The University, in considering its response to this statutory Duty and related policies, must be conscious of a number of factors which include:

- The University’s Charter sets out the University’s core objects; these being: “The advancement of learning and knowledge by teaching and research and the provision of University education” and to “do all such other acts…as may be requisite in order to further the objects of the University as a place of education and learning.”

- The University’s Public Benefit Statement 2015/16 notes that the work of the University is governed to ensure that: “Students and potential students benefit from the excellent education that the University offers, and that the general public benefits from the generation of knowledge and the long-term impact of the University’s research.”

- As noted in the 2011 Universities UK report: Freedom of speech on campus: rights and responsibilities in UK universities; “By being places of debate universities are one of our most important pillars of civil society, and represent a safeguard against forces that divide and undermine society. If universities are to be the innovative and dynamic organisations that push back the boundaries of knowledge in areas of science, social sciences and the humanities, they must also be places where differing and difficult views can be brought forward, listened to and challenged.”

- The University’s Values are articulated in our Looking Forward Strategy and are the core principles that guide our approach to everything that we do. Our value on “Community” states: “Ours is a lively university community that encourages and challenges ideas, promotes dignity, respect, health and well-being, and makes Warwick welcoming.”

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### Area of Prevent Duty Guidance

<table>
<thead>
<tr>
<th>Aims</th>
<th>Actions Completed</th>
<th>Action(s) Required</th>
<th>By When</th>
<th>Owner(s)</th>
<th>Completed Date</th>
<th>Overall Status</th>
</tr>
</thead>
</table>
| Leadership | University Senior Management Team (SMT); other key colleagues; RLT, Senior Tutor, Student Support, comm; Students’ Union; the Police; regional (BIS) Prevent Co-ordinator; Local Authorities; and NHS Safeguarding Team are empowered to work together to provide oversight.  
The University is able to benefit from existing best practice and resources across the sector.  
The University can share and receive information where appropriate and is able to access statutory assistance to support vulnerable individuals.  
Prevent is integrated across the institution at an operational level within safeguarding and support pathways, ensuring that all relevant individuals are aware of their responsibilities. | A working group on the Prevent Duty has been established to ensure best practice and guidance is shared across the institution.  
All key stakeholders have been identified and informed.  
Head of Security Services identified as the Single Point of Contact (SPOC); reporting into Deputy Registrar. The integrated nature of pastoral support enables support pathways to be effective.  
The Student Support Referrals Pathway has been made available on the University’s intranet and is accessible by all. | The working group on the Prevent Duty is operational. It will be supplemented by a review group that will meet quarterly, will be chaired by the Vice Chancellor, and will comprise academic experts in the field, students, and other staff as appropriate.  
Senior Management Team to undergo Prevent Awareness training.  
Await further training materials from the Leadership Foundation before reviewing for appropriateness.  
Document the Staff Support Referral Pathway to capture existing practices in relation to staff support processes for all staff well-being matters. | Summer Term 2015/16 | Vice-Chancellor  
Prevent working group | Summer Term 2015/16 | Head of Student Support  
Director of Human Resources |
### Leadership

Information can be shared between key stakeholders and partners in a timely and appropriate manner.

The Prevent working group has been established to ensure best practice and guidance is shared across the institution.

Regular meetings have been scheduled with the regional BIS Prevent co-ordinator and initial contact has been made with other key stakeholders; in particular, the Students’ Union.

An Information Sharing Agreement with Community partners is being reviewed with those partner agencies to ensure that it remains fit for purpose.

Assurance can be provided to senior colleagues and external partners that the University is appropriately managing the duties placed upon it by the CT&S Act, 2015.

The University believes that due to its context, the pastoral support mechanisms it has in place and the actions undertaken as outlined in this action plan, the risks identified in the Prevent Duty are low at Warwick.

A risk assessment has been carried out and was presented to and approved by the Steering Committee and Senate in January 2016. It was reconsidered by the Steering Committee in March 2016.

The elements of the risk assessment will be reported quarterly to the Steering Committee, and thereby onto Senate and Council.

### Risk Assessment

The University believes that due to its context, the pastoral support mechanisms it has in place and the actions undertaken as outlined in this action plan, the risks identified in the Prevent Duty are low at Warwick.

A risk assessment has been carried out and was presented to and approved by the Steering Committee and Senate in January 2016. It was reconsidered by the Steering Committee in March 2016.

Continue to keep the risk assessment under review and update accordingly should any issues arise.

The elements of the risk assessment will be reported quarterly to the Steering Committee, and thereby onto Senate and Council.

### Action Plan

The University is able to clearly articulate those areas of work that require specific focus.

An Action Plan has been developed and regular meetings of the Prevent working group are scheduled to monitor progress. The Action Plan was presented to and approved by the Steering Committee and Senate in January 2016. It was reconsidered by the Steering Committee in March 2016.

The working group will review termly (or as required) and amend (if necessary) the Action Plan following review of the full risk assessment and to present any changes to the Steering Committee.

Migrate from the working group oversight to mainstream safeguarding governance.

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**Prevent working group**

**Head of Security Services**

**University Legal Adviser**

**SummerTerm 2015/16**

**Head of Institutional Resilience**

**Prevent working group**

**Head of Institutional Resilience**

**Head of Student Support**

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Approved by the Steering Committee - 21 March 2016
## University of Warwick Prevent Action Plan 2015/16

### Staff Training

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Responsible Party</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Those colleagues who are most likely to need to support vulnerable individuals are appropriately trained.</td>
<td>Prevent working group</td>
<td>Apr-15</td>
<td>Apr-15</td>
</tr>
<tr>
<td>Training options currently include the JISC-led WRAP training and BIS-led sessions. Both of these have been adopted by the University to train relevant colleagues.</td>
<td>Prevent working group</td>
<td>Summer Term 2015/16</td>
<td></td>
</tr>
<tr>
<td>All key individuals are able to recognise vulnerability and know what action/routes to take in response, including escalation via the Student Support Pathway, if required.</td>
<td>Prevent working group</td>
<td>Summer Term 2015/16</td>
<td></td>
</tr>
<tr>
<td>WRAP training has been undertaken by a number of colleagues engaged in safeguarding and frontline services from across the University, with further training to be provided to those remaining as identified as supporting the University’s safeguarding work.</td>
<td>Prevent working group</td>
<td>Summer Term 2015/16</td>
<td></td>
</tr>
<tr>
<td>Relevant information is shared with the appropriate individuals/teams so that support can be offered or concerns escalated, if needed.</td>
<td>Prevent working group</td>
<td>Summer Term 2015/16</td>
<td></td>
</tr>
<tr>
<td>A safeguarding referrals pathway has been documented which reflects existing practices in relation to the reporting and escalation of student support cases.</td>
<td>Prevent working group</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>This pathway has been made available on the University’s intranet and is accessible by all.</td>
<td>Prevent working group</td>
<td>Summer term 2015/16</td>
<td></td>
</tr>
<tr>
<td>Participate in the revision of the Information Sharing Agreement with community partners to reflect the Duty under the CTSA, 2015.</td>
<td>Prevent working group</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>Continue to engage with sector networks and conferences as appropriate.</td>
<td>Prevent working group</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>Document the Staff Support Referral Pathway to capture existing practices in relation to staff support processes for all staff well-being matters.</td>
<td>Prevent working group</td>
<td>Summer term 2015/16</td>
<td></td>
</tr>
</tbody>
</table>

The University does not anticipate the need to roll training out further, except where new staff may join, or where staff ask to be considered for training.

Await further training materials from the Leadership Foundation (LFHE) before reviewing for appropriateness to support training for remaining colleagues engaged in supporting the University’s safeguarding work. Consideration will be given to integrating training in parallel with other wellbeing-related training, to reflect the University’s approach to the Prevent Duty as a safeguarding and wellbeing matter.

Arrange for all remaining appropriate colleagues to undertake Prevent awareness training.

Await further training materials from the Leadership Foundation (LFHE) before reviewing for appropriateness.

Participate in the revision of the Information Sharing Agreement with community partners to reflect the Duty under the CTSA, 2015.

Continue to engage with sector networks and conferences as appropriate.

Document the Staff Support Referral Pathway to capture existing practices in relation to staff support processes for all staff well-being matters.
<table>
<thead>
<tr>
<th>Department</th>
<th>Action</th>
<th>Responsible</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welfare &amp; Pastoral Care</td>
<td>All risks associated with individuals or groups invited onto campus are identified and appropriately managed to ensure that the University and invitees adhere to legal and regulatory requirements.</td>
<td>A review of the existing external speakers approval process for institutional level events and student organised events has been completed and a streamlined online form and procedure for use by the SU/students and for institutional-level events is operational. The review involved key stakeholders from across the institution, including the Chaplaincy and the SU.</td>
<td>Document a light-touch external speakers review process for use in academic departments and Warwick Conferences that reflects a proportionate approach to such events.</td>
</tr>
<tr>
<td></td>
<td>The University is able to support students and staff in organising events that are representative and safe.</td>
<td>The University is assured that policies and processes are fit for purpose and make explicit link to the statutory Duty as required by the guidance.</td>
<td>Following feedback from members of the Senate, further amendment to Regulation 29 is required to better foreground the University's commitment to securing freedom of speech and the organising of events on campus already exists.</td>
</tr>
<tr>
<td></td>
<td>Vulnerable individuals are able to seek advice and support from appropriate teams as detailed in the Student Support Referral Pathway and the Student Support webpages.</td>
<td>Policies for the use of the multi-faith prayer facilities are clear and made available to all members of the Warwick community.</td>
<td>Ensure that the Chaplaincy and Student Support Team are able to continue to offer appropriate support to vulnerable individuals and that appropriate policies and procedures are in place to support such individuals.</td>
</tr>
<tr>
<td></td>
<td>The University works closely with the leaders of our multi-faith communities who lead in areas of support and safeguarding in matters of faith.</td>
<td>The Chaplains, drawn from their different faith groups (Jewish, Catholic, Free Church, Anglican and Muslim), have nominated the Anglican Chaplain as a member of the prevent working group.</td>
<td>Engage further with the Chaplains on the Prevent Duty Guidance.</td>
</tr>
</tbody>
</table>

*Approved by the Steering Committee - 21 March 2016*
The University is able to refer to recognised best practice within the sector.

The members of the Research Governance and Ethics Committee are aware of the requirements of the Act and RIS take this into account when considering research projects.

The University does not see the desirability, let alone the feasibility, of implementing a proactive filtering system.

All attempts to view such material via the University network can be investigated.

The University is assured that the policies are fit for purpose and make explicit link to the statutory Duty.

Proposed amendments to the relevant IT Regulation (31) have been approved by the Steering Committee, as delegated by the Senate.

The Director and Deputy Director of RIS attended a meeting of the Prevent working group and outlined the referral processes for concerns about the nature of research projects. These were formalised and presented to the RGAEC for approval at its meeting on 17 November 2015.

At the same meeting of the RGAEC, members were updated on the statutory Duty.

The University is assured that the policies are clear with regard to computer use for research purposes.

Ensure that all relevant IT policies relating to use of the internet for academic research purposes reflect the statutory Duty. Reference to sector guidance should be considered.

Following liaison with IT Services, a recommendation has been made by the Prevent working group to not invest in (proactive) network filtering software at the current time due to perceived ineffectiveness of such a solution and the impact on University function.

Await information on Jisc-led sector network developments.

Prevent working group to keep the matter under review and review sector practice in the area.

Ensure that the RGAEC are kept updated on any Duty developments.

Implement the minor amendments to the process as resolved at RGAEC.

Ensure that all relevant IT policies relating to use of the internet for academic research purposes reflect the statutory Duty. Reference to sector guidance should be considered.

The University is able to refer to recognised best practice within the sector.
### SU & Societies

<table>
<thead>
<tr>
<th>Action</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Students’ Union and student societies are aware of their legal responsibilities including those related to the Charities Act, 2010 and the Education Act, 1986 and work closely with the University to co-operate on relevant policies, notwithstanding the SU’s policy 009 regarding opposition to the CONTEST strategy and the Prevent programme.</td>
<td>The Students’ Union has been involved in various discussions as part of its representative role on University committees. Continue to consult the Students’ Union in the development and implementation of any related policies/procedures. Ongoing Deputy Registrar</td>
</tr>
<tr>
<td>The Students’ Union has both a Duty to ensure freedom of speech under section 43(1) of the Education Act, 1986 and to comply with Charity Commission guidance relating to the prevention of terrorism. The SU is also responsible for ensuring the welfare of its members and for having appropriate and proportionate procedures in place for dealing with emergencies. Relevant staff are required to be competent in their duties relating to health, safety and well-being.</td>
<td>The SU has been involved in the review of external speakers’ approval process and maintains strong focus on external speaker reviews within the SU. Engagement continues with the SU on welfare and safeguarding matters as part of usual business.</td>
</tr>
<tr>
<td>The Students’ Union is aware of the risks of radicalisation to terrorism and extremism and is also able to support students in organising events that are representative and safe.</td>
<td>Comply with the information and monitoring requirements of the HEFCE. Comply with the information and monitoring requirements of the HEFCE. The University’s self-assessment response was submitted to the HEFCE by the 22 January 2016 deadline. Respond to the HEFCE Phase 1 documentation submission requirement by 1 April 2016. Spring Term 2015/16 Deputy Registrar</td>
</tr>
<tr>
<td>Recognising the SU’s policy on Prevent, the University and the Students’ Union work in collaboration to manage the challenges posed by the Prevent guidance, acknowledging the specific context of the Warwick community.</td>
<td></td>
</tr>
</tbody>
</table>