

Appendix 2: Prevent Training Competencies

	Role Profile	Knowledge	Skills	Learning Outcomes	
Board Training	Board Members (Organisation Leadership)	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> Providing governance of, and challenge to, their own organisation in relation to performance and compliance with statutory requirements Understand strategic responsibilities in order to hold own organisation to account 	<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"> The roles and responsibilities of partner organisations Statutory Prevent duties Strategic responsibilities, in order to hold own and other organisations, where applicable, to account for Prevent work The limits of their own knowledge, and recognition of when to consult other partners. 	<p>Board members should have the following skills to:</p> <ul style="list-style-type: none"> Promote person centred and outcome-based approaches Ability to contribute appropriate support, challenge, and enquiry in a multi-agency setting Understand the role of the Prevent Lead in their own organisation and ensure that this lead is meeting statutory Prevent requirement. <p>In addition, System Leadership will:</p> <ul style="list-style-type: none"> Understand the role of the Prevent Partnership. 	<p>Alongside the learning outcomes listed for 'Prevent and Channel Chairs', Board Members will:</p> <ul style="list-style-type: none"> Develop knowledge of statutory Prevent requirements and of the interaction between Prevent and other areas of safeguarding Understand how to measure Prevent roles and responsibilities within key organisations are meeting statutory Prevent duties and the local Prevent strategy Understand the Prevent Duty Guidance and its application to their own organisation Recognise the links between adult and children's safeguarding, other areas of exploitation, and PREVENT referrals Understand one's own role as a strategic lead, and that of partner organisations represented on the Prevent Partnership Board Build on foundational knowledge and skills gained through basic Prevent awareness training, enabling them to understand their own role in the Prevent agenda.
	Board Members (System Leadership)	<ul style="list-style-type: none"> Providing effective strategic leadership for Prevent across the area Providing governance of, and challenge to, the Prevent Partnership Board, in relation to performance and compliance with statutory requirements Understand strategic responsibilities in order to hold partner agencies to account 			
Prevent Lead & Channel Chair Training	Prevent Leads and Channel Chairs	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> Lead the risk management process and development of risk plans Hold local agencies to account for Prevent work with adults and families Provide governance of, and challenge to, the Prevent Partnership Board in relation to performance and compliance with statutory requirements through scrutiny arrangements Be experienced in providing supervision and reflective practice Delivering training to staff with Specialist Roles 	<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"> Risk management processes and the development of risk plans Advocacy support Providing managerial oversight of Prevent work Providing appropriate and proportionate support Contextual learning The role of Channel Panels Who the Channel Coordinator is for their local area, and knowledge of how to contact them The stands of the UK Counter Terrorism Strategy (CONTEST), and the significance of safeguarding within the Prevent strands The statutory, contractual, policy and other Prevent duties and obligations that apply to own organisation Possess an up-to-date knowledge of appropriate community safety processes and access points. The limits of their own knowledge, and recognition of when to consult colleagues in the tier above. 	<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"> Provide effective strategic leadership for Prevent within their own organisation, and across the local area (where applicable) Advise managers and practitioners on their participation in local panels Apply understanding of CONTEST, and the significance of safeguarding within the Prevent strand, within their organisation Interpret the statutory, contractual, policy and/or other Prevent duties and obligations that apply to own organisations – including interpreting this for others Chair meetings effectively Represent own organisation at multi-agency meetings and work in partnership to deliver mutually-agreed outcomes Manage the information-sharing process appropriately, and in accordance with relevant policies, guidance and legislation, to effectively escalate with other partners Engage all relevant partners in Prevent work Provide effective support to staff engaged in Prevent work Strategically apply responsibilities to act on Prevent and assess the risk to the wider organisation. 	<p>Alongside the learning outcomes listed for 'Specialist Roles', Prevent Leads and Channel Chairs will</p> <ul style="list-style-type: none"> Demonstrate clear decision-making processes, as illustrated in their action plans for Channel panels. This will include the ability to: Demonstrate a high level of interpersonal skills and an ability to manage difficult conversations. Clarify Prevent thresholds with colleagues 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 Demonstrate a practical understanding the issues of capacity and consent; confidently apply this in relation to safeguarding and the context of Prevent Define the content and extent of the Counter-Terrorism and Security Act 2015, and the statutory implications of this legislation and CONTEST. <p>In addition, Channel Chairs will:</p> <ul style="list-style-type: none"> Carry out the functions of the Chair Effectively work in partnership with the Channel Co-ordinator and local Counter-Terrorism Unit officers Provide demonstration of the Channel process, including the need for individually-tailored intervention and support to provide positive outcomes.

Specialist Training

	Role Profile	Knowledge	Skills	Learning Outcomes
Specialist Roles	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> Responsibility for providing advice, support, supervision and training for staff in relation to a broad range of safeguarding duties. Supporting staff and clients' efforts to safeguard children and adults Delivering Enhanced Prevent Awareness Training 	<p>Alongside that listed for 'Staff with additional safeguarding roles', those with Specialist Roles should have knowledge and understanding of the following:</p> <ul style="list-style-type: none"> The legal and policy context of Prevent Channel's multi-agency arrangements to provide support and redirection to individuals at risk of radicalisation Community safety processes and referral pathways Risk indicators relating to people who are being radicalised The impact of direct (discrimination, friendships, influential peers) and indirect (internet, media) factors on people, and how this might change their thoughts and behaviours The limits of their own knowledge, and recognition of when to consult colleagues in the tier above. 	<p>Alongside the skills listed for 'Staff with additional responsibilities', staff with Specialist Roles should have the following skills to:</p> <ul style="list-style-type: none"> Advise staff in relation to meeting Prevent and safeguarding responsibilities Advise others about Prevent guidance and strategies which hold relevance to their organisation and roles Apply critical thinking to Prevent referrals; identify the need for additional information, where required, prior to progressing a referral Communicate effectively with others and have 'difficult conversations' Raise concerns, and take action when concerns have been identified Demonstrate effective interpersonal skills Be able to identify and advise others of appropriate reporting pathways 	<p>Aim: Staff with Specialist Roles will be able to demonstrate direct work skills with someone who has been identified as at risk of radicalisation and will be able to participate effectively in the Channel panel. This will include the ability to:</p> <ul style="list-style-type: none"> Discuss Prevent in the context of CONTEST Clarify the Channel process and the Channel referral process Identify relevant community safety processes and pathways. Describe the Prevent case management process and its relevance to Channel, including in relation to the role of Channel Co-ordinators and Counter Terrorism Unit Officers. Identify and advise on factors indicating vulnerability to radicalisation or grooming, and signs of radicalisation Discuss concerns raised by self or others with an appropriate line manager, Prevent Lead or Prevent Co-ordinator. Complete an appropriate referral. Participate in difficult and sensitive conversations with individuals and professionals. Create and maintain accurate records in line with the Data Protection Act 2018 and information-sharing guidance. Demonstrate ways of working which proactively prevent people at risk of radicalisation from becoming radicalised – including effective risk assessment and case management which takes account of the effects of potential interventions Create effective multi-agency safeguarding action plans which are person-centred and take account of mental capacity Justify the proportionality and appropriateness of support proposed in action plans Summarise the current threat level

Enhanced Prevent Awareness Training

Staff with additional safeguarding roles	<p>Role will include any of the following:</p> <ul style="list-style-type: none"> Supporting staff and clients to safeguard children and adults Delivering Basic Prevent Awareness Training 	<p>Alongside that listed for 'All Staff', Staff with additional safeguarding roles should have knowledge and understanding of the following:</p> <ul style="list-style-type: none"> The current threat level The potential for Prevent to be applied to all forms of terrorism, present or emerging Vulnerability factors that can make individuals susceptible to radicalisation Points of contact for advice and reporting concerns Safeguarding responsibilities linked to Prevent The Prevent strategy and their organisation's contribution to the Prevent agenda; Ideology and how it relates to radicalisation Channels available for reporting other types of concern The limits of their own knowledge, and recognition of when to consult colleagues in the tier above. 	<p>'Alongside the skills listed for 'All Staff, staff with additional responsibilities should have the following skills to:</p> <ul style="list-style-type: none"> Document safeguarding concerns and maintain appropriate record-keeping, including making appropriate records of the wishes and views of the person at risk (this will involve differentiating between fact and opinion) Share appropriate and relevant information between teams and agencies – in written form, verbally and electronically, within relevant information sharing protocols Identify when further support is needed, when to take action, and when to refer to managers, supervisors or other relevant professionals – this will involve using locally-agreed Prevent referral processes Demonstrate effective interpersonal skills 	<p>Aim: Staff with additional safeguarding responsibilities will build on the foundational knowledge and skills gained through Basic Prevent Awareness training, enabling them to gain a greater understanding of their role within the Prevent agenda. This will include developing the ability to:</p> <ul style="list-style-type: none"> Discuss own agency's Prevent policy/guidelines Explain how to report concerns within own area Clarify differences between the national and local terrorist threat Identify own responsibilities for Prevent and safeguarding Discuss the relevance of whistle-blowing to Prevent Document concerns in a means which captures the wishes and views of people at risk; differentiates between fact and opinion; is compliant with the Data Protection Act 2018. Explain the tenets of appropriate and relevant information-sharing (written, verbal and electronically)
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Basic Prevent Awareness Training

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

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