
PREVENT DUTY POLICY

1. Introduction

Hult Ashridge recognise and understand our responsibility that as a higher education provider we need to 'have due regard to the need to prevent people from being drawn into terrorism'. We accept the legal obligations arising from Prevent legislation in our duties to protect our staff and apprentices.

The Counter-Terrorism and Security Act 2015 creates a statutory duty for higher education institutions, with Prevent being one of the four strands of the government's counter-terrorism strategy; with the aim of stopping people becoming or supporting terrorists and terrorist activity.

The 3 specific objectives of Prevent are:

- Respond to ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

Hult Ashridge works to promote the 4 British values with an understanding of the need to balance the legal duty in terms of both freedom of speech and academic freedom, whilst also protecting staff and apprentice welfare. The British values are:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect and tolerance for different faiths and beliefs.

The approach at Hult Ashridge is cognisant of these duties and will be focused overwhelmingly on staff and apprentice welfare, whilst also acting in proportion to the current and contextual risk.

2. Scope

This policy applies to all staff including faculty and adjunct faculty working within the apprenticeship programme, as well as apprentices.

3. Statement of academic freedom

The Student/ Apprentice Campus Handbook reflects the Prevent Duty. It sets out how we will ensure that we meet the different legal requirements on us, not least the duty under the Education Act 1986 to secure freedom of speech within the law. Under this statement, Hult Ashridge affirms the rights of faculty members and apprentices to academic freedom.

Academic freedom is defined as the academic privilege of faculty, and apprentices to pursue knowledge, to speak, and to write their own opinions, ideas, and philosophy without punishment. All assessments and evaluations of apprentices and faculty are based on legitimate and articulated intellectual and professional criteria, and not on personal, political or religious views, social, national, or cultural backgrounds, or other individual preferences, except as these may demonstrably affect intellectual and professional achievement.

Hult Ashridge adheres to the following areas:

4. External speakers and events

Hult Ashridge ensures that the necessary policy and procedures are in place with regards to external speakers and events. Hult Ashridge staff are required to complete an External Speaker and Events Authorisation Form to organise an external speaker, this form is sent to prevent@ashridge.hult.edu where the Prevent Lead will review the information provided and will either approve or deny the External Speaker/ Event. If there are any concerns or if further approval is needed the form can be escalated to the Senior Leadership Team. The staff involved in this process will have undertaken Prevent online training and will be aware of their responsibilities.

On the form the person requesting for an external speaker needs to include a description of the event and information on the topic to be covered. When deciding whether to give approval to host an external speaker careful consideration will be given to whether it is believed that the views expressed can constitute as being extremist views. This will be a deciding factor as to whether approval is given, as with complying with the Prevent Duty Hult Ashridge will:

- Not provide a platform for any proscribed terrorist organisation or encourage terrorism in any way
- Not allow gender segregation at any event it organises or at events held on its premises
- Provide an alternative, balancing point of view for any speaker, where appropriate
- Assess any planned events for risk to determine whether they should proceed

For more information on external speakers please see the **External Speakers** policy.

5. Partnership

Hult Ashridge places a priority on providing a safe and secure working and learning environment. In complying with the Prevent duty, Hult Ashridge has established a relationship with the regional Prevent Co-ordinator for the East of England who is able to provide advice and guidance as well as training for staff.

Hult Ashridge also have access of the appropriate Prevent resources for use when necessary to report concerns to the police.

6. Risk assessment

Hult Ashridge will complete and review a combined Prevent Risk Assessment and Action Plan annually to establish how our learners might be at risk of radicalisation and subsequently drawn into terrorism. Based on the risk assessment which will outline existing controls, the appropriate actions to further migrate any risks will be developed.

7. Staff training

The appropriate members of staff undertake training to ensure that they are familiar with the factors which may contribute to people becoming vulnerable to radicalisation, this includes, but is not limited to:

- Bullying
- Family tension
- Personal political grievances
- Peer pressure
- Lack of self-esteem
- Needing a strong sense of acceptance and belonging

Possible indicators staff should look out for include but are not limited to:

- Change in use of language, talking as if it's from a scripted speech
- An expression of extremism views
- Being in possession of violent extremist material
- Having an association with known extremists
- Increased levels of anger towards certain groups

Hult Ashridge understands that not everyone experiencing the above will be being radicalised and that situations need to be viewed in context of other contributing factors.

Members of staff who have concerns regarding an apprentice should inform the Prevent Lead. In addition to this, members of staff and learners can email any queries or concerns to welfare@ashridge.hult.edu or prevent@ashridge.hult.edu.

8. Welfare support

At Hult Ashridge there is an understanding of the clear role to play in supporting learners with their welfare, and there is a dedicated Manager of Welfare, Diversity and Inclusion who is DSL trained.

The email address welfare.ashridge.hult.edu is available for staff members to utilise regarding any concerns they have about their apprentices, which they should report no later than the end of the working day. Apprentices can also use this email address to get in contact with the DSL or deputy DSL.

Through Hult Ashridge's partnership with Health Assured a wide range of wellbeing support is on offer to apprentices around concerns such as:

- Stress and anxiety
- Debt
- Relationships
- Lifestyle addictions

Apprentices can access this support through:

- Confidential phone number

- Mobile app
- Online health portal

Hult Ashridge have access to reports showcasing the number of apprentices who after being referred to the service have accessed it and for what reason, this can assist in highlighting any occurring trends.

9. IT

Hult Ashridge IT facilities are shared with Hult International Business School which consists of a web filtering mechanism on campus to ensure that its IT networks and equipment cannot be used by either staff or apprentices to access, support, promote or facilitate harmful content, this includes any extremist related material. Apprentices have access to the Campus Handbook which contains the IT acceptable use policy, which outlines our expectations of them. If anyone believes that there has been a violation of the IT acceptable use policy, it can be reported to the respective Program Manager.

For more information regarding the IT process please see the **IT policy**

Review History

Date	Notes
February 2022	General updates and change of organisational terminology
March 2022	Review and approval by SLT