



PREVENT Policy

Reference: S002

Initial Issue – 6th February 2019
Next Review – 10 February 2022

Free Speech Statement of St Edmund Hall in the University of Oxford

Free speech is the lifeblood of a university. It enables the pursuit of knowledge. It helps us approach truth. It allows students, teachers and researchers to become better acquainted with the variety of beliefs, theories and opinions in the world. Recognising the vital importance of free expression for the life of the mind, a university may make rules concerning the conduct of debate but should never prevent speech that is lawful.

Inevitably, this will mean that members of St Edmund Hall are confronted with views that some find unsettling, extreme or offensive. The College must therefore foster freedom of expression within a framework of robust civility. Not all theories deserve equal respect. A university values expertise and intellectual achievement as well as openness. But, within the bounds set by law, all voices or views which any member of our community considers relevant should be given the chance of a hearing. Wherever possible, they should also be exposed to evidence, questioning and argument. As an integral part of this commitment to freedom of expression, we will take steps to ensure that all such exchanges happen peacefully. With appropriate regulation of the time, place and manner of events, neither speakers nor listeners should have any reasonable grounds to feel intimidated or censored.

It is this understanding of the central importance and specific roles of free speech in a university that underlies the detailed procedures of St Edmund Hall, as laid out below.

A. Overarching Principles

1. The College adopts policies that secure and protect free expression and academic freedom, and recognises the primacy of these values in institutions of higher education, in accordance with the Free Speech Statement above.
2. The College adopts policies that 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.
3. The College adopts policies that 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.
4. The College adopts policies that are not discriminatory, and which secure and protect the rights of all academics, students and staff to equal treatment under the law, regardless of racial or ethnic origin, or religious belief, and which are in the strictest accordance with the Equality Act 2010 and with the Public Sector Equality Duty.
5. The College adopts policies that are proportionate, noting where the risk of individuals being drawn into terrorism is judged to be low, and which remain subject to, and do not undermine, existing rights including under the Education (No.2) Act 1986, the Human Rights





PREVENT Policy

Reference: S002

Initial Issue – 6th February 2019
Next Review – 10 February 2022

Act 1998, the Equality Act 2010 and data protection legislation.

The College puts policies A1-A5 into practice by means of the Governing Body ensuring that it is understood by all key individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights, in line with the College's harassment and other applicable policies.

6. The College conducts PREVENT training to ensure that practice remains subject to, and does not undermine, the rights of academics, students, staff and visiting speakers under existing law, including the Education (No.2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.

The College puts policy A6 into practice by means of the Governing Body commissioning PREVENT training from the Dean, as Prevent Lead, in order to ensure that it is understood by all key individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights.

B. Leadership and Risk

1. The College conducts an annual review to satisfy the Governing Body that PREVENT policies and practice are not undermining, remain subject to, and are operating in a manner to secure and protect, existing rights.

The College puts policy B1 into practice by means of the Governing Body commissioning an annual review from the Dean, as Prevent Lead, in order to satisfy itself that the PREVENT duty is being implemented in a manner that does not undermine, and secures and protects, existing rights, including to free expression, academic freedom, autonomy, confidentiality, privacy, and equal treatment under the law.

2. The College maintains access to the University working group on PREVENT to work with HEFCE and the University to issue guidance and templates for risk assessments, action plans and policy changes.





PREVENT Policy

Reference: S002

Initial Issue – 6th February 2019
Next Review – 10 February 2022

The College puts policy B2 into practice by means of the Governing Body reviewing the template risk assessments and guidance, and adopting action plans, as and when promulgated.

3. The College includes compliance with PREVENT duties in the College's risk register which is reviewed annually by Governing Body when making its annual report to HEFCE and other bodies.

The College puts policy B3 into practice by means of the Governing Body reviewing the College's risk register, as updated and maintained by the Senior & Finance Bursar, to include a reference to the PREVENT risk assessment and action plan.

4. The College nominates key individuals to take responsibility for the PREVENT duty.

The College puts policy B4 into practice by means of the Governing Body having nominated the following key individuals as responsible for the PREVENT duty: Principal, Senior Tutor, Dean (as Prevent Lead), Senior & Finance Bursar, Domestic Bursar, Chaplain, and Nurse.

5. The College nominates a PREVENT Lead for the College, the PREVENT Lead to have special responsibility for the PREVENT duty and for reporting to the Governing Body.

The College puts policy B5 into practice by means of the Governing Body having nominated the Dean as PREVENT Lead for the College.

Version Control:

Version	Date Created	Created By	Position	Authorised By
1	20/06/16	N Davidson	Dean, Prevent Officer	S Costa
2	17/01/2019	C Sweeney	Domestic Bursar	Governing Body
3	17/11/2019	C Sweeney	Domestic Bursar	Governing Body
4	20/01/2020	C Sweeney	Domestic Bursar	Governing Body 10 th February 2021

