



Risk Scoring

Likelihood		Severity		
Almost Certain	5	Catastrophic	5	1-8 Low
Very Likely	4	Major	4	8-16 Medium
Likely	3	Moderate	3	16-25 High
Unlikely	2	Minor	2	
Improbable	1	None or Trivial	1	

No	Risk Title	Risk/Vulnerability	Gross Score	Existing Controls/Actions	Residual Score	Further Action Needed	Owner	RAG rating
1	Online Safety	<p>Extremist organisations are able to radicalise students online and encourage them to commit acts of violence or incite others to commit acts of violence as ‘lone actors’.</p> <p>Learners (and staff) are able to access unlawful radicalising material which promotes proscribed terrorist groups.</p>	4 x 5 = 20	<p>E-Safety and IT Acceptable Use Policy for staff and learners which incorporates guidance on the safe use of UCB platforms, e-learning platforms, social media, and email. Last reviewed November 2025.</p> <p>Canvas Safeguarding page available to all staff and students which contains information regarding online/E-Safety</p> <p>Tutorials and Pop-Pop Up Events highlighting ways to stay safe online and cyber security.</p> <p>Filtering and monitoring software in place (Lightspeed) which blocks access to illegal and inappropriate sites and flags keyword searches. Provides ID and information on who tried to access the site and at what time. Lightspeed automatically sends an alert to the Safeguarding Team, who then investigate and take appropriate action.</p> <p>Biannual phishing attack simulations for cyber security</p> <p>Firewall measures in place. Regular penetration tests and monitoring from the network team made on firewalls, to ensure that access to illegal and inappropriate sites is prevented.</p> <p>Guest logins are tracked to eliminate risk of anonymised inappropriate access.</p>	2 x 5 = 10		Director of IT & Digital Infrastructure	Medium

No	Risk Title	Risk/Vulnerability	Gross Score	Existing Controls/Actions	Residual Score	Further Action Needed	Owner	RAG rating
				Annual Network Penetration tests by external consultants. Tests to check for Cyber Security resilience across the entire infrastructure.				
2	Partnership	<p>The organisation does not establish effective partnerships with organisations such as the Local Authority, Police Prevent Team, DfE Regional Coordinator, and others.</p> <p>The result is that the organisation is not fully appraised of national and local risks and does not have access to developing good practice advice or supportive peer networks.</p>	4 x 5 = 20	<p>The UCB Safeguarding Team hold a Safer Partnership Forum meeting every 6 weeks. This is attended by the local policing team who share local risks. Information received is then disseminated to senior and Executive management and wider as appropriate and necessary.</p> <p>The Designated Safeguarding Lead attends webinars and conferences facilitated by the West Midlands Regional Prevent Coordinator, Counter Extremism Division, DfE, which are also attend by other HE & FE education providers in the area.</p> <p>The organisation has effective partnerships with relevant stakeholders and professionals such as the Local Authority, DfE Regional Coordinator and the West Midlands Counter Terrorism Unit</p> <p>The West Midlands Regional Prevent Coordinator, Counter Extremism Division, DfE, delivers in person PREVENT training to staff on an annual basis to raise awareness of local risks.</p> <p>Information Sharing Agreement in place working in partnership with West Midlands Police.</p> <p>Established system and protocols of sharing information.</p> <p>Members of EMT, SLT and the DSL attend the Multi-Faith Community Hub meeting which brings together representatives from all major faiths within the community to discuss emerging concerns locally and worldwide and identify ways to increase understanding, awareness and tolerance.</p>	2 x 4 = 8	<ul style="list-style-type: none"> Continued partnership working with relevant agencies and key stakeholders. 	Designated Safeguarding Lead	Low
3	Leadership	Leaders within the organisation do not understand the requirements of the Prevent Statutory Duty or the risks faced by the organisation and the Duty is not managed or enabled at a sufficiently senior level.	4 x 5 = 20	<p>UCB values and expectations are displayed and clearly communicated across the institution.</p> <p>Staff are trained in recognising signs of radicalisation and extremism and how to report concerns. This includes both online and in-person training.</p>	2 x 5 = 10	<ul style="list-style-type: none"> Annual update and review of the Prevent Risk Assessment. 	Designated Safeguarding Lead	Medium

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		The result is that the organisation does not attach sufficient priority to Prevent Action plans (or does not have one) and therefore action to mitigate risks and meet the requirements of the Duty are not effective.		<p>The Safeguarding Policy and the Prevent Policy are reviewed on an annual basis. The policies make clear our responsibilities and provide detailed processes and procedures to follow. These apply to all students, staff, governors, volunteers, contractors, subcontractors, and visitors to University College Birmingham.</p> <p>Staff are alert to disclosures made by students, of their exposure to the extremist actions, views, or materials. In particular where this exposure has happened in their homes or community groups, especially where students have been passively exposed, rather than intentionally searching for it.</p> <p>Senior Leaders and Governors receive training regarding Prevent and understand the requirements of the statutory Prevent Duty. Enabling them to hold Safeguarding Lead accountable.</p> <p>Governance of how UCB is exercising its Prevent Duty and meeting statutory requirements through termly Student Services and Standards Committee.</p> <p>The General Student Regulations which outline acceptable behaviour and appropriate language.</p> <p>Security presence within UCB is clear at all sites.</p>				
4	Staff training and awareness	<p>Staff are not aware of the factors that make people vulnerable to radicalisation and terrorism and are unable to recognise the signs of vulnerability and therefore are unable or unwilling to refer concerns.</p> <p>Leaders and staff feel unable or unwilling to challenge extremist narratives or exemplify British Values throughout the organisation.</p> <p>Staff are unclear on how to deal with or refer concerns resulting in individuals not being supported and potentially radicalisation remaining unchecked.</p>	5 x 5 = 25	<p>All UCB staff receive mandatory Safeguarding e-learning as well as separate e-learning that focus on Radicalisation and Extremism.</p> <p>FE student facing staff (teaching and support) receive in person Safeguarding and Prevent training annually which focuses on local risks and concerns, as well as disseminating KCSIE updates.</p> <p>The Safeguarding Policy and Prevent Policy are both reviewed annually to incorporate changes in legislation and KCSIE updates. This also clearly details how concerns should be reported.</p> <p>Leaders and staff feel able to challenge extremist narratives and exemplify British Values throughout the institution through group tutorials with students.</p>	2 x 5 = 10	<ul style="list-style-type: none"> Review and update of the Lockdown Policy and the Bomb Threats and Suspicious Packages Procedure as these have not been updated since 2023. Ownership of these will now transfer from Health and Safety to Estates & Facilities. 	Designated Safeguarding Lead Director and Deputy Director of Estates and Facilities	Medium

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				<p>The Lockdown Policy and Procedure for Bomb Threats or Suspicious Packages provides guidance and instruction on how staff should respond to threats.</p> <p>All staff are made aware in their induction how to report concerns. The Safeguarding team is highly visible across all campuses and are easily contactable to discuss and seek guidance and advice relating to concerns.</p>				
5	Speakers and events	<p>Extremist organisations are given a platform to radicalise young people because the organisation has ineffective processes in the place for vetting speakers and events.</p> <p>Inappropriate or extremist materials are shared with learners (face to face or via weblinks) because insufficient checks are made of external speakers and materials that they promote or share.</p>	5 x 5 = 25	UCB has an external speaker's policy to ensure that any potential risks are assessed and considered.	2 X 5 = 10	<ul style="list-style-type: none"> External Speakers Policy to be reviewed and updated in line with institutional changes. This will include a review of ownership of the policy with currently sits with the Director of Student Support and Wellbeing. DSL and the Director of Student Support and Wellbeing will explore this change. 	<p>Designated Safeguarding Lead</p> <p>Director of Student Support and Wellbeing</p>	Medium
6	Welfare and Pastoral Care	The organisation does not provide effective welfare and pastoral support which results in learners (and staff) being unsupported and the risk of vulnerabilities being exploited.	4 X 5 = 20	<p>UCB students are supported via the following provisions:</p> <ul style="list-style-type: none"> - Personal Tutors - FE Associate Lecturers (Pastoral) - FE Pastoral Support Officers - Mental Health & Wellbeing Team - Safeguarding Team - Speak Out & Support Team (Sexual Harassment and Misconduct Support Service) - Student Assistance Programme (a 24/7 365 day free confidential helpline which give students direct access to trained counsellors and specialist advisors) <p>UCB students complete online safeguarding training and extremism and radicalisation training.</p> <p>In addition FE students participate in tutorials around extremism & radicalisation as well as those that promote British Values. These encourage discussion and open debate as well as increase awareness.</p>	2 X 5 = 10	<ul style="list-style-type: none"> Continue to explore further CPD & training for staff around this subject matter. Identify additional training, particularly participative and interactive workshops for students in this area. 	<p>Designated Safeguarding Lead</p> <p>Director of Student Support and Wellbeing</p>	Medium

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7	Prayer and Faith Facilities	<p>Requirements of learners (or staff) requiring faith support, or the use of facilities are not met by the organisation resulting in individuals seeking external support of unknown suitability.</p> <p>Facilities (either prayer rooms or quiet space type facilities) provided are not effectively managed or supervised and become ungoverned spaces where radicalising, inappropriate or dangerous activities can take place.</p>	3 x 5 = 15	<p>Members of any religion or none are treated with equal dignity and respect.</p> <p>Where reasonably practicable, appropriate services and facilities are provided to meet the cultural and religious beliefs of staff and students.</p> <p>UCB has Reflection Spaces for students (and staff) on the following campuses: Camden House East Moss House Summer Row Baskerville House</p> <p>These spaces are for all religious beliefs or those with none to drop in and utilise.</p> <p>Holy books for all major faiths are within these spaces but no other literature or documentation is allowed within them.</p> <p>Religious garments and prayer mats are also supplied where applicable.</p> <p>The spaces are monitored by the Estates and Facilities team as well as the Head of Equality, Diversity and Inclusion.</p>	2 x 5 = 10	<ul style="list-style-type: none"> Refurbishment of these spaces is ongoing to make them more welcoming and user friendly. 	<p>Head of Equality, Diversity & Inclusion</p> <p>Director and Deputy Director of Estates & Facilities</p>	Medium
8	Work based learners	<p>The organisation does not have robust processes in place to protect work-based students from the risks of radicalisation or views and practices contrary to British Values.</p> <p>Employers within work-based settings are unaware of issues relating to Prevent the Statutory Duty and how to report concerns.</p>	5 x 5 = 25	<p>All UCB staff receive mandatory Safeguarding e-learning as well as separate e-learning that focus on Radicalisation and Extremism.</p> <p>Apprentices and students on work placements complete online Safeguarding training and Radicalisation and Extremism training.</p> <p>A full review of the Safeguarding Policy and the Prevent Policy is undertaken annually.</p> <p>Dedicated handbooks in place for apprentices and those students on work placements</p> <p>Employers must sign and commit to fully supporting students during their placement and provide feedback and to inform University College Birmingham immediately of any Safeguarding issues.</p>	2 x 5 = 10	<ul style="list-style-type: none"> Annual update of handbooks in place for apprentices/ students on work placements to ensure information is up to date. Information included in handbooks regarding Prevent duty to be reviewed and strengthened to ensure that Prevent Duty and UCB processes are in the forefront of the minds of employers Review of training completed online by apprentices. Review of documents provided to Employers. 	<p>Director of Student Employability</p> <p>Director of Apprenticeships</p> <p>Designated Safeguarding Lead</p>	Medium

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				Students have access to all of UCB student support services, including Personal Tutors, the Safeguarding Team, the Mental Health & Wellbeing Team, Speak Out and Support and the Student Assistance Programme.				
9	Promoting British Values	<p>The college does not have a culture and ethos where British Values are celebrated, which leads to a culture of disrespect and intolerance and where tensions are allowed to flourish.</p> <p>Staff and learners do not understand BV (or feel confident about) and extremist views and narratives are allowed to flourish unchallenged.</p>	3 x 5 = 15	<p>Staff are alert to the importance of promoting British values through the curriculum and feel able to challenge extremist narratives and exemplify British Values throughout the institution through group tutorials with students.</p> <p>British Values and UCB Values are promoted around the campus.</p> <p>UCB fosters an environment where discrimination is seriously challenged. It is committed to fairness, justice, equality, respect and dignity by attempting to eradicate discrimination in all spheres of its influence (i.e., admissions and access; student assessment and achievement; student guidance and support; teaching and learning; curriculum; staff recruitment, professional development and support; partnerships and community links; procurement and outsourcing, and quality assurance). This commitment is outlined with the Equality of opportunity policy.</p>	2 x 5 = 10	<ul style="list-style-type: none"> Standardised tutorial programme to be embedded across all FE programmes. 	<p>Designated Safeguarding lead</p> <p>Deputy Director Quality (Inclusion, Participation and Development)</p>	
10	Campus Security	<p>The organisation does not have sufficient security of its premises and learners are targeted by individuals or groups seeking to share their extremist views or endanger their personal safety.</p> <p>Charities are allowed on campus without effective checks or charitable collections are inadvertently diverted to inappropriate or unlawful causes.</p> <p>On site dangerous or hazardous substances are not kept secure and are allowed into the possession of individuals or groups seeking to use them unlawfully.</p>	5 x 5 = 25	<p>UCB has;</p> <ul style="list-style-type: none"> Access control systems in place and these are manned by security/reception staff. CCTV in operation across campuses Dedicated Security personnel Lockdown Policy in place Wearing of ID Badges for staff, students and visitors is compulsory 	3 x 5 = 15	<ul style="list-style-type: none"> Review and update of the Lockdown Policy and the Bomb Threats and Suspicious Packages Procedure as these have not been updated since 2023. Ownership of these will now transfer from Health and Safety to Estates & Facilities. 	<p>Director and Deputy Director of Estates & Facilities</p> <p>Head of Security</p>	Medium