

College: WADHAM		Date of Assessment:	2020-21	Actions:
Risk area	Risk	Level	Current activity	Actions
Overarching risks	PREVENT policies undermine free expression and academic freedom	High	College has adopted policies that secure and protect free expression and academic freedom, recognising the primacy of these values in institutions of higher education. <u>Wadham College Policy Statement and Code of Practice on Freedom of Speech</u>	
	PREVENT policies undermine the autonomy of academics, students and staff	High	College has adopted 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. <u>Wadham College Equalities Policy</u>	
	PREVENT policies undermine confidence in relationships within colleges	High	College has adopted policies that secure and protect the rights of academics, students and staff to confidentiality and privacy at all times, in the absence of a risk of serious cause for concern, subject only to their contractual agreements and terms of employment. <u>Student Welfare and Confidentiality Policy</u>	
	PREVENT policies result in discriminatory outcomes	High	College has adopted 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	

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			of racial or ethnic origin, or religious belief, and which are in the strictest accordance with the Equality Act 2010 and with their Public Sector Equality Duty <u>Wadham College Equalities Policy</u> <u>University of Oxford Equality Policy</u> <i>Wadham College Public Sector Equality Duty</i>	
	PREVENT policies are not proportionate	High	College has adopted 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 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	High	PREVENT training includes instruction in these components.	
Leadership and governance	Governing Body does not assess the ongoing impact of PREVENT on the rights to free expression, academic freedom,		College conducts an annual review to satisfy Governing Body that Prevent policies are not undermining, remain subject to, and are operating in manner to secure and protect the rights of academics, students, staff and visiting	Annual meeting to review the Prevent Risk Assessment and College Policies organised by the Warden's EA for 0 th Wk of MT. Membership includes the Warden, Senior Tutor, Prevent Lead, and Dean.

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	autonomy, confidentiality, privacy and equal treatment under the law		speakers under existing law, including the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.	
	Compliance with PREVENT duty is not considered at a sufficiently senior or expert level within the Collegiate University	Low	A working group chaired by Lord Macdonald QC has worked with the University and HEFCE to brief Conference of Colleges and to agree an appropriate structure with HEFCE.	
	Compliance with PREVENT duty is not reviewed at a sufficiently senior level within the College	High	Compliance with PREVENT duty included in the College's risk register and reviewed annually by Governing Body when making the annual report to HEFCE.	
	Governing Body, academics, students and staff do not know who has primary responsibility for compliance with the PREVENT Duty	High	Governing Body has nominated Key Individuals to take primary responsibility for the PREVENT Duty.	
Partnership	External agencies, other colleges and the University do not know whom to contact in college on PREVENT enquiries.	High	Governing body has nominated a College PREVENT Lead.	
	College is not linked adequately with statutory partners and does not know how to share PREVENT related concerns	High	Where there is a risk of serious cause for concern, the College PREVENT Lead receives information through the University's security service, or from the local PREVENT co-ordinator	

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	and key information appropriately				
	Information is not effectively shared with the central University or other colleges.	Medium	<p>Special arrangements apply to the exchange of sensitive personal data</p> <p>College reviews data sharing protocols with other colleges and the University, 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 cause for concern, to confidentiality and privacy (GDPR Working Group)</p>		
	Inadequate engagement and consultation with students and student unions and clubs	Medium	The student body are included in the development of relevant policies and communication of these policies to students		
Student welfare and pastoral care	Students at risk of being drawn into terrorism are not identified by college welfare systems		<p>College has an extensive welfare support system for students.</p> <p>Key Individuals include those with senior responsibility for student welfare in college.</p>	<p>Review practices within welfare structures. Welfare structures to be prepared to deal with any concern that students may be drawn into terrorism, including, in the absence of serious cause for concern, the need to secure and protect the existing rights of students to confidentiality and privacy.</p>	

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Staff welfare and pastoral support	Staff at risk of being drawn into terrorism are not identified by college welfare systems		Domestic Bursar has primary responsibility for welfare provision to domestic and ancillary staff. Key Individuals include those with senior responsibility for domestic and ancillary staff welfare in college.	Review practices within welfare structures Welfare structures to be prepared to deal with any concern that students may be drawn into terrorism, including, in the absence of serious cause for concern, the need to secure and protect the existing rights of students to confidentiality and privacy.
Events and venue hire	Arrangements to risk assess events contravene the college's statutory duty to promote freedom of speech.		College has a Freedom of Speech policy in its statutes (Part 1a+b. Construction, Application and Interpretation). College's policy on freedom of speech secures and protects the primacy of free expression and academic freedom in the context of institutions of higher education. Wadham College Policy Statement and Code of Practice on Freedom of Speech	
	Students book external speakers (defined as being speakers external to the collegiate University) without risk assessment		Student bookings for student external speaker events are approved by a key individual, who is responsible for risk assessment and for implementing College's 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 All student bookings are approved by a senior member of College, such as the Dean Room Booking Policy	Due to the impact of Covid on in-person events, students to be instructed to send details on any online events that include external speakers to the Dean for approval.

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	Academics arrange external speakers without risk assessment		Academics are responsible for booking their own events. Academics are 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		Conference organisers are subject to existing rules on appropriate activities.	Review College policy on external bookings for conferences and summer schools, including to reflect 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
	Faith facilities arrange external speaker events without risk assessment		Management and use of college faith facilities reflects 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, and equal treatment under the law	Review guidance on the risk assessment of external speakers in faith facilities

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Training	Key Individuals do not understand their duties and are not aware of the resources available to them.		Key Individuals in College receive appropriate training, including rights protection training. Governing Body receive suitable briefing, including rights protection briefing, annually.	
IT safety	Users of college IT systems break the law		All academics, students and staff are bound by the college's IT policy. Users of all college IT systems to be required to abide by all applicable laws and by University IT policies as a strict condition of use. IT policy to refer to the PREVENT duty. Acceptable Use Policy for Wadham IT	
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. College only researchers are required to adhere to the University's Code of Ethics.	