

The Woolwich Incident: Report to the University of Greenwich Court of an independent inquiry panel

October 2014

University of Greenwich

Independent Inquiry

Draft Report

A. INTRODUCTION

1. On 22nd May 2013 Michael Adebolajo and Michael Adebawale murdered Fusilier Lee Rigby in Woolwich. On 19 December 2013 they were convicted of the murder at the Old Bailey. In the immediate aftermath of the murder there were statements in the media asserting that both Adebolajo and Adebawale had been students at the University of Greenwich.

On 25th May 2013 the Court of the University, its governing body, established an independent inquiry panel to investigate. The membership of the panel is set out in Appendix 1. The terms of reference were as follows.

- I. To establish whether or not one or both of Michael Adebolajo and Michael Adebawale had been associated with the University of Greenwich, its Students' Union and student societies.
- II. To investigate whether or not the University, the Students' Union or any of its student societies contributed to any radicalisation of Michael Adebolajo and/or Michael Adebawale.
- III. To establish whether or not there is any evidence at the present time of radicalisation or violent extremism in the University or the Students' Union or its student societies.
- IV. To consider and comment on the University's and the Students' Union current policies, procedures and controls to prevent extremism, radicalisation and violence, including those covering speaker meetings and protests; and
- V. To report to the Vice-Chancellor and the University Court.

The Panel was given access to all relevant information that it requested held by the University and to members of staff with relevant knowledge of the issues. The Panel was also assisted by the University and others in identifying potential witnesses. A number of witnesses contacted did not wish to contribute to the inquiry. (In the event the Panel was fully satisfied that this had no impact on its ability to reach clear conclusions). The panel met on 10 occasions and interviewed 14 witnesses.

This is the Panel's Report. In the sections after this introduction the Report follows the order of the four issues raised in the terms of reference. Michael Adebolajo and Michael Adebawale are referred to as Adebolajo and Adebawale respectively throughout the report.

B. SUMMARY OF CONCLUSIONS

2. The Panel's conclusions can be summarised, following the numbered paragraphs of the terms of reference, as follows.
 - I. Adebolajo was a student at the University. Adebowale was not; nor could the Panel find any evidence linking him with the Students' Union or any of the student societies.
 - II. The Panel could find no evidence indicating that the University, its Students' Union or its student societies contributed in any way to any radicalisation of Michael Adebolajo.
 - III. There was no evidence at the present time of radicalisation or violent extremism in the University, the Students' Union or its student societies.

Current policies, procedures and controls to prevent extremism, radicalisation and violence (terms of reference, paragraph 4) are under review by the University and the Students Union. The panel was afforded an opportunity to comment and has commented on proposals being formulated. It will be for the University and the Union to determine, in due course, any new policies, procedures and controls.

C. BACKGROUND AND CONTEXT

3. The University of Greenwich was established in 1992 but its origins date back to the late nineteenth century and the establishment of Woolwich Polytechnic. The present University is an amalgamation of various organisations including Thames Polytechnic, Dartford College of Education, Avery Hill College of Education, Hammersmith College of Art and Building and the Thames College of Healthcare Studies. As a result of these various acquisitions and mergers, the University today occupies three separate campuses in London and Kent.
4. The University's Greenwich campus is currently housed in the Old Royal Naval College, occupying Queen Anne, Queen Mary and King William Courts as well as the former Dreadnought Hospital. As a UNESCO World Heritage site, this campus is open to the public and other academic institutions (Trinity Laban Conservatoire of Music and Dance) and businesses share the site. Well over one million visitors come to the Old Royal Naval College each year. The campus at Avery Hill accommodates some teaching facilities and a significant amount of the University's residential accommodation for students along with a number of professional services. This campus is based close to Eltham, a district of South East London in the Royal Borough of Greenwich. The Medway Campus houses the Faculty of Engineering and Science and is shared with the University of Kent and the University of Canterbury Christ Church. Some facilities on this campus are shared between the three universities including the library and the Students' Union. This campus was established specifically to encourage greater participation in Higher Education in the local community which at the time had one of the lowest participation rates in the country.
5. In 2012/13 the University had 20,908 students registered across all three of its campuses. A further 2,452 were registered at partner colleges and institutions. Of these

78% (18,456) were studying at undergraduate level and the remaining 22% (5,301) at postgraduate level. Over 50% of students at the University are from low participation social groups and 98% of students progress from state schools. 55% of the student population is categorised as being mature, ie. over the age of 21 and over 50% are classed as black and minority ethnic (BME). The University offers a number of undergraduate programmes across all of the areas outlined below. These programmes are all full Bachelors programmes. The University also offers foundation programmes in a number of areas.

6. The University's current academic structure consists of four faculties: Engineering and Science; Architecture, Computing and Humanities; Education and Health; and Business. Within each of these faculties are a number of smaller academic departments.

Business	Education & Health	Engineering and Science	Architecture, Computing and Humanities
Accounting & Finance	Acute & Continuing Care	Technology, Management & Enterprise	Architecture & Landscape
Human Resources & Organisational Behaviour	Social Work & Health Development	Electrical, Electronic & Computer Engineering	Media, Digital & Creative Design
International Business and Economics	Family Care & Mental Health	Civil Engineering	Built Environment
Marketing, Events and Tourism	Psychology & Counselling	Mechanical, Manufacturing & Design Engineering	Computing
Systems Management & Strategy	Education & Community Studies	Natural Resources Institute	Maths
	Primary Education	Medway School of Pharmacy (with University of Kent)	Social Sciences
	Lifelong Learning Teacher Education	Pharmaceutical, Chemical & Environmental Sciences	Law
	Secondary Education	Life & Sports Sciences	

In 2003-06 the structure of the University was different in that the two courses on which Adebolajo was enrolled were located within different Schools. They were also located on different University campuses. Politics courses would have been delivered on the Greenwich campus whilst the Building Surveying course would have been delivered on the Avery Hill campus.

Governance Of The University

7. The University of Greenwich is a charity and company limited by guarantee. The University Court is the main decision making body of the University. It has the ultimate responsibility for the strategic plans of the University, and for the deployment of resources. The Court monitors the overall performance of the University and holds the Vice-Chancellor accountable for effective and efficient management. The Vice-Chancellor is the Chief Executive of the University and has overall responsibility for the management of the institution and its strategic direction. The Vice-Chancellor's Senior Management Team support him in these activities. The maintenance of academic standards is dealt with by the University's Academic Council.
8. The Students' Union is an autonomous and independent organisation. It is a registered charity. Under the 1994 Education Act all Universities and Colleges in England and Wales are required to provide a Students' Union. As its main funder the University is inevitably concerned with the SU finances and receives information about its accounts. The University must also be able to reassure itself that the SU is being run effectively and may receive regular reports on activities at Court meetings. The SU, however, is not governed by the University. The SU provides its own governance arrangements and these must comply with requirements for charitable organisations. The SU also receives funding from its societies which make a financial contribution to the SU through subscriptions.

Undergraduate Programmes

9. Each student at the University follows a similar framework for an Undergraduate programme. The University year is now divided into three terms, broadly September to December, January to March and April to June. Undergraduate students are not usually at the University over the summer months. Each student will be required to undertake a number of courses for his/her programme. The format of teaching varies according to the academic disciplines. Each of these courses will be formally assessed through a variety of methods, including examination and coursework. Along with academic course tutors each student is assigned an academic personal tutor who usually remains with the student throughout their studies. The role of the personal tutor is provide pastoral support to students. There is a formal Personal Tutoring Policy in place which requires meetings at set times during the year and students can also request to see their personal tutor as often as they need to. Personal tutors can refer students to other welfare services within the university as appropriate.

D. FIRST TERM OF REFERENCE

To establish whether or not one or both of Michael Adebolajo and Michael Adebowale had been associated with the University of Greenwich, its Students' Union and student societies.

10. Early in the Panel's investigation, it became apparent that Adebolajo had been a student at the University and that Adebowale had no formal association. Adebolajo was a student in the academic years 2003/2004 and 2004/2005. One of the difficulties in reviewing the information relating to Adebolajo and his attendance at the University of Greenwich is the historic nature of the information. Given that nearly 10 years had elapsed, memories were unlikely to be fresh and documents difficult to retrieve.
11. The Panel received information regarding Adebolajo's application and admission to the University. Adebolajo's application to the University would have been made via the Universities and Colleges Admissions Service (UCAS), a national admissions service that allows students to apply for several courses at different universities at one time. At this time the application would have been submitted on a paper based form. The University's retention policy at the time differed depending on the character of the record but required that student records were kept for a period of six years and were then destroyed. For this reason it was not possible to examine Adebolajo's original UCAS application.
12. The University maintains an electronic student record for each student once they become registered with the University. The University's electronic student record system, Banner, was introduced in 1999 and holds records for all students studying on credit bearing programmes since this time. The Banner record system covers the vast majority of the student lifecycle including information relating to application, registration, finance, assessment, progression and award/graduation.
13. At the time there would have been no central record held by the University of individual student attendance at lectures and seminars. There may have been records taken at a departmental level but these were not required as part of University policy.
14. As mentioned in paragraph 11, the University's retention schedule varied depending on the character of records. However, very few records would be kept for a period of ten years or more. With this in mind the panel sought to review the following where available as part of its investigations:

Type of record	Availability
University records of attendance/performance	None were found for the period in question in terms of attendance. The Banner record provided details of the academic performance for Adebolajo.
Departmental records of attendance/performance	None were found for the period in question
Assignment of tutors, tutors' reports etc	The panel were able to retrieve a list of personal tutor allocations from a member of teaching staff. Any other records relating to personal or academic tutors including notes of meetings or correspondence were not retained.

Halls of Residence resident records	Records were found for Adebolajo and attempts made to contact flatmates. None of the contact details held for these individuals were still in use.
Halls of Residence incident records	None were found for the period in question
Room booking records	Some information was available and accessed but nothing of relevance was found.
Accidents and incidents	None were found for the period in question
Email accounts for students and staff	None had been retained by the University
Alumni details	Alumni details are retained and attempts were made to contact various former students who would have come into contact with Adebolajo. Due to the length of time that has elapsed none of the email or telephone details provided by students were still active.
Students' Union records including officers of Students' Union, lists of societies, officers of students' societies, membership of the Union and of the societies	None of these records had been retained. Records from the University did enable the panel to identify the SU President at the time but she was unwilling to speak to the Panel.
Student publications	None had been retained by the SU but the panel was approached by a former student who had written an article of relevance to the inquiry. He was able to provide a copy of this edition of the Sarky Cutt.
Minutes of the Court, Senior Management Team and the Executive Committee	Relevant extracts were made available to the Panel and have been referred to in this report where appropriate.

Michael Adebowale

15. Adebowale was 22 at the time of the attack. If he had attended the University of Greenwich, this would have been in the past four years and so records would exist. The University holds no record of him having ever registered or having applied to be a student at the University. Records at partner institutions have also been checked and no record found. Checks were also made under the various aliases widely reported at the time of his arrest; no records were found. There is no evidence that Adebowale had any formal association with the University of Greenwich.
16. Adebowale's address was listed in media reports as being very close to the University's Greenwich Campus. It is for this reason that it has been impossible to rule out the possibility that he may have been on campus at some point. The campus is used as a through route and the public are encouraged to come and admire the world heritage site and attend various concerts and chapel events. There was a possibility that Adebowale could have participated in events at the University, as indeed could any member of the public. The University runs a large number of external lectures and events. Student societies are able to invite non-members to events and indeed are permitted under bye laws to have up to 10% of their membership from non-student or staff groups.

Under Byelaw 12¹:

5. Non-Students may become members of a Club and Society provided that their numbers do not exceed 10% of the total membership of that Club or Society.

5.1 The membership of any non-Student is subject to the approval of the Vice President, Student Activities.

5.2 Non-Students may not vote or hold office in a Club or Society.

It has not been possible to determine definitively whether Adebowale was a member of a society or whether he attended any event but the Panel found no evidence that he had.

Michael Adebolajo

17. The University's student record system, Banner, is described in paragraph 12. According to the Banner record for Adebolajo he was a fully-registered student in 2003/04 and 2004/05. He also lived in Halls of Residence at the Avery Hill campus for both of these years. He started the registration process in 2005/06. Adebolajo did not complete his registration and was subsequently withdrawn by the University. This was done retrospectively at the end of the academic year and it cannot be determined whether he attended any lectures at all. Adebolajo was not living in Halls of Residence in 2005/06. Searches of the electoral register found no record of him living in the area at all.
18. The application process would have been made through the Universities and Colleges Admissions Service (UCAS). During 2003 to 2006 this application process would have been paper based. The student would have made an application on paper to UCAS which would then have passed the application to the University. At this point the application would be reviewed by staff in the University's admissions team who would have entered some preliminary data onto the Banner system. At this point, if the

¹ <http://www.suug.co.uk/resources/6001/Bye-Laws-updated-1st-December-2013/>

applicant met the entry criteria an offer would be made. If not the application would have been referred to the relevant School for further consideration.

19. If applicants received an offer and achieved the required entry qualification they would be invited to register as students. The registration process is currently carried out by the University's Office of Student Affairs. The process has evolved over the years and it is highly unlikely that the current registration process would be the same as that in 2003. Any details of either the application form or registration documents for Adebolajo would now have been destroyed in accordance with the University's retention schedule. An abbreviated version of the student record for Adebolajo still exists and will be referred to throughout the report.
20. The UCAS form asks applicants to declare any criminal convictions as part of their application. The panel spent some time considering the University's policy in relation to criminal convictions. According to media reports, Adebolajo had served a sentence in a young offenders institute prior to his becoming a student at the University. The extent to which this is then followed up depends on both the institution and the programme of study as well as the nature of crime committed. Particular courses such as nursing, midwifery and teacher training require a further DBS check (known at the time of his enrolment as a CRB check). Adebolajo was registered on two different programmes, neither of which would have required a further CRB check. CRB information is not recorded on the student record system. The UCAS form 'declaration of criminal convictions' requires that the applicant provides this information. Neither UCAS nor the University would have retained an application form from 2002/03 and so the panel has been unable to ascertain whether a criminal conviction was declared by Adebolajo.
21. Adebolajo was unsuccessful in his initial application to the University. He was offered an alternative programme choice, which he declined. He subsequently applied to the university through Clearing, and in August 2003, his application was successful. No record of this application has been retained.
22. In 2003/04 Adebolajo began the BSc Building Surveying programme. His academic transcript suggests that there was clearly some engagement with his course. However, he did not pass the first year. There were no records of attendance from this time period and so it has not been possible to ascertain what his attendance at lectures and seminars was like. The panel has attempted to contact both fellow students and lecturing staff from the time but has been unable to do so.
23. At the beginning of the 2004/05 academic year Adebolajo transferred onto the BA Politics programme (Year 1). In order to transfer Adebolajo would have needed the consent of both the programme tutor and the Office of Student Affairs. The panel were unable to find any paperwork relating to the agreed transfer. The University's retention policies required the destruction of this information after six years. By 2004/05 his engagement with his studies appeared to have diminished as, although he submitted some pieces of assessment, the marks are indicative of a student not attending lectures or seminars. By 2005/06 he appeared not to be engaging at all. This view was corroborated by one of the witnesses who on the evidence of the Banner record, noted that he would have come to the same conclusion.
24. Assignments would be set by the lecturer responsible for delivering the course. At the time written assignments would be submitted in hard copy at the departmental reception. These would be marked and then usually returned to students during a seminar where students were able to discuss feedback. Students not in attendance

would need to make arrangements to collect their essays. Those not collected would be destroyed after a period of time.

25. The procedure for considering resits and repeats was formal and consistent across the university. A subject assessment panel and progression and award board would have been convened to consider the results of students including those of students who had failed components of their studies. The programme leader for each programme would have presented their recommendation to the panel and then the panel would have made the final decision. No records have been retained in relation to discussions regarding Adebolajo being allowed to transfer programmes or to repeat his first year.

Tutorial Systems

26. At the time there was no formal University policy for monitoring and recording attendance at lectures and seminars. The expectation was that students would attend a minimum of 75% of lectures and seminars. The Department of Politics did not have its own attendance policy, but some lecturers might have taken a register of attendance. These would not have been retained by the Department. It was not therefore possible to ascertain whether records were kept and if so the extent of Adebolajo's attendance.
27. The personal tutoring policy also varied by academic department. Students in the Department of Politics would be required to provide their personal tutor with information including contact details as well as personal information such as whether the student held a part-time job or had family commitments. Tutors would differ in their approach to engaging students; some may have held group sessions whilst others would see their tutees on an individual basis and others would do a combination of both. The Department also operated an open doors policy at the time and would encourage students to call in to see staff in order to discuss problems or concerns.
28. Members of teaching staff from the Politics Department who would have been in the University at this time advised that where students were not engaging with their studies and there was evidence of non-attendance, tutors would try to contact the student. This would be informally at first, eg. by telephone but where there was no response the tutor would make more formal attempts to contact the students, eg. a written letter to the student's home address. The panel spoke to members of teaching staff from the Politics department who would have been here at this time and they agreed that this would have been the approach. No documents of this nature have been retained.
29. A former lecturer in the Department had kept a list of the allocation of Personal Tutors in the Politics Department and this showed that Mick Ryan was Adebolajo's tutor. The Panel thought it important to interview Mick Ryan. Mick Ryan told the panel that he had no recollection of Adebolajo at all. He pointed out that in his career he had acted as Personal Tutor for a great many students and that it was hardly surprising that there were many whom he was unable to place for a whole variety of reasons.

E. SECOND TERM OF REFERENCE

To investigate whether or not the University, the Students' Union or any of its student societies contributed to any radicalisation of Michael Adebolajo and/or Michael Adebowale.

30. In addressing the second term of reference the Panel noted that a number of events between 2000 and 2005 created strong anti-Western sentiment; most notably, the attacks which took place on 11th September 2001; the war in Afghanistan and the attempted dismantling by the USA and UK of Al-Qaeda and removal of the Taliban from power. This was followed in 2003 by the Iraq war led by US forces in response to Iraq's alleged possession of WMD. The London bombings on 7 July 2005, were subsequently linked to the British and American 'War on Terror'.

In addition the panel found that as its investigation unfolded, the year 2004-05 was the most relevant of the three years (2003-06) for the following reasons.

- a. this was the year that Adebolajo decided to move from a degree programme in Building and Construction to one on Politics. In the panel's view, Politics as a field of study was more likely to explore issues relating to wider society.
 - b. There were problems at the Greenwich Islamic Centre during this period which related to extremism.
 - (iii) There was some evidence of increased activism on campus in that year which suggested that this period was atypical.
 - (iv) As explained below, by 2005-06 Adebolajo had become disengaged from University.
31. Notwithstanding the difficulties (described in paragraphs 10 to 14 above) in retrieving documentary evidence and in obtaining direct oral evidence from individuals who encountered Adebolajo while at the University, it is clear, first, that Adebolajo became increasingly disengaged during his time as a student and, although technically registered as such, ceased to be involved as a student from the beginning of the academic year 2005-06 and, secondly, that during 2005-06 radical and extremist Islamic groups were active in the Greenwich vicinity outside the University.

Disengagement

32. Adebolajo's UCAS application was to study BSc Psychology and the offer at Greenwich was conditional on his achieving 200 Tariff points at A level. According to the Banner record he achieved 30. Through clearing he was offered a Building Surveying course at Greenwich and, after trying unsuccessfully to switch to Psychology, he took the offer up.
33. In his first year (2003-04) he appears to have been relatively seriously involved in the Building Surveying course. Banner (see paragraph 12) takes the various streams of the year's course and shows the results obtained by each student under specific headings for the stream: e.g., "Course Work", "Project", "Exam" etc. In 2003-04 there are recorded for Adebolajo results (albeit poor) for many of the headings in respect of most of the streams in the Building Surveying course.
34. He was permitted to switch to Politics and so in the academic year 2004-05 he studied year 1 of the BA Politics course. Here the Banner records show four streams "Governance and Citizenship in Modern Britain", "Political Communication Propaganda

and Spin", "Europe without Borders" and "Introducing Politics: Ideas, Concepts and Practices" and each stream shows entries for results in respect of "Essay", "Exam", "Course Work" and "Presentation". Out of 17 possible specific results in total, Adebolajo is recorded as scoring in 4 only.

35. The results meant that he had failed his first year and would have needed approval to retake the first year. In the event he was permitted to repeat year 1 in Politics in the year 2005-06 but is recorded with no results in any of the courses under any of the headings. He paid the first instalment (one half) of his fees prior to registration in September 2005, at the beginning of the year but not the other half due in January 2006.
36. In 2003-04 and 2004-05 there are records of his residence in University Halls of Residence. In 2005-06 he was not resident within the University.
37. The Panel took evidence from John Mclean who taught Politics in 2004-05. He remembered Adebolajo and, in particular, one encounter. He met him on the campus, by chance. He raised with him his lack of engagement. Adebolajo was charming, smiling and pleasant and assured Maclean that he would improve. But he gave no reasons for the disengagement. It was a rather typical encounter with a non-performing student. John Mclean recalled no sense at the time of increased Islamic activism. The sensitivity within the University then, as he remembered it, concerned the British National Party. There was certainly debate during the Politics courses about the invasion of Iraq and accusations, for example, against Prime Minister Blair that he was a "war criminal" were to be heard but there was nothing in his view beyond normal tough political argument and certainly nothing approaching incitement to violence. These general observations were confirmed by other Politics academics (Ann Cormack, Paul Wingrove and Mick Ryan). They, however had no specific recollections of Adebolajo.

Greenwich Outside the University

37. Omar Bakri, the founder of the extremist Islamic Group Al-Muhajirun (AM) taught at the Greenwich Islamic Centre in the early 1990s. At that time, he was the UK leader of Hizb-ut-Tahrir (HT), a global extremist group that seeks the establishment of a caliphate authority globally (and hence in the UK), enforcing Sharia law. Bakri later left HT and founded AM. AM is now a proscribed organisation in the UK and Bakri lives abroad. Press reports at the time of the killing of Fusilier Lee Rigby stated that Bakri praised the killing and claimed that Adebolajo was recruited to AM at a stall in the Greenwich area.
38. Also in the press at the time of the killing were photographs of Adebolajo in the company of Anjem Chaudry (taken before the killing and certainly well after his time at the University). Chaudry had been in Bakri's AM group at the Greenwich Islamic Centre and became leader after Bakri's exclusion from the UK. After the proscription of AM, Chaudry reconstituted the group under a different name. This has happened repeatedly, but the underlying extremist ideology is the same. On the morning after the conviction of Adebolajo for the Woolwich murder, Chaudry was interviewed on the BBC's Today programme, notably not condemning the killer or the killing but articulating the cause of AM.
39. Usman Ali, another extremist connected with the Greenwich Islamic Centre was reported in the press at the time of the killing to have admitted to having been a member of AM.

40. Dr Tariq Abbasi, director of the Greenwich Islamic Centre gave evidence to the Panel and provided an account of the Centre's difficulties with extremists. He told Panel members that Bakri had taught boys aged 10 to 12 at the Centre and that it had become clear that he and his group (which included Chaudry) were having a bad influence. Dr Abbasi told that panel that boys turned against their parents, misbehaved and dropped out of school or college. He reported that the group became isolated from the Mosque and in 1993 or thereabouts was asked to leave.
41. The panel were told that trouble with extremists, however, persisted and ultimately, in 2005 and 2006 legal action was taken against a group led by Usman Ali. Dr Abbasi provided the Panel with the relevant papers. The first injunction against Ali excluding him from the Centre was obtained in March 2006. The permanent injunction issued in January 2007 was accompanied by a full judgement recounting the evidence of the Centre and of Usman Ali. It records Ali's admission of his membership of AM and HT and his long association with Bakri. And as regards activities in late 2005 and early 2006 it instances the showing to children during Ramadan 2005 of a video of the 11 September 2001 attack on the World Trade Centre with Usman Ali applauding "God is Great" and marches and protests in February and March 2006 with inflammatory slogans and objections to police recruitment among Muslims.
42. The Panel asked Dr Abbasi whether at this time (i.e., late 2005 and early 2006) Adebolajo was a worshiper at the Mosque. Dr Abbasi said he had carefully checked with past Imams and there was no recollection of him but then there were thousands of worshippers each week.
43. Inevitably Greenwich outside the University and the University itself interact. This happened with the Stop Islamophobia Campaign in the latter months of 2005. In contrast to the moderate and reasonable resolution presented on behalf of the Muslim Society at the AGM of the Students' Union at the end of November 2004 which sought the discontinuance of lectures and exams during the Friday lunchtime prayer period, one student, representing the "Stop Islamophobia Campaign" attempted to present a resolution to the November 2005 AGM explicitly supporting HT and seeking an end to the National Union of Students "No Platform" decree against HT. This resolution was rejected for a number of reasons, including that the Campaign was not a body with any connection or affiliation with the Union. In reporting to the University Secretary about the rejection and the anticipation of trouble at the AGM, the President of the Union referred to the Campaign's "leafleting and harassing students" and to "some of the leafleters not being students here". In the event there was a minor disruption at the meeting when one student – and one only – attempted to speak on the matter.
44. Matthew Astill was the only student from Adebolajo's time to give evidence to the Panel. He did so because he felt certain that he had encountered Adebolajo. The circumstances that he reported were these. Towards the end of 2005 he had stopped to listen to a Stop Islamophobia Campaign speaker who had set up a stall outside the University's West Gate. This was not Adebolajo nor was it Usman Ali. (Astill was shown a photograph). He engaged the speaker in a dialogue. Afterwards, having thought about it, (he was studying Philosophy and the issues were of interest to him) he wrote an article for the Student Magazine Sarky Cutt which was published in the January 2006 edition. The article was not well disposed towards the Campaign. For example it said "In supporting Hizb-ut-Tahrir and calling for a new caliphate, I fear young Muslim students in the UK are being radicalised and groomed for religious extremism".
45. Shortly after the publication a person made contact through the editor seeking a meeting. Matthew Astill agreed and met, on the campus (the open courtyard of Queen

Anne Court), two men, one of whom was Adebolajo. The other who, again, was not Usman Ali, conducted most of the conversation. Matthew Astill, although he did not know him, was quite certain he was not a student. The discussion was about the article and he listened to some Islamic theology but essentially he was being asked to write a further article withdrawing his attack on the Stop Islamophobia Campaign. Matthew Astill reported that it was a tense conversation but he did not feel personally threatened. He declined to write a further article and an invitation to engage in a debate at a meeting.

46. Matthew Astill was clear, looking back, that in his view HT and the Stop Islamophobia Campaign were driven from outside the University and were seeking to recruit within the University. His sense was that they had very little success.
47. It is clear that the area in and around Greenwich was a significant centre for radical and extremist Islamic movements and that, just at the time that Adebolajo was disengaging from the University, there was a resurgence of campaigning linked with HT. Adebolajo associated himself with the campaign, at least on the occasion of the encounter with Matthew Astill.
48. The process of radicalisation does not operate in a vacuum. Instruments and apparatus are necessary to affect the process. They clearly existed in 2005 and 2006 in Greenwich outside the University. Inside we can find no evidence suggesting a group or activities on the Campus which could have effected radicalisation. There seemed to have been a small number of individual students who, for a time, represented the Stop Islamophobia Campaign. The Muslim Society – formally affiliated to the Students' Union – presented a moderate and reasonable resolution to the November 2004 AGM and had nothing at all to do with the attempted Stop Islamophobia Campaign resolution in 2005. Further, from the limited data available in the archived Muslim Society web-site, there appears to have been no pattern of inviting extremist speakers during the period 2003-2006.
49. The terms of reference ask us to investigate whether or not "the University, the Students' Union or any of its student societies contributed to any radicalisation of Michael Adebolajo ..." We are not asked to investigate in general the radicalisation of Adebolajo: the phases, the development, the influences and so forth. We are asked, simply, whether the University, the Students' Union or student societies contributed to any radicalisation.

We are clear that none of the University, the Students' Union or its student societies contributed to the radicalisation.

F. THIRD TERM OF REFERENCE

To establish whether or not there is any evidence at the present time of radicalisation or violent extremism in the University or the Students' Union or its student societies.

50. In considering this term of reference the Panel sought to review University records that might contain relevant information such as incident records, event listings, minutes of meetings and room booking information. The Panel also interviewed relevant witnesses from within the University and Students' Union, and external stakeholders. This section of the report will consider this evidence before presenting the Panel's conclusion.

Type of evidence	Availability
Room booking records (2009-2012)	Reviewed and none were found to contain any relevant material.
Incident records (2009-2012)	Reviewed and none were found to contain any relevant material.
Minutes of relevant University meetings and committees (2007-2014)	Reviewed and none were found to contain any relevant material.
Students' Union AGM meeting notes (2009-2012)	Reviewed and none were found to contain any relevant material.
Student Magazine, Lookout (2009-2012)	Reviewed and no articles related or made reference to radicalisation or extremism

Welfare and Support for students

51. The University continues to operate a personal tutor system, although this has been reviewed in recent years. The new personal tutoring policy was introduced in 2013 in order to bring more consistency to this aspect of student support across the University. The policy was designed to correlate closely with the NUS Charter on Personal Tutors. The personal tutoring policy states that one of the aims of personal tutoring is to develop "an holistic one-to-one relationship between student and tutor, to support and monitor the student's personal and academic development". Significant concerns among students in relation to extremism or radicalisation could surface through the Personal Tutor system. So far as the Panel can determine, issues of relevance to the inquiry had not been raised via this route.
52. The University also has a Student Wellbeing Office which provides a range of support mechanisms available to students. One of the services offered is a counselling service which provides a space for students to explore any problems that they are having. The panel received evidence from one of the student counsellors who told the Panel that she was unaware of any students using the service who had raised issues relevant to the Panel's inquiry. She noted, in her evidence, that the University also had chaplains on its campuses and the only issue that she had been made aware of related to the timetabling of University Prayer rooms.

The Students' Union and its Societies

53. The University of Greenwich Students' Union (SUUG) is currently located in the Cooper Building which is a short walk from the main buildings on the Greenwich Campus. In addition the University is involved in a joint initiative with the University of Kent and Canterbury Christ Church University on the Medway campus. This is managed separately from the main Students' Union. The Panel spoke to the current CEO of SUUG, Jenny Greenfield, who had started in 2009. She told the Panel that when she joined she was not made aware of any concerns about radicalisation and/or extremism. She had subsequently not seen or heard anything that would suggest that this type of activity was taking place either in the SU or on campus. The Panel heard that SUUG had around 24 staff working in outlets across the Greenwich and Avery Hill campuses. All of these staff were employed in student-facing roles and would have regular contact with students. When the Panel inquiry was announced Ms Greenfield had asked her staff whether they were aware of any issues or had any concerns related to radicalisation and extremism. Members of staff had reported that they did not have any concerns.
54. The Panel heard that there were approximately 20,000 students on the University's three campuses and it was estimated that around half had engaged at some point with the Students' Union and/or its facilities. In addition, the SUUG building housed the staff offices above the SU bar which was open to students during the day as well as in the evening. Ms Greenfield told the Panel that as a result staff in her team had plenty of interaction with students and had a good sense of what was going on at any given time. Had staff had any concerns they would have come to see her to discuss them. This had not happened during the five years that she had worked at the SUUG. She told the Panel that she had good links with the local Prevent² officer with whom she met on a regular basis. No issues of significance had arisen during these meetings.
55. The Panel had heard that the SU societies operated with a degree of autonomy but had to operate within a framework set out by the SU. This included policies on aspects such as external speakers and equality and diversity. The Panel invited the Presidents of political and religious societies to talk to them. Those attending were:
- President of the Politics Society
 - President of the Jewish Society
 - President of the Islamic Society
 - Vice President, Education Welfare – Students' Union
 - President of the Christian Union
56. In speaking to the Presidents of these societies the Panel sought to determine whether the students involved with the societies themselves had any concerns about the environment at the University and the extent to which it was conducive to extremism and radicalisation. Each of the witnesses confirmed that they had no concerns in

² Prevent is 1 of the 4 elements of CONTEST, the government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

relation to radicalisation and extremism. Further discussions with the Society Presidents gave the impression that there was little or no activism at the University. This was corroborated by other witnesses and also members of the Panel who considered that student activism appeared to be virtually non-existent at the University.

57. When specifically asked about issues that seemed to engage the student body the President of the Politics Society told the Panel that its members engaged in lively debate about issues affecting them at a national level. However, the issues that students were particularly engaged with were in relation to local University level issues.
58. A number of the societies that the Panel spoke to were fairly recently formed and had not yet invited an external speaker to any of their events. All seemed to be aware of the SU guidelines and policy in relation to external speakers and felt that they received the necessary support from SU staff and sabbatical officers. Most of the witnesses referred to the SU as a safeguard, looking out for their interests but without impinging on the autonomy of the societies. Witnesses considered that the current policies in relation to external speakers provided a framework for considering the suitability of speakers. Jenny Greenfield advised the Panel that the SU guidance in relation to external speakers had recently been reviewed and updated in order to ensure that it was in line with best practice.
59. As well as affiliating to the SU many of the societies were also involved in national or umbrella organisations. For example the ISOC was also a member of the Federation of Student Islamic Societies (FOSIS) and the Christian Union was associated with UCCF: the Christian Unions, the umbrella organisation for university Christian Unions. Societies must therefore comply with the policies and rules of these organisations as well as those of the Students' Union. Involvement in such organisations would also give access to regional networks or events. Therefore students may have links with their counterparts in other Universities as a result.
60. When questioned about the period following the attack at the Woolwich Barracks, a number of the witnesses told the Panel that they had been concerned that the incident might have created tensions on campus. The Panel also heard that this resonated with concerns in the local community where there had been instances of women in traditional Islamic dress targeted and some minor disturbances at the mosque in Woolwich. The Panel heard that concerns around tensions on campus were unfounded and there was nothing on campus which had happened as a result of the attacks.
61. The President of the Politics Society noted that his members had been concerned about the reputational impact of the attacks on the University. Adebolajo was a former Politics student and current students had been concerned that his association with both the University and the Department may have a detrimental effect on public perceptions, notwithstanding that his attendance was brief and almost a decade ago.
62. The Panel heard separately from each of the Presidents of the religious societies about attempts to set up inter-faith events. Some of these events were intended to improve understanding of individual religions; others were not faith-based and were simply an opportunity for members of different societies to get to know one another. This was perceived to be a positive development and the Panel's view was that the societies were acting in an open and transparent manner.

63. In terms of political campaigning the Panel is of the view that there is little by way of political activism at the University. There is little visible evidence of campaigns, debates or petitioning. The Panel felt that this in itself was rather unusual and not typical of experiences at other campuses across London and indeed the country. It was not clear to the Panel exactly why this was the case but contributing factors could include the distribution of students across three different campuses and the relative disengagement of students from the SU until the last year or two.
64. The Panel noted that the ISOC president presented a very clear and positive role for the Society in the broader University community. He told the Panel that the society was very much focused on faith issues and helping students to consider ways in which they could become better Muslims. The members of the society were from across all schools of Islamic thought and all were welcome including non-muslim students. This was a theme echoed by all religious societies, each of whom advised the Panel that their societies were open to those of all faiths or none. The ISOC was planning to stage an 'Islam awareness week' to help their fellow students gain a better understanding of the faith. The president voiced the fears of ISOC members that the adverse press around Islam and followers of the religion had had a detrimental effect and they hoped the Islam awareness week would be helpful in challenging some negative perceptions.
65. On the basis of the information that it had received, the Panel concluded that there was no evidence at the present time of radicalisation or violent extremism in the University, the Students' Union or its student societies.

G. FOURTH TERM OF REFERENCE

66. It became clear relatively early in the course of the panel's investigations that the panel was very likely to conclude, as it did (see paragraph 65 above) that there was not any evidence at the present time of radicalisation or violent extremism. This meant that there was no pressing public interest in the University's and Student Union current prevention policies, procedures and controls and that a thorough review of them by the panel, as an independent body, with comments and proposals for amendment – a review which would significantly prolong the panel's work and delay its report – was unnecessary. The University proposed and the panel agreed that the University itself would conduct the review and formulate any proposals for change.
67. The panel has had an opportunity to consider the results of the review and the proposed revisions to the policies, procedures and controls. It has given its comments to the University and it will be for the University Court to decide on the final versions to be promulgated. The panel has no issues of principle which it wishes, from a public interest point of view, to air in this report.

THANKS

The Panel has been assisted throughout its proceedings by Liz Bell, Secretary and Louise Hewitt, researcher. And from January 2014 the Vice-Chancellor kindly arranged for additional support from John Wallace (Administrative Secretary) and other senior members of University staff.

The Panel is very grateful for their help and assistance.

September 2014

Edward Walker-Arnott
Nick Raynsford
Usama Hasan
Geoff Petts
Christopher Hallas
Alex Brooks

Appendix 1: Members of Panel

Chair:

Edward Walker-Arnott QC (Hon) – Consultant and former Senior Partner with Herbert Smith.

Panel Members:

Nick Raynsford MP - Member of Parliament for Greenwich and Woolwich.

Dr Usama Hasan, Quilliam Foundation – Senior Researcher in Islamic Studies.

Professor Geoff Petts - Vice-Chancellor at the University of Westminster

Mr Christopher Hallas – Director of the Office of Student Affairs at the University of Greenwich

Mr Alex Brooks - President of the Students' Union at the University of Greenwich

Secretary:

Liz Bell – Senior Executive Officer to the Vice-Chancellor at the University of Greenwich

Researcher:

Louise Hewitt – PhD student in the School of Law at the University of Greenwich

Appendix 2: Witnesses

Part I

Anne Cormack – Former lecturer in Politics

John McClean – Lecturer in Politics

Mick Ryan – Former lecturer in Politics

Matthew Astill – Former student

Jenny Greenfield – SUUG Chief Executive

DCS Richard Wood – Former Greenwich Borough Commander, Metropolitan Police

Yasmin Rehman – Former CEO Greenwich Racial Inclusion Project

Tariq Abassi – Director of the Greenwich Islamic Centre

Brent Johnston - President of the Politics Society

Nathan Abrahams - President of the Jewish Society

Jamal Osman - President of the Islamic Society

Owais Chisty - VP, Education Welfare – Students' Union

Rhian Harries – President of the Christian Union

Rupert Sutton – Student Rights

Part II

Written Submissions

The panel received one written submission. This was from Student Rights, a project of the Henry Jackson Society.

The conclusions in this submission related to paragraphs 2 and 3 of the panel's terms of reference. They were broadly confirmatory of the panel's conclusions. However the panel has ascribed no weight to the submission since it resulted, exclusively, from a remote on-line data-mining exercise. There had been no direct contact with anyone having a connection with the University, the Students' Union or its student societies whether in 2003-2006 or at the present time.