

# NURSDOC

POLICY NUMBER: **88**

POLICY TITLE: **PREVENT**

WHO MUST ABIDE BY THIS POLICY? **ALL STAFF**



# PREVENT POLICY

## INTRODUCTION

Nursdoc acknowledges and accepts its legal duty to have due regard to the risk of people being drawn into terrorism. It also believes that individuals being drawn into terrorism is a form of harm and accepts the obligations arising from the Prevent legislation as an important element of its general duty to protect its staff and students from all forms of harm.

Nursdoc must balance the requirements of Prevent with its core belief that the cultural religious and ethnic diversity of its staff and students should be celebrated. It must also meet its legal and moral obligation to allow and promote freedom and free speech which are vital elements of a successful community of staff who support them.

## PURPOSE

The policy's key purpose is to assign the high level responsibilities for ensuring compliance with Prevent but will not include the detailed operational rules, processes or systems which may be necessary to meet these requirements. These are covered by other, more detailed policies arising in relevant functional areas. As Prevent requires consideration of almost all areas of current working practice, systems development and process design, a framework outlining how each requirement is incorporated into an appropriate Galago Group policy or documented procedure is appended to this overarching policy.

As the requirements of Prevent risk a conflict with the core obligations to facilitate and promote free speech as well as to protect individual privacy, the policy is presented as a series of "Prevent Principles" which aim to articulate how such conflicts should be dealt with and the scope for Prevent related changes to all other operational policies and procedures. The policy is therefore a combination of Prevent requirements coupled with core standards. This policy will apply to all staff, carers, contractors and visitors.

## EQUALITY ANALYSIS

This policy recognises the importance of providing for and celebrating the cultural, religious and ethnic diversity of its staff. It complies with the public sector equality duty and requires all staff, and visitors to respect Nursdoc's values, be sensitive to the diversity of Nursdoc community and to show respect to all sections. Monitoring should take place over time to ensure Nursdoc is aware of any trends or patterns emerging involving particular groups of people and impact of this policy on those groups.

## DEFINITIONS

### Prevent

- The anti-radicalisation agenda embedded in the Counter Terrorism Act and called Prevent in this policy.

### Vulnerable Individual

- An individual shown to be, on some significant level, a risk to themselves or others, if assistance is not provided.

### Academic Freedom

- The expectation that staff and students shall, have freedom within the law to question and test received wisdom and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges.

### Radicalisation

- Process by which an individual comes to adopt extreme political, social or religious views, giving rise to a concern that they will act illegally.

## LEGISLATIVE CONTEXT

The Prevent requirements are included in section 26 of the Counter-Terrorism and Security Act 2015.

Education Act 1994 includes obligations relating to free speech

The Data Protection Act and Human Rights Act include relevant obligations relating to individual privacy and the security and fair processing of personal information.

## POLICY PRINCIPLES

Nursdoc accepts its responsibility to have due regard to the need to prevent people from being drawn into terrorism. In accepting this responsibility it must also balance detailed Prevent requirements against its core mission to ensure that certain fundamental standards, vital to a thriving care community, are preserved. This balance is achieved by ensuring that any changes to operational policies, guidelines, processes, systems or working practices, implemented to ensure Prevent compliance, align with the one or more of the following core Prevent principles:

- Safeguarding. Preventing vulnerable individuals from being drawn into terrorism is a safeguarding issue and Nursdoc policies and procedures in place to help safeguard staff and students should take into account the Prevent requirements.
- Staff awareness. Staff should be made aware of the general requirements of Prevent but in ways that ensure they remain sensitive to the cultural, religious and ethnic diversity of the Galago Group community.
- Senior accountability. Senior management will maintain a risk awareness. Any members being drawn into terrorism. A designated Executive Board officer will be assigned lead responsibility in this policy for all Prevent related policies and measures.
- Celebrating diversity. The culturally diverse nature of The Galago Group must be actively.
- Multi-faith. The provision of adequate community facilities, allow groups to observe their faith, coupled with effective chaplaincy arrangements, are essential to harmonious community relations.
- Information sharing. Some internal and external information sharing will be necessary but only under appropriately controlled conditions. This does not amount to an agreement to share personal data on anything other than a needs based and case by case basis. Free speech. Policies and procedures relating to the management of events, speakers and the display of posters and other promotional material must balance the obligation to enable free speech with the requirements of Prevent.
- Social media. Social media, whilst ostensibly just another medium for communication, social interaction and debate, requires specific guidance and monitoring consistent with Nursdoc's free speech obligations. Social media is a vehicle by which vulnerable individuals are particularly susceptible to radicalisation.
- Partnerships. Nursdoc should work in partnership with statutory agencies, other HEIs, local authorities and other bodies to assess and respond to the risk of people being drawn into terrorism.
- Union Engagement. All reasonable efforts to engage and persuade the Union's to support this policy should be undertaken. Whilst the SU may elect to oppose the principles of the Prevent strategy, their members must comply with University policies when engaging in University activities.

## PROCEDURES

As the purpose of this policy is to outline Nursdoc's agreed principles underpinning its approach to implementing the Prevent requirements, detailed procedures will not be included.

Policies governing the behaviour of staff, the rules relating to the use of IT, the approach to planning and managing events and the maintenance of free speech are in place and contain detailed procedures which all staff are expected to comply with. As these policies will be reviewed and updated to advance the principles of this policy, staff should consult them for instruction and guidance on specific procedures.

## Governance Requirements

## RESPONSIBILITY

Responsibility for Nursdoc compliance with the Prevent duty rests with Director Nursing and the MD Most of the operational measures necessary to ensure compliance with Prevent will be covered by specific policies originating in the various functional departments of Nursdoc.

Officers are assigned responsibility for ensuring that policies in the functional areas are reviewed to ensure they comply with both Prevent and the principles.

All staff are responsible for conducting their day to day activities consistent with the principles outlined in this policy and in compliance with all other Nursdoc policies.

## IMPLEMENTATION / COMMUNICATION PLAN

A detailed communication plan which will align with the principles of this policy will be prepared and executed in the months following its approval.

Specific policies arising in various functional areas will be communicated and implemented according to their own approved plans.

## EXCEPTIONS TO THIS POLICY

This is an over-arching policy setting out high level principles rather than detailed procedures so scope for exemptions does exist but will be expected to be applied on a case by case basis with appropriate justification.

Any member of staff seeking an exception to a requirement of a policy in the Action Plan should secure the authorisation of the responsible officer. Any activity or process that might conflict with the principles of this policy should be authorised by the Director of Nursing or MD.