



# Devon, Torbay and Plymouth Prevent Partnerships

## Prevent Training Strategy: The Five Tiers of Prevent Training

The Prevent Training Strategy should be read in conjunction with the relevant guidance and references listed in section 7.

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Partner agencies within the Plymouth, Devon and Torbay Community Safety Partnerships promote equality, diversity and human rights and are committed to ensuring that all people and communities they serve have access to the services they provide. In exercising their duty to address health inequalities, partner agencies have made every effort to ensure this policy does not discriminate, directly or indirectly, against those they work with, employees, contractors or visitors sharing protected characteristics of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex (gender); sexual orientation; or those protected under the Health and Social Care Act 2012 and Human Rights legislation.

Partner agency policies can be provided in large print or Braille formats and translations, on request. Language line interpreter services are available and website users can use contrast, text sizing and audio tools if required.

For additional assistance please contact either:

Devon County Council: [customer@devon.gov.uk](mailto:customer@devon.gov.uk), telephone 0345 155 1015 or 0845 155 1015

Torbay Council: 01803 201201

Plymouth Council: 01752 668000

The partner agencies, organisations and groups within Torbay, Plymouth, and Devon covered by this strategy are as follows:

#### **Local Authorities**

- Devon County Council
- Torbay Council
- Plymouth City Council
- Exeter City Council
- East Devon District Council
- North Devon District Council
- South Hams District Council
- Teignbridge District Council
- Torridge District Council
- West Devon Borough Council

#### **Health**

- Devon Partnership Trust
- NHS Devon Clinical Commissioning Group
- NHS England South West
- Northern Devon Healthcare NHS Trust
- Royal Devon and Exeter NHS Foundation Trust
- Torbay and South Devon NHS Foundation Trust
- University Hospitals Plymouth NHS Trust
- South Western Ambulance Service NHS Foundation Trust
- Primary Care (GP practices; dentists; optometrists; pharmacies)
- Livewell South West

#### **Criminal Justice**

- Community Rehabilitation Service
- Counter Terrorism Policing – South West
- Devon and Cornwall Police
- HM Prisons (Exeter, Dartmoor and Channings Wood)
- Dorset, Devon and Cornwall Probation Services
- National Probation Service
- Youth Justice Service

#### **Education**

- Early Years
- Schools (Primary and secondary schools per local authority area)
- Further Education Colleges
- Exeter University
- Plymouth University
- Alternative Education Providers
- Language Schools

#### **Independent Sector**

- Care providers
- Independent hospitals
- Contracted health and social care services
- Housing organisations
- Voluntary and community sector

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## 1. Introduction

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- 1.1 The Prevent strategy, first published by the Government in 2011, is part of the Government's overall Counter-Terrorism Strategy, CONTEST.
- 1.2 The strands of the Strategy are:
- **Pursue:** concerned with the apprehension and arrest of any person suspected of being engaged in the planning, preparation or commission of a terrorist act.
  - **Prevent:** concerned with working with partners to reduce the support for terrorism of all kinds, challenging and isolating extremists whose views are shared by terrorist organisations and challenging and isolating extremists operating on the internet.
  - **Protect:** aims to strengthen our protection against a terrorist attack and reduce vulnerability to such attacks. This involves managing the risks to crowded places and safeguarding hazardous materials.
  - **Prepare:** seeks to mitigate the impact of a terrorist attack where that attack cannot be stopped. This includes work to bring a terrorist attack to an end, increase our resilience and to assist recovery in the aftermath.
- 1.3 The aim of the Prevent Strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Strategy this has simply been expressed as the need to “prevent people from being drawn into terrorism”.
- 1.4 The 2011 Prevent Strategy had three specific strategic objectives:
- respond to the ideological challenge of terrorism and the threat we face from those who promote it;
  - prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support;
  - work with sectors and institutions where there are risks of radicalisation that we need to address.
- 1.5 In June 2018 CONTEST was updated and strengthened. The updated objectives of Prevent are to:
- tackle the causes of radicalisation and respond to the ideological challenge of terrorism;
  - safeguard and support those most at risk of radicalisation through early identification, intervention and support;
  - enable those who have already engaged in terrorism to disengage and rehabilitate.
- 1.6 The Government issued the statutory Prevent Duty Guidance under section 29 of the Counter-Terrorism and Security Act 2015 to support the aims of the Prevent Strategy.
- 1.7 Under the Prevent Duty Guidance 2015, Local Authorities have a duty to establish or make use of an existing local multi-agency group to agree risk and co-ordinate Prevent activity. In Devon, Torbay and Plymouth the respective Community Safety Partnerships have delegated this to either the joint Devon and Torbay Prevent Partnership, or the Plymouth Prevent Partnership.

- 1.8 The members of the Prevent Partnerships are committed to safeguarding and promoting the welfare of children, young people and adults who may be at risk of being drawn into terrorism.
- 1.9 This is achieved through ensuring that employees, staff and volunteers working for us or within services commissioned and contracted by us (collectively known as staff), understand their role and responsibilities and are competent and well-trained in meeting their overarching safeguarding duty of care to those for whom we either care for or employ, and, where necessary, to take action for safeguarding and crime prevention purposes. Through Prevent this will include taking preventive action to safeguard and support those individuals who may be at risk of, or are being drawn into, terrorist-related activity.
- 1.10 The Counter-Terrorism and Security Act 2015 also made the Channel Panel a legal requirement. Channel is a multi-agency safeguarding programme providing tailored support to people who have been identified as at risk of being drawn into terrorism.

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## **2. Purpose**

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- 2.1 The purpose of this Prevent Training Strategy is to provide a framework which ensures that multi-agency Community Safety Partnerships, through the Prevent Partnerships, meet their legislative responsibilities to equip people to work effectively to safeguard and promote the welfare of children, young people and adults in relation to Prevent.
- 2.2 Identification of the required level of Prevent training is dependent on the staff member's role and responsibility. Following completion of the agency's staff induction programme this should be linked to said agency's staff development process.
- 2.3 All training provided should respect diversity (including culture, race, religion and disability), promote equality and encourage the participation of children, families and adults in the Prevent and Channel processes.

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## **3. Aim**

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- 3.1 This strategy outlines the Devon and Torbay Prevent Partnership and Plymouth Prevent Partnerships' joint training plan and provides a framework for the delivery of Prevent training to support the Partnerships in meeting the objectives of Prevent and their statutory duties.
- 3.2 The elements described within the strategy aim to provide all employees, staff and volunteers with information about required Prevent training including, where appropriate, Channel training. This will enable managers and staff to gain the knowledge and skills required to fulfil their duties and responsibilities in relation to Prevent.

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## 4. Roles and Responsibilities

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- 4.1 Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies (“specified authorities” listed in Schedule 6 to the Act), in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This guidance is issued under section 29 of the Act. The Act states that authorities subject to the provisions must have regard to the Prevent Duty Guidance when carrying out this duty.
- 4.2 This duty does not confer new functions on any specified authority. The term “due regard”, as used in the Act, requires authorities to place an appropriate amount of weight on the need to prevent people from being drawn into terrorism when considering all other factors relevant to the fulfilment of their usual functions.
- 4.3 Prevent work relies on effective partnerships. To demonstrate effective compliance with the duty, specified authorities must demonstrate evidence of productive co-operation, in particular with local Prevent co-ordinators, the police and local authorities, and co-ordination through existing multi-agency forums, such as Community Safety Partnerships.
- 4.4 The Prevent Partnerships are responsible for ensuring that key learning and developments are disseminated to all partners who support staff to be competent in their roles, and for updating the Prevent Training Strategy every three years.
- 4.5 Those with strategic and executive roles within partner agencies have a responsibility to ensure that their staff are trained to recognise and respond to safeguarding and Prevent concerns. In addition, they are required to be fully cognisant of both their individual and corporate accountability for safeguarding children and adults, and the wider safeguarding agenda, including Prevent.
- 4.6 Additionally, the Local Authority-led Community Safety Partnerships have a responsibility to challenge and hold partner agencies to account in relation to Prevent.
- 4.7 With regards to the Prevent Training Strategy, Organisational Prevent Leads are responsible for delivering Prevent within their agencies through ensuring that all staff receive the appropriate training to support them to be competent in fulfilling their roles. Prevent leads are also responsible for ensuring that their agency conducts a training needs analysis based on Appendix 2.
- 4.8 All managers are responsible for ensuring that staff are released to undertake training commensurate with their competency level. Managers should also ensure that their staff are compliant with their competency requirement.
- 4.9 To remain compliant, all organisations must ensure that:
- staff receive written training updates every year, and receive refresher training every three years;

- all new staff receive training as part of their induction, as per the competency framework.
- 4.10 Prevent Leads representing organisations on an advisory basis are responsible for advising these organisations about the Prevent training requirements outlined in this strategy and for, where possible, seeking assurance over their training offers. This could, for example, be achieved through conducting audits.
- 4.11 All staff have a safeguarding duty of care to those they work with and, where necessary, to take action for safeguarding and crime prevention purposes. Through Prevent this will include taking preventive action and supporting those individuals who may be at risk of, or are being drawn into, terrorist-related activity.
- 4.12 All staff are responsible for attending training and ensuring that they are compliant with their competency requirement.
- 4.13 Organisations and managers will be required to exercise discretion when mapping staff against the roles and responsibilities included in this Training Strategy.
- 4.14 The Appendices describe in greater detail the legal requirements underpinning statutory Prevent training duties; training competency requirements; training tier alignment to staff roles and responsibilities; named contacts for Prevent training across the Prevent Partnerships; and example training offers.
- **Appendix 1 – Legal Requirements Underpinning Statutory Training Duties**  
Describes and provides easy access to the legal requirements underpinning Prevent training.
  - **Appendix 2 – Prevent Training Competencies**  
Describes the knowledge, skills and learning outcomes expected of all staff in relation to Prevent.
  - **Appendix 3 – Mapping of Prevent Training Tiers per Sector, According to Role Requirements**  
Maps the Prevent training tiers against sector-specific roles.
  - **Appendix 4 – Named Contacts for Prevent Training**  
Provides a list of named partner contacts for Prevent training
  - **Appendix 5 – Example Training Offers**  
Provides a list of example training suitable for each training tier.

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## **5. Governance**

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- 5.1 All partners have a responsibility to ensure that their staff are competent to undertake their roles and that any in-house training packages will be reviewed and amended in line with any national or local changes. This will take place annually at the end of each financial year, and as required.
- 5.2 All partner agencies are expected to be aware of whether their staff are compliant with Prevent training requirements and to take action to support staff. The minimum standard of compliance is 85%.
- 5.3 Local Authority-led Community Safety Partnerships have a responsibility to understand how partner agencies comply with their Prevent duties and ensure that their staff are competent to undertake their roles. This involves challenging and holding partner agencies to account.

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## **6. Implementation**

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- 6.1 Individual organisations will be responsible for implementing this Training Strategy within their own agency. To ensure effective implementation the Prevent Partnerships have made the following recommendations to individual organisations:
- to map the specific roles of staff within their organisation against the generic role types and functions described in Appendices 2 and 3 – unless already mapped against existing competency frameworks;
  - to use the Five Tiers of Training to benchmark their current Prevent training and inform reviews and revisions of internal training plans, as appropriate.
- 6.2 Local Authorities will have access to a relevant webpage or electronic resource that includes a training section providing access to standardised resources and materials.
- 6.3 The impact and effectiveness of the Strategy will be monitored via the Devon and Torbay Prevent Partnership and the Plymouth Prevent Partnership.



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## 7. References and relevant guidance

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### Legislation

- [Counter-Terrorism and Security Act \(HM Government, 2015\)](#)
- [Counter-Terrorism and Border Security Act \(HM Government, 2019\)](#)
- [Care Act \(HM Government, 2014\)](#)
- [Children's Act \(HM Government, 2004\)](#)

### Guidance

- [CONTEST: The United Kingdom's Strategy for Countering Terrorism \(HM Government, 2018\)](#)
- [Prevent Duty Guidance \(HM Government, 2015 - last updated 2019\)](#)
- [Prevent Duty Toolkit for Local Authorities and Partner Agencies \(Home Office, 2018\)](#)
- [Channel Duty Guidance \(HM Government, 2015\)](#)
  
- [Adult Safeguarding: Roles and Competencies for Healthcare Staff \(2018\)](#)
- Building Partnerships Staying Safe: Guidance for Healthcare Organisations (Department for Health, awaiting)
- Building Partnerships, Staying Safe: Guidance for Healthcare Workers (Department for Health, awaiting)
- CCG Prevent Duty Responsibilities
- [Guidance for Mental Health Services in Exercising Duties to Safeguard People from the Risk of Radicalisation \(NHS England, 2017\)](#)
- [Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges \(DfE, 2019\)](#)
- [Looked After Children: Knowledge Skills and Competences of Health Care Staff \(RCGP, Royal College of Nursing and RCPCH, 2015\)](#)
- Managing Extremism and Terrorism Amongst Offenders in Custody and the Community: Policy Framework Detailed Guidance (National Offender Management Service, 2019)
- [NHS PREVENT Training and Competencies Framework \(NHS England, 2017\)](#)
- [Prevent Duty Guidance for Further Education and Higher Education Institutions \(HM Government, 2015\)](#)
- [Prevent Duty Toolkit for Local Authorities and Partner Agencies \(Home Office, 2018\)](#)
- [Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff \(Royal College of Nursing, 2019\)](#)
- Safeguarding Vulnerable People in the NHS: Accountability and Assurance Framework (NHS England, 2019, awaiting)
- [Skills for Health - Statutory/Mandatory Core Skills Training Framework \(CSTF, 2018\)](#)
- [Statutory Framework for the Early Years Foundation Stage \(DfE, 2017\)](#)
- [The Prevent Duty: Departmental Advice for Schools & Childcare Providers \(DfE, 2015\)](#)
- [Working Together to Safeguard Children \(DfE, 2018\)](#)

## Appendix 1: Legal Requirements Underpinning Statutory Training

		Core Legislation										
		<a href="#">Counter-Terrorism and Security Act (HM Government, 2015)</a> ; <a href="#">Counter-Terrorism and Border Security Act (HM Government, 2019)</a> ; <a href="#">Care Act (HM Government, 2014)</a> ; <a href="#">Children's Act (HM Government, 2004)</a>										
		Core Guidance										
		<a href="#">Prevent Duty Guidance (HM Government, 2015, updated 2019)</a> ; <a href="#">Channel Duty Guidance (HM Government, 2015)</a> ; <a href="#">CONTEST: The United Kingdom's Strategy for Countering Terrorism (HM Government, 2018)</a> ; <a href="#">Prevent Duty Toolkit for Local Authorities and Partner Agencies (Home Office, 2018)</a> and sector-specific guidance, as detailed below.										
		Healthcare Services	Children's Social Care	Adult Social Care	Police	LAs (includes all councils)	Prisons	Probation	Fire	Early Years and Schools (0-16)	Further Education	Higher Education
	<b>Board Training</b>	Building Partnerships, Staying Safe: guidance for healthcare organisations (Department for Health, awaiting)	<a href="#">Working Together to Safeguarding Children (DfE, 2018)</a>	No additional sector-specific guidance	No additional sector-specific guidance	No additional sector-specific guidance	Managing Extremism and Terrorism Amongst Offenders in Custody and the Community - Policy Framework Detailed Guidance (National Offender Management Service, 2019)	Managing Extremism and Terrorism Amongst Offenders in Custody and the Community - Policy Framework Detailed Guidance (National Offender Management Service, 2019)	No additional sector-specific guidance	<a href="#">The Prevent Duty: Departmental Advice for Schools &amp; Childcare Providers (DfE, 2015)</a>  <a href="#">Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE, 2019)</a>  <a href="#">Statutory Framework for the Early Years Foundation Stages (DfE, 2017)</a>	<a href="#">Prevent Duty Guidance for Higher Education Institutions in England and Wales (HM Government, 2015)</a>  <a href="#">Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE, 2019)</a>	<a href="#">Prevent Duty Guidance for Higher Education Institutions in England and Wales (HM Government, 2015)</a>
	<b>Prevent Lead &amp; Channel Chair Training</b>	Building Partnerships, Staying Safe: guidance for healthcare workers (Department for Health, awaiting)										
	<b>Specialist Training</b>	CCG Prevent Duty Responsibilities										
	<b>Enhanced Prevent Awareness Training</b>	Safeguarding Vulnerable People in the NHS: Accountability and Assurance Framework (NHS England, 2019, awaiting)										
	<b>Basic Prevent Awareness Training</b>	<a href="#">Working Together to Safeguarding Children (DfE, 2018)</a>										There is no specific statutory training course however universities must show key staff have received training in Prevent (both induction training and refresher training at regular intervals) as required by the <a href="#">Office for Students</a>  Supplementary guidance is online at <a href="#">Safe Campus Communities</a>

## Appendix 2: Prevent Training Competencies

	Role Profile	Knowledge	Skills	Learning Outcomes	
<b>Board Training</b>	<b>Board Members (Organisation Leadership)</b>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Providing governance of, and challenge to, their own organisation in relation to performance and compliance with statutory requirements</li> <li>Understand strategic responsibilities in order to hold own organisation to account</li> </ul>	<p>Alongside that listed for 'Prevent and Channel Chairs', Board Members should have knowledge and understanding of the following:</p> <ul style="list-style-type: none"> <li>The roles and responsibilities of partner organisations</li> <li>Statutory Prevent duties</li> <li>Strategic responsibilities, in order to hold own and other organisations, where applicable, to account for Prevent work</li> <li>The limits of their own knowledge, and recognition of when to consult other partners.</li> </ul>	<p>Board members should have the following skills to:</p> <ul style="list-style-type: none"> <li>Promote person centred and outcome-based approaches</li> <li>Ability to contribute appropriate support, challenge, and enquiry in a multi-agency setting</li> <li>Understand the role of the Prevent Lead in their own organisation and ensure that this lead is meeting statutory Prevent requirement.</li> </ul> <p>In addition, System Leadership will:</p> <ul style="list-style-type: none"> <li>Understand the role of the Prevent Partnership.</li> </ul>	<p>Alongside the learning outcomes listed for 'Prevent and Channel Chairs', Board Members will:</p> <ul style="list-style-type: none"> <li>Develop knowledge of statutory Prevent requirements and of the interaction between Prevent and other areas of safeguarding</li> <li>Understand how to measure Prevent roles and responsibilities within key organisations are meeting statutory Prevent duties and the local Prevent strategy</li> <li>Understand the Prevent Duty Guidance and its application to their own organisation</li> <li>Recognise the links between adult and children's safeguarding, other areas of exploitation, and PREVENT referrals</li> <li>Understand one's own role as a strategic lead, and that of partner organisations represented on the Prevent Partnership Board</li> <li>Build on foundational knowledge and skills gained through basic Prevent awareness training, enabling them to understand their own role in the Prevent agenda.</li> </ul>
	<b>Board Members (System Leadership)</b>	<ul style="list-style-type: none"> <li>Providing effective strategic leadership for Prevent across the area</li> <li>Providing governance of, and challenge to, the Prevent Partnership Board, in relation to performance and compliance with statutory requirements</li> <li>Understand strategic responsibilities in order to hold partner agencies to account</li> </ul>			
<b>Prevent Lead &amp; Channel Chair Training</b>	<b>Prevent Leads and Channel Chairs</b>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Lead the risk management process and development of risk plans</li> <li>Hold local agencies to account for Prevent work with adults and families</li> <li>Provide governance of, and challenge to, the Prevent Partnership Board in relation to performance and compliance with statutory requirements through scrutiny arrangements</li> <li>Be experienced in providing supervision and reflective practice</li> <li>Delivering training to staff with Specialist Roles</li> </ul>	<p>Alongside that listed for 'Specialist Roles', Prevent Leads and Channel Chairs should have knowledge and understanding of the following:</p> <ul style="list-style-type: none"> <li>Risk management processes and the development of risk plans</li> <li>Advocacy support</li> <li>Providing managerial oversight of Prevent work</li> <li>Providing appropriate and proportionate support</li> <li>Contextual learning</li> <li>The role of Channel Panels</li> <li>Who the Channel Coordinator is for their local area, and knowledge of how to contact them</li> <li>The stands of the UK Counter Terrorism Strategy (CONTEST), and the significance of safeguarding within the Prevent strands</li> <li>The statutory, contractual, policy and other Prevent duties and obligations that apply to own organisation</li> <li>Possess an up-to-date knowledge of appropriate community safety processes and access points.</li> <li>The limits of their own knowledge, and recognition of when to consult colleagues in the tier above.</li> </ul>	<p>Alongside the skills listed for 'Specialist Roles', Prevent Leads and Channel Chairs should have the following skills to:</p> <ul style="list-style-type: none"> <li>Provide effective strategic leadership for Prevent within their own organisation, and across the local area (where applicable)</li> <li>Advise managers and practitioners on their participation in local panels</li> <li>Apply understanding of CONTEST, and the significance of safeguarding within the Prevent strand, within their organisation</li> <li>Interpret the statutory, contractual, policy and/or other Prevent duties and obligations that apply to own organisations – including interpreting this for others</li> <li>Chair meetings effectively</li> <li>Represent own organisation at multi-agency meetings and work in partnership to deliver mutually-agreed outcomes</li> <li>Manage the information-sharing process appropriately, and in accordance with relevant policies, guidance and legislation, to effectively escalate with other partners</li> <li>Engage all relevant partners in Prevent work</li> <li>Provide effective support to staff engaged in Prevent work</li> <li>Strategically apply responsibilities to act on Prevent and assess the risk to the wider organisation.</li> </ul>	<p>Alongside the learning outcomes listed for 'Specialist Roles', Prevent Leads and Channel Chairs will</p> <ul style="list-style-type: none"> <li>Demonstrate clear decision-making processes, as illustrated in their action plans for Channel panels. This will include the ability to:</li> <li>Demonstrate a high level of interpersonal skills and an ability to manage difficult conversations.</li> <li>Clarify Prevent thresholds with colleagues</li> <li>Apply detailed understanding of adult and children's safeguarding policies and law, and meet these requirements in the context of Prevent – including situations where a Channel referral is not appropriate</li> <li>Demonstrate a practical understanding of the issues of capacity and consent; confidently apply this in relation to safeguarding and the context of Prevent</li> <li>Define the content and extent of the Counter-Terrorism and Security Act 2015, and the statutory implications of this legislation and CONTEST.</li> </ul> <p>In addition, Channel Chairs will:</p> <ul style="list-style-type: none"> <li>Carry out the functions of the Chair</li> <li>Effectively work in partnership with the Channel Coordinator and local Counter-Terrorism Unit officers</li> <li>Provide demonstration of the Channel process, including the need for individually-tailored intervention and support to provide positive outcomes.</li> </ul>

	Specialist Roles	Staff with additional safeguarding roles
<b>Specialist Training</b>	<p><b>Specialist Roles</b></p> <p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Responsibility for providing advice, support, supervision and training for staff in relation to a broad range of safeguarding duties.</li> <li>Supporting staff and clients' efforts to safeguard children and adults</li> <li>Delivering Enhanced Prevent Awareness Training</li> </ul>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Supporting staff and clients to safeguard children and adults</li> <li>Delivering Basic Prevent Awareness Training</li> </ul>
<b>Enhanced Prevent Awareness Training</b>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Supporting staff and clients to safeguard children and adults</li> <li>Delivering Basic Prevent Awareness Training</li> </ul>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Supporting staff and clients to safeguard children and adults</li> <li>Delivering Basic Prevent Awareness Training</li> </ul>

**Basic Prevent Awareness Training**

	Role Profile	Knowledge	Skills	Learning Outcomes
<b>All Staff</b>	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> <li>Contribute to the safeguarding of children and adults</li> </ul>	<p>All staff should have knowledge and understanding of the following:</p> <ul style="list-style-type: none"> <li>Radicalisation and the context in which it can occur</li> <li>Indicators of radicalisation</li> <li>The impact of direct (discrimination, friendships, influential peers) and indirect (internet, media) factors on people, and how this might change their thoughts and behaviours</li> <li>Knowledge of appropriate Prevent referral routes (including knowledge of Prevent Leads and locally-agreed Prevent referral processes) and knowledge of how to seek advice</li> <li>Understand the importance of sharing information appropriately (covering confidentiality, consent and information-sharing) – including understanding of the consequences of failing to do so</li> <li>The limits of their own knowledge, and recognition of when to consult colleagues in the tier above.</li> </ul>	<p>All staff should have the following skills to:</p> <ul style="list-style-type: none"> <li>Raise concerns, and take action when concerns have been identified – this includes referring concerns to the appropriate individual/body, following locally-agreed Prevent referral processes</li> </ul>	<p>Aim: All staff will gain an understanding of Prevent, enabling them to recognise indicators of radicalisation and understand reporting processes. This will include developing the ability to:</p> <ul style="list-style-type: none"> <li>Describe the term Prevent; understand its practical applications; understand its situation within the pre-criminal space; understand its situation in relation to CONTEST</li> <li>Recognise the Channel process as a multi-agency panel to support vulnerable people at risk of being drawn into terrorism</li> <li>Summarise local Prevent mechanisms – such as referral routes and sources of information and advice</li> <li>Describe factors that might lead people to become radicalised; the process of radicalisation; risk indicators</li> <li>Discuss routes for reporting concerns and seeking advice</li> <li>Explain confidentiality and information-sharing requirements in relation to safeguarding concerns</li> <li>Summarise the actions taken following the reporting of concerns</li> </ul>

**Key Documents**

- [Counter Terrorism Strategy \(CONTEST\)](#) (Home Office, 2018)
- [Counter Terrorism and Security Act](#) (2015), and statutory duties
- [Counter-Terrorism and Border Security Act](#) (HM Government, 2019)
- [National Prevent Strategy](#) (HM Government, 2011)
- [Local Prevent Strategies](#)
- [Prevent Partnership Terms of Reference and Delivery Plans](#)

## Appendix 3: Mapping of Prevent Training Tiers per Sector, According to Role Requirements

	Responsibilities	Roles	Alignment with staff roles										
			Local Authorities			Police	Prisons	Probation	Fire	Early Years and Schools (0-18)	Further Education*	Higher Education*	Healthcare Services
			Children's Social Care	Adult Social Care	All Councils*								
<b>Board Training</b>	Any of the following: <ul style="list-style-type: none"> <li>Responsibility for scrutinising strategic Prevent work</li> <li>Responsibility for challenging and holding own and partner organisations to account, where applicable.</li> </ul>	Chairs, executive and non-executive members of boards with strategy and policy responsibilities  Elected members	Children's Social Care Prevent Representative	Adult Social Care Prevent Representative	Lead Elected Member/Cabinet members/Chief Executive/Chief Officers and Heads of Service with responsibility for Community Safety, Children's Services and Adult Services	JESIP Strategic Commanders	Prison governors, senior management team)			Chair of Governors/Trust Chair/Trust CEO/Proprietor	Chair of Governors/CEO	Chair of Governors/CEO	Safeguarding Level 1 and Board
<b>Prevent Lead &amp; Channel Chair Training</b>	Any of the following: <ul style="list-style-type: none"> <li>Responsibility for delivering Prevent with and within partner organisations.</li> <li>Responsibility for chairing multi-agency Channel Panels.</li> </ul>	Designated Prevent leads  Channel chairs	Designated Professionals/ Area Managers/ Designated Prevent Lead	Designated Professional s/ Designated Prevent Lead	Designated Prevent Lead/Channel Chair	Designated Prevent Lead	Designated Prevent Lead	Designated Prevent Lead	Designated Prevent Lead	Principal/ Head Teacher/ Designated Prevent Lead	Head of Establishment/ Designated Prevent Lead	Head of Establishment/ Designated Prevent Lead	Safeguarding Level 5
<b>Specialist Training</b>	Any of the following: <ul style="list-style-type: none"> <li>Responsibility for understanding extremist ideology and the wider context in which radicalisation can occur.</li> <li>Responsibility for actively supporting individuals at risk of radicalisation</li> </ul>	Staff with roles including any of the following: <ul style="list-style-type: none"> <li>attending Channel panels</li> <li>providing safeguarding guidance to staff</li> <li>providing targeted interventions, therapies</li> <li>approving venue hire</li> <li>developing IT policies</li> <li>human resources</li> <li>workforce development</li> <li>Prevent champions</li> </ul>	Management Roles and Named Professionals	Management Roles and Named Professionals	Any member of staff who regularly attends Channel Panels	Prevent SPOCs (JESIP Tactical Commanders)	n/a – role carried out by designated Prison Prevent Lead		Designated Safeguarding Leads and Deputy Designated Safeguarding Leads	Designated Safeguarding Leads and Deputy Designated Safeguarding Leads	Designated Safeguarding Leads and Deputy Designated Safeguarding Leads	Safeguarding Level 4	
<b>Enhanced Prevent Awareness Training</b>	Any of the following responsibilities for: <ul style="list-style-type: none"> <li>Identifying signs of radicalisation when working with clients at risk of radicalisation.</li> <li>Having knowledge of the various stages that an individual will go through if referred into Prevent.</li> <li>Employees</li> </ul>	Staff with additional safeguarding roles including any of the following: <ul style="list-style-type: none"> <li>contributing to, assessing, planning, intervening in, and/or evaluating the needs of persons for whom there are concerns regarding safeguarding or radicalisation</li> <li>management and supervision of staff</li> </ul>	All staff with regular contact with children.  All staff who may contribute to assessing, planning, intervening & evaluating needs of a child/ parenting capacity, and foster carers	All staff with regular contact with clients  All staff who may contribute to assessing, planning, intervening & evaluating needs of an clients	All staff with regular contact with the public.	Prevent Champions (JESIP Operational Commanders)	All staff – including prison officers, partners (e.g. education, healthcare, specialist services), administrators.		Safeguarding staff such as pastoral staff	Safeguarding staff such as pastoral staff	Safeguarding staff such as pastoral staff	Safeguarding Level 3	
<b>Basic Prevent Awareness Training</b>	Any of the following: <ul style="list-style-type: none"> <li>Responsibility for identifying signs of radicalisation in clients.</li> <li>Responsibility for reporting concerns about people who may have been radicalised</li> </ul>	All staff	Staff with infrequent contact with children/parents/ carers (tbc)	Staff with infrequent contact with clients (tbc)	Staff with infrequent contact with the public (tbc)	All staff (JESIP New Entrants and Operational Staff)	Directly and indirectly employed staff conducting prison visits		All school staff - teachers, TAs, admin, catering cleaning, governors	All staff - teachers, TAs, admin, catering cleaning, governors	All staff - teachers, TAs, admin, catering cleaning, governors	Safeguarding Levels 1 and 2	

To remain compliant, all organisations must ensure that:

- Staff receive written training updates every year, and receive refresher training every three years.
- All new staff receive training as part of their induction, as per the competency framework.

Please note that the exact job titles described may differ between organisations within each sector.

References: NHS England (2017); Prevent Training and Competencies Framework; Home Office (2018); Prevent Duty Toolkit for Local Authorities and Partner Agencies.

#### **Appendix 4: Named Contacts for Prevent Training**

*Redacted due to the personal information included with this document. Please contact the document author for further details.*

## Appendix 5: Example Training Offers

Prevent training for Enhanced Prevent Awareness upwards should be delivered through a combination of face-to-face and e-learning and should be embedded within wider safeguarding training. All staff are required to receive annual updates and three-yearly refresher training. Organisations are expected to achieve an 85% compliance rate.

<b>Board Training</b>	<p>In addition to Basic Prevent Awareness Training:</p> <ul style="list-style-type: none"> <li>• Organisational training to support board members in their understanding and accountability in relation to safeguarding</li> </ul>
<b>Prevent Lead &amp; Channel Chair Training</b>	<p>In addition to Enhanced Prevent Awareness Training:</p> <ul style="list-style-type: none"> <li>• Home Office Channel Training - <a href="https://www.elearning.prevent.homeoffice.gov.uk/channel_awareness/01-welcome.html">https://www.elearning.prevent.homeoffice.gov.uk/channel_awareness/01-welcome.html</a></li> <li>• Action Counters Terrorism Training - <a href="https://www.gov.uk/government/news/act-awareness-elearning">https://www.gov.uk/government/news/act-awareness-elearning</a></li> <li>• Local counter-terrorism events, regional and national conferences and updated legislation and guidance</li> <li>• Hydra Training</li> </ul>
<b>Specialist Training</b>	<p>In addition to Enhanced Prevent Awareness Training:</p> <ul style="list-style-type: none"> <li>• Additional reading and case studies (<a href="https://www.preventtragedies.co.uk/help-guide/">https://www.preventtragedies.co.uk/help-guide/</a>) and involvement in Channel</li> <li>• Document guidance training (for HR staff)</li> </ul>
<b>Enhanced Prevent Awareness Training</b>	<p>In addition to Basic Prevent Awareness Training:</p> <ul style="list-style-type: none"> <li>• Notice, Check, Share - <a href="https://www.elearning.prevent.homeoffice.gov.uk/prevent_referrals/01-welcome.html">https://www.elearning.prevent.homeoffice.gov.uk/prevent_referrals/01-welcome.html</a></li> <li>• Organisational Enhanced Prevent Awareness Training Offer</li> <li>• Prevent Partnership Briefings</li> <li>• Mental Health First Aid Kit - <a href="https://mhfaengland.org/">https://mhfaengland.org/</a> (recommended addition)</li> </ul>
<b>Basic Prevent Awareness Training</b>	<ul style="list-style-type: none"> <li>• Home Office Prevent E-learning - <a href="https://www.elearning.prevent.homeoffice.gov.uk/screen2">https://www.elearning.prevent.homeoffice.gov.uk/screen2</a> (WRAP)</li> <li>• Preventing Exploitation Toolkit - <a href="http://www.preventingexploitationtoolkit.org.uk">www.preventingexploitationtoolkit.org.uk</a></li> <li>• Organisational Basic Prevent Awareness Training Offer (e.g. a bespoke version of the Home Office e-learning)</li> <li>• Prevent Partnership Briefings</li> </ul> <p><i>Basic Prevent Awareness Training should be included in all staff induction training.</i></p>