

# PREVENT POLICIES ON EXTERNAL SPEAKERS, STAFF AND STUDENTS OF CONCERN



## Royal College of Music Policy on external speakers at internal and external RCM-organised events

1. This Policy relates to both RCM and RCM Student Union organised events on or off RCM premises.
2. The Royal College of Music supports the principle of freedom of speech and expression within the law. It has regard to the need to ensure that students and staff have freedom to question, test and to put forward new ideas and controversial opinions without placing themselves at risk.
3. The Royal College of Music also has a duty under Counter-Terrorism and Security Act 2015, to manage the risk of radicalisation and the development of extremist views among staff and students.
4. In line with these responsibilities, and notwithstanding its support for academic freedom, the College will not permit events at which there is an expectation that will seek to popularise hatred of those with protected characteristics or will promulgate extremist or radical views that support or encourage terrorism.
5. Events that involve an external speaker will be subject to a risk assessment. Any event that may involve a controversial speaker or topic, in these terms, will be referred to Directorate for a decision on whether to permit it to proceed. Where the College has sufficient concern about an external speaker, information about the individual/organisation will be shared with the relevant local authority Prevent Coordinator.

## Policy on students of concern who may be at risk of radicalisation or extremism, including policy on information sharing

6. This policy can be found in the Student Code & Procedures handbook, located in the [Quality, learning, research & artistic vision](#) (Learning, teaching & assessment) section of the RCM website.

## Policy on staff of concern, including policy on information sharing

7. This policy applies to staff who exhibit behaviours or actions which give cause for concern about a vulnerability to extremism or radicalisation, and sets out interventions the College may make in the interest of the safety and well-being of the individual, the wider College community and society as a whole.
8. In accordance with the RCM's obligation to comply with the Counter Terrorism and Security Act 2015, if any member of staff is identified as potentially vulnerable to radicalisation or extremism, any or all of the following actions may be taken:

- Information regarding an individual's actions or behaviour which are causing concern in this regard may be the subject of a confidential case conference called by the Deputy Director or appointed representative and other staff members as appropriate.
  - Information about the individual's actions or behaviour may be shared, initially anonymously, with the relevant Prevent Coordinators to seek advice and determine next steps.
  - Where deemed appropriate, the College will attempt to seek consent from the individual to share information, including their identity and other data held by the RCM, with the Prevent Coordinators, and/or lead at Westminster authority.
  - If it is not feasible to gain the individual's consent, the College, working with the advice and support of the Westminster authority may decide that there are sufficient grounds for concern, and will share information about that individual accordingly.
  - Decisions about information sharing will be taken collectively by case conference. The final decision rests with the Deputy Director (or substituting senior member of staff) advised by the case conference members.
  - This policy is deliberately general in order to be flexible in dealing with what are likely to be complex individual circumstances that may take several escalating steps to address, and where issues of extremism may not be apparent at the outset. If staff disciplinary issues arise in considering an issue of extremism, then the staff disciplinary procedure will be used.
9. As a result of this process the individual may be dealt with via the Channel process or criminal investigation procedures, as appropriate and determined by Prevent officials.

**Deputy Director**

Kevin Porter

2015, last reviewed July 2025

**Approved by Directorate September 2025**