE	

1.3	Senior management and governing bodies engagement with and understanding of institutional responsibilities in respect of Prevent under Office for Students and Ofsted (higher apprenticeships)	The University Council and Executive Group are involved in the approval process for University 'Prevent' reporting. There is engagement with senior managers, as appropriate. An annual Prevent report is given to Council in preparation for the yearly OfS return.	More engagement is planned: <ul style="list-style-type: none"> - New Council members to be briefed on Prevent responsibilities. - Senior Leadership Forum to be briefed on current CTLP. 	DP/SC	
1.4	Institutional recognition of Prevent risks	The corporate risk register, reviewed on a termly basis by the University Executive Group and annually by Council, includes the Prevent duty as a possible risk. In April 2021, this risk was reviewed and the risk rating increased to 12. University risk management is currently under review.	This is an appropriate mechanism to enable senior management to engage with the issues.	DP/SC	
1.5	Operation of a Prevent Steering Group to oversee effectiveness and ensure active implementation of duty	PSG membership is reviewed and updated annually. The membership reflects the whole organisation and the main elements of the statutory duty, including a representative from the Centre for Higher and Degree Apprenticeships (CHDA). Imam to be invited to join the Prevent Steering Group membership (action from the PSG meeting on 04.11.20). Representation from DaLL now present in steering group membership.	See 1.2	DP/ JRWS	
1.6	Adequacy of information sharing arrangements with other HEIs	On 25 th May 2021, JRWS and DP met with Robert Melville, the Prevent lead at CCCU to share best practice around Prevent delivery and discuss opportunities for collaboration. An action from this meeting was to have a joint University of Kent and CCCU CTLP briefing meeting with Nick Wilkinson (KCC), which took place on 22 nd June 2021.	Continue to engage with Robert Melville, and increase engagement with CCCU and the University of Greenwich at the Medway campus. The joint CTLP briefing meeting was very well received, so this will now be an annual occurrence.	DP/JRWS	


1.7	New risk area added in 2020: Have there been any significant changes to your daily business, organisational structure, teaching, engagement or infrastructure/estate as a result of the Covid-19 pandemic that has or may impact on risk or awareness of risk?	<p>Changes to daily business:</p> <ul style="list-style-type: none"> March 2020 (lockdown 1): All teaching moved online, Staff were encouraged to work from home where possible, Buildings on campus were closed, A low number of students chose to stay on campus. September 2020 (Autumn term): Blended teaching (online & face to face), Campus is Covid secure, allowing Staff able to return to campus. Some staff still working from home, All buildings on campus are open, Campus accommodation at around 80% occupancy. There have been significant changes to the University's organisational structure. <p>The impact of these changes on Prevent needs further assessment</p>	Internal assessment in progress	DP/ JRWS	
2	Staff training and awareness				
2.1	Extent to which staff are made aware of the Prevent Duty	<p>A Prevent webpage has been updated, with information on the University's approach to Prevent, staff training and links to the risk assessment and action plan. The Prevent webpage now mentions that Prevent for CHDA is monitored by Ofsted.</p> <p>Key staff are invited to attend the University's bespoke Prevent Safeguarding Awareness training facilitated by the Centre for Child Protection. A training plan sets out an ongoing identification of staff roles for Prevent-related training, through consultation with student facing colleagues, the Prevent Steering group and recommendations by staff who have attended the training sessions.</p> <p>Senior managers have previously briefed to raise Prevent within their Schools and Departments.</p>	<p>A more extensive review of the Prevent webpage needs to take place, taking into account 1.2.</p> <p>Nick Wilkinson, KCC Prevent Strategic Manager, has offered to provide a briefing for senior managers. This will take place at the SLF meeting on 1 February 2022</p> <p>We will continue to regularly evaluate how training and awareness can be increased amongst student facing staff, and take into account staff/organisational changes.</p> <p>JRWS is currently creating a Prevent e-learning training module in collaboration with Learning and Development, with a launch in 2021/22. This is to capture the training currently available by the OfS and Home Office, but make it more relevant to University staff and the local risk context. This should also increase awareness and training figures</p>	DP/ JRWS	

2.2	Staff awareness of the responsibilities under Prevent and how to respond if there is cause for concern.	<p>Detailed guidance has been issued to Designated Safeguarding Officers - the main operational points of contact for safeguarding concerns.</p> <p>The Safeguarding and Duty of Care policy and information on who to contact regarding Prevent related concerns/queries.</p> <p>Staff attending Prevent Safeguarding Awareness training are provided with clear signposting as to who and where a Prevent related concern should go. Attendees have also been made aware to potentially expect more Prevent related concerns from students (along with welfare concerns) as Prevent is very prevalent in schools and colleges.</p>	<p>Guidance and information will continue to be updated when necessary and disseminated to relevant members of staff.</p> <p>Following the ongoing incidents regarding far right wing stickering/graffiti, student facing staff/areas will be provided with updated information on far right wing symbolism and encouraged to report any stickering seen on campus to Kent Police.</p> <p>JRWS will continue to circulate KCC training dates to relevant staff within the University.</p>	DP/ JRWS	
2.3	Do individuals in relevant student-facing roles understand the factors that make people vulnerable to being drawn into terrorism and extremist ideas	<p>The University's Centre for Child Protection (CCP), is one of the UK's leading centres for safeguarding issues and grooming awareness. University Prevent policies and responses are informed by CCP's work. CCP is also centrally involved in delivering bespoke Prevent Safeguarding Awareness training for university staff using the training simulation <i>Behind Closed Doors</i>.</p> <p>In 2017/18, the Prevent Safeguarding awareness training was made available to a wider range of staff members (having previously aimed at just DSO's), including Student Support Officers, Senior Tutors, Directors of Education, Kent Hospitality Accommodation office and receptionists. Since March 2020 these sessions have moved online. Sessions are also being tailored to particular staff groups (e.g. the Wellbeing team and KU Sabbatical Officers), to allow for more cohesive and useful discussions between participants.</p>	<p>Prevent Safeguarding Awareness training facilitated by CCP will continue online in 2021/22. Feedback from staff on training is very positive and all find their level of knowledge around Prevent has improved.</p> <p>JRWS is currently creating a Prevent e-learning training module in collaboration with Learning and Development, with a launch in 2021/22. This is to capture the training currently available by the OfS and Home Office, but make it more relevant to University staff and the local risk context. This should also increase awareness and training figures</p>	JRWS/ CCP	

3	Welfare, pastoral care and chaplaincy support				
3.1	Is there a culture of inclusivity	Inclusivity is a very strong theme at the university. A 'valuing everyone' initiative put a premium on equality and diversity	The university culture provides an environment that discourages extremism. The university implementation of the prevent duty builds on this culture.	LF	
3.2	Adequacy of arrangements and resources to provide pastoral care and support	The university has a comprehensive network of pastoral care and support (and scores highly for its welfare arrangements in independent surveys).	The existing network is judged appropriate, however further discussions need to take place so that distance learning apprentices are sufficiently supported.	LF	
3.3	Welfare and pastoral care from a Prevent perspective mean having clear and consistent processes for reporting and managing welfare concerns, and that through training these are actively used. Staff should be confident when handling cases relating to vulnerability to radicalisation and take appropriate action (including where appropriate making Channel referrals).	Safeguarding policy has been revised, published and disseminated. Safeguarding policy can be found here Detailed guidance has also been issued to Designated Safeguarding Officers (officer list can be found here)	Policies and training are judged appropriate for the risk environment.	LF	
3.4	The training Chaplains receive and the inclusion of Prevent awareness within this	The University Chaplain is a member of the Prevent Steering Group, and has also attended the Prevent Safeguarding awareness training.	Existing engagement is appropriate	SL	
3.5	Good governance and management procedures/policies in respect of activities and space in prayer facilities	Management of prayer space are reviewed as and when required	Existing arrangements are judged adequate and appropriate	LF	
3.6 NEW	Have you adapted your safeguarding arrangements for an online setting?	As stated on the Student Support and Wellbeing webpages (https://www.kent.ac.uk/student-support) SSW staff in	Support provided is adequate for the current circumstances, and clearly signposted on the SSW webpages for staff and students.	LF	

	<ul style="list-style-type: none"> - Do you have mechanisms in place to allow staff and students to raise concerns remotely? - How have existing and new staff/students been made aware of these changes and what their responsibilities are? - Provision of online safeguarding training 	<p>Canterbury and Medway continue to operate remotely during the Covid-19 pandemic.</p> <p>Students can also report concerns via Inform Kent (INK) - https://ink.kent.ac.uk/ . There is a link to Human Resources for staff to raise concerns.</p> <p>Training has moved online (see 2.3).</p>			
4	Speakers, Events and Freedom of Expression				
4.1	All providers should have clear and user-friendly arrangements in place for assessing the risks that external speakers might express extremist views and have structures for managing those risks	<p>University policy is reviewed and revised when necessary. The current policy was approved by Council and is available on the University website. This University policy 'Code of Practice concerning Freedom of Speech, External Speakers and Events' can be found here: https://www.kent.ac.uk/governance/policies-and-procedures/documents/freedom-of-speech-annex-a.pdf</p>	Policies will require updating once forthcoming legislation enters into force. See also see 8.1 regarding the KU policy.	LF JH Kent Union	
4.2	Clear reporting to reassure governing bodies and proprietors, and a method for addressing non-compliance with the approvals process	Annual report provided to Council on controversial speakers.	This process and level of communication is currently deemed adequate	SC	
4.3	Effectiveness of policies for managing speaker requests and on/off campus events including safety and security management.	Safety and security management is an integral part of booking an event. Process allows for referral to central management for sensitive cases.	Policy is being reviewed and updated (see 4.1).	MA	
5	Research				

5.1	Adequacy of process for accessing terrorist related material for research purposes	<p>There is a well-established process for research approvals that already covers these issues. The guidance includes a reference to the prevent duty.</p> <p>NB. The university will not seek to discourage any research on the grounds of Prevent</p>	Existing arrangements are judged adequate and appropriate. University has recently confirmed its compliance with 2019 UUK guidance on security-sensitive research.		
6	IT Policies				
6.1	Adequacy of University IT policies in respect of the Prevent Duty	IT regulations refer to the Prevent duty.	IT policy judged adequate. Wording in relevant IT policies have been strengthened	JS	
6.2	Access to extremist websites and material (to include consideration of filtering/firewall systems; and alerts to serious and/or repeated breaches or attempted breaches of the policy)	The University keeps logs of the use of IT systems and services. There is no routine monitoring of individual users of IT facilities but it reserves the right to do so in certain circumstances. IT filtering has been reviewed and it was concluded that technical considerations and wider complexities would not justify the introduction of new arrangements in current circumstances.	<p>Existing arrangements judged appropriate and adequate.</p> <p>The policies and decisions in place reflect the specific context and circumstances of the University. These are kept under review.</p>	JS	
7	Campus Security				
7.1	Effectiveness of arrangements in place for physical security on campus by visitors (including policies on the wearing of ID on campus).	<p>Both the Canterbury and Medway campuses are open, with public access monitored in a risk-based way. Part of the Medway campus is located in the Chatham Historic Dockyard, where public access is controlled. There is an effective campus security team that can act rapidly in response to incidents involving visitors; and close engagement with AUCSO.</p> <p>In May 2017, the University launched a new 24/7 security service at the Medway campus. The team work closely with</p>	Work is underway to enact the learning from the ACT training, including the formation of a Major Incident Response Plan working group, to update our current plan and identify further training required for staff in light of the Lambeth Conference in 2022, and the extended period of graduation ceremonies at Canterbury Cathedral.	MA/MKE	

		<p>other security teams from Greenwich University, Canterbury Christ Church University and Historic Dockyard, Chatham</p> <p>The campus radio project was implemented in summer 2021 to which introduced radios with “multimodal communication platforms” that offer voice, text, and visual media plus geolocation information providing precise GPS mapping, fleet tracking and analytics for individual/team activities.</p> <p>It was agreed at the Prevent Steering Group on 25.03.21 that the University would take part in the Protect duty consultation to take part in consultation on local and national level, and take forward recommendations to EG.</p> <p>In preparation for the incoming Protect Duty requirements, the University hosted six ACT training sessions for staff in September 2021 facilitated by Counter Terrorism specialists from NACTSO (National Counter Terrorism Security Office).</p>			
8	Student Union and student awareness				
8.1	The communication of policies and procedures relating to Prevent to students	<p>There is a reference to Prevent in the student handbook. Kent Union are regularly consulted on appropriate levels of student awareness and communication. Kent Union have a policy and procedure in place for visiting speakers/events</p> <p> Final External Speakers Policy 2019</p>	<p>External Speaker Policy is currently in the process of being updated and will need to reflect the Freedom of Speech (Higher Education) Bill</p> <p>Incoming Sabbatical Officers to continue to be invited to Prevent Safeguarding Awareness training sessions. Training invites will also continue to be circulated to KU staff.</p>	KU & LF	

8.2	Consulting students on the approach to Prevent and representation on the Prevent steering groups	There is good representation from Kent Union on the Prevent steering group.	Existing arrangements are appropriate.	KU	
8.3	Apprenticeships	<p>Safeguarding & prevent topics are discussed with apprentices throughout their apprenticeship at their progress reviews. These topics are also built into their PoS.</p> <p>There is representation from DaLL on the Prevent Steering Group.</p> <p>JRWS also attends the Apprenticeships Governance Committee to provide termly updates.</p>	As recommended by Ofsted.	DaLL	

ACTION OWNERS	ROLE	INITIAL
David Powell		DP
Jess Sutherland		JRWS
Lucy Foley		LF
Sinead Critchley		SC
Mark Arnold		MA
Mark Ellis		MKE
Stephen Laird		SL

John Sotillo		JS
Centre for Child Protection		CCP
Kent Union		KU