

Prevent Policy and Procedures for UBI Business School

1. Introduction

UBI Business School is committed to providing a safe, inclusive, and open academic environment while taking proactive steps to safeguard students, staff, and visitors from the risks of radicalization, extremism, and terrorism. This policy outlines our approach to fulfilling our responsibilities under European and national frameworks for preventing violent extremism while upholding academic freedom and freedom of expression.

This policy ensures that UBI Business School complies with national counter-terrorism strategies and EU directives, embedding Prevent principles across all areas of the institution, including teaching, research, student welfare, and external collaborations.

2. Definitions

- **Prevent:** A strategy to safeguard individuals from being drawn into terrorism or extremist ideologies.
 - **Radicalization:** The process by which an individual or group adopts extreme political, social, or religious ideologies that may lead to violence or harm.
 - **Extremism:** Vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.
 - **Terrorism:** The use or threat of violence to advance an ideological, political, or religious cause.
 - **Channel:** A multi-agency support program aimed at providing early intervention to individuals at risk of radicalization.
 - **Designated Prevent Lead (DPL):** The individual responsible for overseeing Prevent-related matters at UBI Business School.
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3. Principles

UBI Business School's Prevent Policy is guided by the following principles:

1. **Safeguarding:** Protecting individuals from harm, including the risk of radicalization.
2. **Inclusion:** Promoting a culture of respect, tolerance, and shared values.
3. **Proportionality:** Responding to concerns in a way that is appropriate to the level of risk.
4. **Partnership:** Collaborating with external agencies, such as law enforcement and community organizations, to address risks.

5. **Transparency:** Ensuring that all actions are documented, communicated, and reviewed regularly.
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4. Roles and Responsibilities

- **Senior Leadership Team:** Ensure that Prevent is prioritized and resourced across the institution.
 - **Designated Prevent Lead (DPL):** Act as the primary point of contact for Prevent-related concerns, provide training, and oversee the implementation of this policy.
 - **Staff and Faculty:** Be vigilant in identifying and reporting concerns related to radicalization, and complete mandatory Prevent training.
 - **Students:** Be aware of this policy and report any concerns to the DPL or a trusted staff member.
 - **Partners and Contractors:** Adhere to UBI Business School's Prevent standards and report any concerns.
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5. Risk Assessment and Action Plan

UBI Business School conducts regular risk assessments to:

- Identify risks related to radicalization within the institution.
 - Assess online and offline threats, including external influences.
 - Implement strategies to mitigate identified risks, such as monitoring events, external speakers, and online platforms.
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6. Prevent Procedures

6.1. Identifying Concerns

All members of the UBI Business School community are encouraged to report any concerns related to radicalization or extremism, including:

- Expressions of extremist ideologies or support for terrorist organizations.
- Changes in behaviour, such as withdrawal from social activities or increased secrecy.
- Accessing or sharing extremist material online or offline.
- Involvement with groups or individuals known to promote extremist ideologies.

6.2. Reporting Concerns

- **Step 1:** Report the concern to the Designated Prevent Lead (DPL) via email (prevent@ubi.edu).
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- **Step 2:** If the DPL is unavailable, report the concern to a senior staff member or the Human Resources department.
- **Step 3:** In emergencies, contact local authorities or emergency services immediately.

6.3. Responding to Concerns

- The DPL will assess the concern and determine the appropriate course of action.
- If necessary, the DPL will escalate the matter to external agencies, such as law enforcement or the Channel program.
- The individual raising the concern will be kept informed of the outcome, subject to confidentiality constraints.

6.4. Confidentiality and Data Protection

All Prevent-related concerns will be handled confidentially and in compliance with the General Data Protection Regulation (GDPR). Information will only be shared on a need-to-know basis.

7. Freedom of Expression and Academic Freedom

UBI Business School recognizes the importance of academic freedom and freedom of speech in higher education. This policy will not be used to restrict legitimate academic debate, research, or political expression. However, speech or actions that promote violence, discrimination, or extremist ideologies will not be tolerated.

8. Training and Awareness

- All UBI stakeholders should be briefed on UBI Prevent policy training upon joining UBI Business School.
 - Specialized training to be provided to staff in high-risk areas such as student welfare and campus security.
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9. Promoting Shared Values

UBI Business School is committed to promoting shared values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This will be achieved through:

- Curriculum content that encourages critical thinking and challenges extremist ideologies.
 - Events and activities that promote inclusivity and dialogue.
 - Partnerships with community organizations to foster understanding and cohesion.
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10. External Speakers and Events

UBI Business School will ensure that all external speakers and events comply with Prevent principles. This includes:

- Conducting risk assessments for all external speakers and events.
 - Ensuring that speakers do not promote extremist ideologies or undermine shared values.
 - Providing clear guidelines for staff and students on organizing and attending events.
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11. Partnerships and External Engagement

UBI Business School complies with:

- Local and national authorities responsible for counter-terrorism.
 - Law enforcement agencies to ensure compliance with legal requirements.
 - Community organizations that support deradicalization efforts and student well-being.
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12. Monitoring and Review

- The DPL will maintain a record of all Prevent-related concerns and actions taken.
 - The Senior Leadership Team will review this policy annually to ensure its effectiveness and compliance with legal and regulatory requirements.
 - Feedback from students, staff, and partners will be used to improve Prevent practices.
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13. Policy Approval

This policy version P1.0.3 was approved on 10 October 2024 and will be reviewed by 09 May 2026.