



## Royal Conservatoire of Scotland

### Prevent Policy

#### 1 What is the Prevent Duty?

Within higher education institutions, the term 'Prevent' refers to measures taken to safeguard students and/or staff who might be at risk of being drawn into terrorism. Prevent is about early intervention to protect people from the risk they may face before illegality relating to terrorism occurs and therefore is a safeguarding measure.

The Prevent Duty flows from the Counter-Terrorism and Security Act 2015, which requires all public bodies *'to have due regard to the need to prevent people from being drawn into terrorism'*. In response to that duty, the Scottish higher education sector has produced a Good Practice Guide (for link see *Further information and acknowledgements* below) that explains and describes the statutory duty, important elements of which are to:

- Provide information and training to staff engaged in the provision of student welfare and pastoral support;
- produce and oversee a protocol on the management of speakers and events; and
- maintain an effective dialogue with the Students' Union to manage the process among the student community.

This document, which accords with the Good Practice Guide, sets out the Conservatoire's Prevent Policy.

#### 2 Terrorism

Terrorism is defined as:

*an act that endangers or causes serious violence to a person/people and/or damage to property; or seriously interferes with or disrupts an electronic system.*

There are various forms of terrorist activity ranging from 'lone actors' to organised groups. In addition to physical forms of attack, terrorists may also try to access information that may be of use to them, for example by infiltrating an organisation or securing the assistance of an "insider".

### **3 Context**

The Conservatoire embraces and promotes academic and artistic freedom and resolutely upholds both the letter and spirit of academic freedom as defined in the Higher Education Governance (Scotland) Act: 2016. The Conservatoire's Academic Board is content that the application of this policy will not compromise the Conservatoire's commitment to academic and artistic freedom.

The Conservatoire is a small, close-knit yet diverse community of students and staff, united in the common purpose of learning, teaching and research in, and for, the performing arts. The Conservatoire explicitly celebrates diversity and robustly promotes equality in all of its activities. Contact between students and staff (and within staff and student groups) is regular and close, and the Conservatoire has well-developed and understood academic and pastoral support processes for both students and staff. The relationship between the Students' Union and the management of the Conservatoire is characterised by mutual trust and respect, and there is no history of the Conservatoire community being disrupted by political activity that could potentially facilitate the radicalisation of any individual. Following separate risk assessments undertaken in respect of the possible radicalisation of a member of staff or of a student, the risk of either occurrence has been categorised as 'low'.

### **4 What does the Prevent Duty mean for the Conservatoire?**

In line with our obligations under the law, the Conservatoire's Risk Management Group will maintain an oversight of the Conservatoire's response to the Prevent Duty – in that regard the Risk Management Group will be the Conservatoire's Prevent Group. The members of the Prevent Group are:

- The Principal
- The Assistant Principal
- The Director of Fair Access
- The Secretary to the Board of Governors
- The Director of External Relations
- The Director of Drama, Dance, Production and Film
- The Director of Music
- The Director of Human Resources
- The Director of Finance and Estates
- The Director of Business Development

The President of the Student Union will be in attendance when the Prevent Group meets to consider a referral via the Gateway process and/or when the Group reviews the application of this Policy, or considers amendments to it.

Where a member of staff and/or a student raises concerns regarding the wellbeing of a member of the Conservatoire community, or the invitation of speakers, or the hosting of events that are perceived to have the potential to draw a student or a member of staff into terrorism, the Prevent Group will provide advice and, ultimately, will make decisions on the Conservatoire's behalf as to the best course of action, taking account of all of the Conservatoire's statutory duties. If the Prevent Group believes that an individual is at risk of

being drawn into terrorism, then a referral will be made to the appropriate external agency. If the Prevent Group believes that an individual is attempting to draw others into terrorism, then a referral will be made to the appropriate external agency and internal disciplinary procedures will be applied.

The Prevent Group will report annually to the Audit Committee on the operation of this Policy.

## **5 Guidance on identifying individuals at risk of being drawn into terrorism**

Many members of staff contribute to the provision of welfare and pastoral support to students. In cases where students are experiencing difficulties at the Conservatoire for whatever reason, a range of advice and support is available – in the specific context of the Conservatoire's Prevent Duty, staff who have responsibility for student facing services will receive appropriate training. Various support mechanisms are also in place for members of staff, and appropriate Human Resources staff will receive appropriate training.

If you have concerns that a student or a member of staff might be at risk of being drawn into terrorism, you should seek advice from your Director, Head of Department/Programme, Academic Registrar, Conservatoire Counsellor or Human Resources staff. (Note: under the Terrorism Act (2000), if you believe or suspect that another person is **already** engaged in illegal terrorist-related activity, you **must** report this to the Police – you should also notify a member of the Prevent Group as soon as practicable of your actions.)

Where you are concerned about the wellbeing of a student, it is reasonable for you to share personal information about the student with a colleague whose role is to provide support. Should you have concerns regarding sharing personal information, you should take advice from the Conservatoire's Data Protection Officer, The Head of Information Services.

## **6 Indicators of Vulnerability**

There is no typical profile for a UK-based terrorist. On-going research is contributing to the body of knowledge about how and why individuals become involved with terrorist-related activity; it highlights that the radicalisation process or path to engagement with terrorist-related activity is neither linear nor predictable and the length of time involved can differ greatly, ranging from a few weeks to a number of years.

According to *Understanding Radicalisation* published by the NHS Scotland Resilience Team (see page 7 below), the following characteristics have been found to contribute to vulnerable people joining certain groups that support terrorist-related activity:

- Need to express or act on feelings of anger, grievance or injustice;
- desire for excitement, comradeship or adventure;
- fascination with violence, weapons and uniforms;
- them-and-us thinking;
- need for identity, meaning and belonging; and
- need for status.

It should not be assumed that these characteristics necessarily indicate, or lead to, individuals being either committed to terrorism or becoming a terrorist. Individuals may well exhibit one or more of these characteristics in their day-to-day lives and/or through their art without being remotely in danger of being drawn into terrorism. Neither are these indicators the only source of information required to make an appropriate assessment about an individual's vulnerability – the Conservatoire rightly prides itself on engaging with the whole person and the application of this Policy will sensitively reflect that holistic approach.

*Guidance on Identifying Students at Risk*, published by Channel Guidance, HM Government in October 2012 provides further information in respect of indicators of vulnerability (see page 10 below).

#### Susceptibility to exploitation

In terms of personal vulnerability, various factors may make individuals susceptible to exploitation. None of these are conclusive in themselves, or exclusive of each other. Therefore, they should not be considered in isolation, but in conjunction with the particular circumstances of the individual and any other signs of radicalisation.

#### Identity crisis

Young adults exploring issues of identity can feel distant from their parents/family, cultural and religious heritage and uncomfortable with their place in society around them. Radicalisers exploit this by providing a sense of purpose or feelings of belonging. Where this occurs, it can often manifest itself in a change in a person's behaviour, their circle of friends, the way they interact with others and the way they spend their time.

#### Personal crisis

This may for example, include significant tensions within the family that produce a sense of injustice within the vulnerable individual and alienation from what may have been the traditional or familiar certainties of family life.

#### Fitness to Study Policy

The Conservatoire's Fitness to Study Policy (para 12) lists a number of characteristics that may give rise to concern about the wellbeing of an individual student. Some of those characteristics may indicate vulnerability to radicalisation and therefore such cases should be considered in the context of this Policy.

**7 Management of Speakers and Events** (*this procedure applies only to those events that fall within the scope of the Gateway process i.e. routine curricular activity is excluded from this procedure*)

The Conservatoire upholds the fundamental importance of freedom of speech and of artistic expression under the law. Within that context, the Conservatoire may require to place conditions on certain speakers or events where it is believed that there is an evidence-based and serious risk that the speaker or event will break the law; will pose a significant risk to the wellbeing of students, staff or visitors and/or will pose a significant reputational risk to the Conservatoire.

Under the Counter-Terrorism and Security Act 2015 (referred to as the Prevent Duty):

*Encouragement of terrorism and inviting support for a proscribed terrorist organisation are both criminal offences. HEIs should not provide a platform for those offences to be committed. [Scottish Government (2015) Prevent Duty Guidance: for Scotland]*

The following process addresses the Prevent Duty in respect of speakers and events.

In assessing **productions/performances**, the Gateway process should consider the following questions:

- Will the production/performance promote a proscribed terror group or organisation as designated by the UK Government or will such a group benefit in any way from the production/performance? See:

<https://www.gov.uk/government/publications/proscribed-terror-groups-or-organisations--2>

- Is the production/performance likely to draw people into terrorism?
- Will the production/performance pose a reputational risk for the Conservatoire in the context of its Prevent Duty?

In assessing events that will involve **external speakers**, the Gateway process should consider the following questions:

- Does the proposed speaker have links to, or represent, a proscribed terror group or organisation as designated by the UK Government?
- Is the proposed speaker likely to draw people into terrorism?
- Will hosting the event pose a reputational risk for the Conservatoire in the context of its Prevent Duty?
- What is the focus of the event and might the subject matter or title be extremist or cause distress in the context of the Prevent Duty? Will both sides of the argument be represented?

- Who will run the event and are they sufficiently experienced to ensure its smooth running?
- Has the speaker any recent history of extremism as used in the context of the Prevent Duty, particularly at an HE institution?
- What security provisions are proposed, and are they considered to be sufficient?
- What materials will be available at the event (e.g. leaflets, DVDs, CDs, memory sticks)?

If, separately or cumulatively, the answers to any of the above questions give rise to concern, the matter should be referred to the Conservatoire's Risk Management Group (i.e. the Conservatoire's Prevent Group), which will decide if any conditions should be attached to the event or, in extreme cases, whether the event should proceed.

## **8 Working with the Students' Union**

As noted above, the President of the SU will be in attendance when the Prevent Group meets to consider a referral via the Gateway process and when the Group reviews the application of this Policy or considers amendments to it. The Secretary will seek the views of the SU on the application of this Policy so as to inform the Prevent Group's annual report to the Audit Committee. The Academic Registrar will ensure that the SU is aware of the Prevent Duty and its own obligations in terms of that Duty.

## **9 Online Safety Policy**

An Online Safety Policy that sets out how the Conservatoire promotes the safety of its staff and students when using the internet and recommends steps that users can employ to maintain their safety when using the internet and other technologies in the context of the Prevent Duty is published separately.

## **10 Research Ethics Policy**

A Research Ethics Policy that sets out how research undertaken by either staff or students should be considered for approval in the context of the Prevent Duty is published separately.

## Understanding Radicalisation

*Published with the Permission of the NHS Scotland Resilience Team*

### Introduction

There is no single profile of a person who is likely to become involved in terrorist-related activity, or single indicator of when a person might move to support extremism. Also, there is no universally accepted view of why individuals might become involved in such activities.

An increasing body of information indicates that factors thought to relate to personal experiences affect the way in which people relate to their personal environment and may make them vulnerable and susceptible to exploitation by those seeking to radicalise, potentially leading to their supporting terrorist activities.

Individuals who may be vulnerable and susceptible to radicalisation could be students or staff. Recent case studies of incidents highlight that factors such as a negative change in a person's behaviour or circumstances may indicate increased vulnerability.

### Radicalisation

Radicalisation is a process. It has no single route or pathway.

It is generally more common for susceptible individuals to become involved in terrorist-related activity through the influence of others. Vulnerable individuals may be exploited in many ways by radicalisers who target their vulnerability.

Radicalisers often use a persuasive rationale or narrative and are usually charismatic individuals who are able to attract people to their cause based on a particular interpretation or distortion of history, politics or religion. Initial contact may be via:

- Peers, siblings, other family members or acquaintances with the process of radicalisation often being a social one;
- A range of unsupervised environments, such as gyms or cafés;
- In private in individual's homes; and
- The Internet and Social Media.

Contact with radicalisers is also variable and may be direct i.e. face-to-face, or indirect through the Internet, social networking or other forms of media. More commonly it will be through a combination of the above.

### Use of extremist rationale or 'narrative'

Radicalisers usually attract people to their cause through a persuasive rationale contained within a single narrative that has the potential to influence views. Inspiring new recruits, embedding the beliefs of those with established extreme views and/or persuading others of

the legitimacy of their cause is the primary objective of those who seek to radicalise vulnerable individuals.

### Exploitation

The factors surrounding vulnerability are many and they are unique to each person.

### Susceptibility to exploitation

In terms of personal vulnerability, various factors may make individuals susceptible to exploitation. None of these are conclusive in themselves, or exclusive of each other. Therefore they should not be considered in isolation but in conjunction with the particular circumstances of the individual and any other signs of radicalisation.

### Identity crisis

Young adults exploring issues of identity can feel distant from their parents/family, cultural and religious heritage and uncomfortable with their place in society around them. Radicalisers exploit this by providing a sense of purpose or feelings of belonging. Where this occurs, it can often manifest itself in a change in a person's behaviour, their circle of friends, the way they interact with others and the way they spend their time.

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There are various forms of terrorist activity ranging from 'lone actors' to organised groups. In addition to physical forms of attack, terrorists may also try to access information that may be of use to them, for example by infiltrating an organisation or securing the assistance of an "insider".

There is no typical profile for a UK-based terrorist. On-going research is contributing to the body of knowledge about how and why individuals become involved with terrorist-related activity; it highlights that the radicalisation process or path to engagement with terrorist-related activity is neither linear nor predictable and the length of time involved can differ greatly, ranging from a few weeks to a number of years.

The following factors have been found to contribute to vulnerable people joining certain groups that support terrorist-related activity:



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- Desire for excitement, comradeship or adventure;
- Fascination with violence, weapons and uniforms;
- Them-and-us thinking;
- Need for identity, meaning and belonging; and
- Need for status

## Guidance on Identifying Students at Risk

*Taken from Channel guidance, HM Government, October 2012*

There is no single route to terrorism nor is there a simple profile of those who become involved. For this reason any attempt to derive a profile can be misleading. It should not be assumed that the characteristics and experiences set out below necessarily indicate, or lead to, individuals being either committed to terrorism or becoming a terrorist.

Neither are these indicators the only source of information required to make an appropriate assessment about vulnerability. Prevent is about early intervention to protect people from the risk they may face before illegality relating to terrorism occurs and as such is a safeguarding measure.

### Vulnerability Indicators

Identifying vulnerability to being drawn into terrorism is built around three dimensions:

- **Engagement** with an extremist group, cause or ideology
- **Intent** to cause harm; and
- **Capability** to cause harm

Each dimension should be considered separately as experience has shown that it is possible to be engaged without intention to cause harm and that it is possible to intend to cause harm without being particularly engaged. Experience has also shown that it is possible to stop intending to cause harm while remaining sympathetic to a cause.

### Examples of Indicators

Engagement:

- Spending increasing time in the company of suspected or known extremists
- Changing one's style of dress or personal appearance to accord with the group
- Day to day behaviour increasingly centred around an extremist group, ideology or cause
- Loss of interest in friends and activities that are not associated with the group, ideology or cause
- Possession of material or symbols associated with an extremist cause/proscribed group<sup>1</sup>
- Attempts to recruit others to the group/ cause
- Communications with others that suggest identification with a group, cause or ideology

Intent:

- clearly identifying another group as threatening what one stands for and blaming that group for all social or political ills;

- using insulting or derogatory names or labels for another group;
- speaking about the imminence of harm from the other group and the importance of action now;
- expressing attitudes that justify offending on behalf of the group, cause or ideology;
- condoning or supporting violence or harm towards others; or
- plotting or conspiring with others.

Capability:

- having a history of violence;
- Criminal capability and access to criminal networks to support extremist goals;
- having occupational skills or technical expertise that can enable acts of terrorism; (e.g. IT skills, knowledge of chemicals, military training or survival skills).

Further Information:

Prevent Duty Guidance: for higher education institutions in Scotland

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/445978/379\\_9\\_Revised\\_Prevent\\_Duty\\_Guidance\\_Scotland\\_V2.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445978/379_9_Revised_Prevent_Duty_Guidance_Scotland_V2.pdf)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/445921/Prevent\\_Duty\\_Guidance\\_For\\_Higher\\_Education\\_Scotland\\_-\\_Interactive.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445921/Prevent_Duty_Guidance_For_Higher_Education_Scotland_-_Interactive.pdf)

Counter-Terrorism and Security Act 2015: Good practice guide for Scottish Higher Education Institutions

[http://www.gla.ac.uk/media/media\\_478316\\_en.pdf](http://www.gla.ac.uk/media/media_478316_en.pdf)

**Document Revision History**

Version No.	Version Date	Prepared By	Approved By	Summary	Date of next review
1	August 2016	Secretary	Academic Board	Prevent Policy in accordance with statutory duty under the Counter-Terrorism and Security Act 2015	August 2017
2	November 2018	Human Resources	N/A	Minor changes due to updating the Prevent group membership	August 2019