

2. Trinity College PREVENT Risk Assessment 2016-17

College: Trinity		Date of Assessment:		
Risk area	Risk	Level	Current activity	
Overarching risks	PREVENT policies undermine free expression and academic freedom.	medium	College has adopted a Freedom of Speech policy.	<b>Actions (to action plan)</b> Reviewed Annually alongside PREVENT.
	PREVENT policies undermine the autonomy of academics, students and staff.	medium	College maintains 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.	
	PREVENT policies undermine confidence in relationships within colleges.	medium	College has a confidentiality policy that secures and protects 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.	
	PREVENT policies result in discriminatory outcomes.	medium	College has an equality policy which secures and protects 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 their Public.	

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	PREVENT policies are not Proportionate.	medium	College PREVENT policy is 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 legal rights, including under the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.	
	PREVENT training fails to secure and protect respect for rights to free expression, academic freedom, autonomy, confidentiality, privacy and equal treatment under the law.	low	University PREVENT training is clear on these issues.	
Leadership and governance	Governing Body does not assess the ongoing impact of PREVENT on the rights to free expression, academic freedom, autonomy, confidentiality, privacy and equal treatment under the law.	low	There is an annual review of the PREVENT duties and how they relate to freedom of speech.	Week 6 Governing Body Michaelmas Term.

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	Compliance with PREVENT duty is not considered at a sufficiently senior or expert level within the Collegiate University.			
	Compliance with PREVENT duty is not reviewed at a sufficiently senior level within the College.	low	Annually reviewed by Governing Body Michaelmas Term.	Week 6 Michaelmas Term.
	Governing Body, academics, students and staff do not know who has primary responsibility for compliance with the PREVENT Duty.	low	Welfare Dean is identified as PREVENT lead. The Safeguarding Committee includes a PREVENT brief.	PREVENT to be included as an item on the Agenda of Hilary Welfare Committee to ensure students are aware.
Partnership	External agencies, other Colleges and the University do not know whom to contact in college on PREVENT enquiries.	low	Prevent Lead is known.	
	College is not linked adequately with statutory partners and does not know how to share PREVENT related concerns and key information.	low	There is a clear understanding of how and where to escalate a concern through the University.	

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	Information is not effectively shared with the central University or other colleges.	low	Data would be shared with the University or other Colleges, in a manner that is consistent with data protection law and secures and protects the existing legal rights of academics, students and staff, including, in the absence of serious crime, to confidentiality and privacy.	
	Inadequate engagement and consultation with students and student unions and clubs.	medium	To annually brief JCR and MCR welfare reps.	Agenda item Hilary Welfare Committee.
Student welfare and pastoral care	Students at risk of being drawn into terrorism are not identified by college welfare systems.	low	College has an extensive welfare support system for students.	
Staff welfare and pastoral support	Staff at risk of being drawn into terrorism are not identified by college welfare systems.	low	Domestic Bursar has primary responsibility for welfare provision to domestic and ancillary Staff and has been trained in PREVENT duties.	

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Events and venue hire	Arrangements to risk assess events contravene the college's statutory duty to promote freedom of speech.	low	College has a Freedom of Speech policy.	
	Students book external speakers (defined as being speakers external to the collegiate University) without risk assessment.	medium	All student bookings with an external speaker are approved by Domestic Bursar.	PREVENT duty needs to be clear in Student Handbook.
	Academics arrange external speakers without risk assessment.	medium	Academics are responsible for booking their own events.	Academics to be responsible for risk-assessing their own events and for implementing College policy to secure and protect the primacy of free expression within the College, and for external speakers, including under the Education (No 2) Act 1986.
	Conferences and summer schools arrange external speakers without risk assessment.	medium	Conference organisers are subject to existing rules on appropriate activities. They are briefed on PREVENT duties by Domestic Bursar.	Domestic Bursar to brief summer schools and other conferences.

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Training	Key Individuals do not understand their duties and are not aware of the resources available to them.	low	Key individuals are trained.	A three-year plan needs to be implemented to ensure existing key staff keep up to date with training. Welfare Dean and Domestic Bursar to access training in 2019. New key staff to be offered training 2018.	
IT safety	Users of college IT systems break the law	low	All academics, students and staff are bound by the college's IT policy.		
Research	College researchers are in breach of research ethics governing research using human subjects, including on-line.		All research involving human subjects must receive ethical clearance from the University.		