

Hertford College, Oxford – PREVENT Policy

It is a fundamental premiss of this Policy that the principles of free expression, academic freedom, autonomy, confidentiality and respect for privacy, according to law, provide the overarching context within which the College aims to meet its PREVENT obligation.

The College therefore restates its absolute commitment to:

- a) secure and protect the rights of academics, students and staff to hold, articulate and act upon their political, religious and ideological opinions at all times, within the law, and subject only to their contractual agreements and terms of employment.
- b) respect the rights of academics, students and staff to confidentiality and privacy at all times, in the absence of a risk of serious crime, subject only to their contractual agreements and terms of employment.
- c) ensure that the implementation of its PREVENT duty does not undermine, and remains subject to, the rights of academics, students, staff and visiting speakers under existing law, including the Education (No 2) Act 1986, the Human Rights Act 1998 and data protection legislation.

It is equally important that all members of the College, of whatever standing, recognise that the College's PREVENT obligation cannot and should not be met in any way which might compromise these essential principles.

To meet the College's PREVENT obligation:

- i) compliance with the PREVENT duty is included in the College's Risk Register.
- ii) the Principal, the Senior Tutor, the Dean and the Bursar are the Key Individuals with primary responsibility for ensuring that the College meets its PREVENT obligation, and are be listed as such on the college website.
- iii) the Dean takes primary responsibility for ensuring that the College meets its PREVENT obligations with regard to students and academics, and is listed as the PREVENT Lead on the college website.
- iv) the Bursar takes primary responsibility for dealing with concerns over radicalization pertaining to college staff, and is listed as the Staff PREVENT Contact on the college website.
- v) all those with primary responsibility for the PREVENT duty undertake both any PREVENT training provided by the University, and the Unconscious Bias training already provided.

- vi) the College's current data sharing protocols have been adjusted to ensure that they permit the sharing of information relevant to the College's PREVENT duty.
- vii) the MCR and JCR Presidents have shared this Policy with their constituencies, stressing the importance of the framework within which it is to be implemented.
- viii) the college website has been adjusted to ensure that it includes details of how to access appropriate facilities for those of all faiths and none.
- ix) the Dean has reviewed the room booking system to ensure that her/his permission is required for all student events involving external speakers.
- x) Fellows and Lecturers are now required to risk assess their own events for PREVENT purposes, and are expected to undertake the relevant training where appropriate.
- xi) the College has appointed an independent member of Governing Body to serve as Independent Assessor of the implementation of the Policy and as a first point of contact for any student or staff member who considers her- or himself to have been adversely affected by its implementation.