

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 (0-16) | Further Education* | Higher Education* | Healthcare Services | |
| | | | Children's Social Care | Adult Social Care | All Councils* | | | | | | | | | |
| Board Training | Any of the following: <ul style="list-style-type: none"> Responsibility for scrutinising strategic Prevent work Responsibility for challenging and holding own and partner organisations to account, where applicable. | 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 |
| Prevent Lead & Channel Chair Training | Any of the following: <ul style="list-style-type: none"> Responsibility for delivering Prevent with and within partner organisations. Responsibility for chairing multi-agency Channel Panels. | 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 | |
| Specialist Training | Any of the following: <ul style="list-style-type: none"> Responsibility for understanding extremist ideology and the wider context in which radicalisation can occur. Responsibility for actively supporting individuals at risk of radicalisation | Staff with roles including any of the following: <ul style="list-style-type: none"> attending Channel panels providing safeguarding guidance to staff providing targeted interventions, therapies approving venue hire developing IT policies human resources workforce development Prevent champions | 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 | |
| Enhanced Prevent Awareness Training | Any of the following responsibilities for: <ul style="list-style-type: none"> Identifying signs of radicalisation when working with clients at risk of radicalisation. Having knowledge of the various stages that an individual will go through if referred into Prevent. Employees | Staff with additional safeguarding roles including any of the following: <ul style="list-style-type: none"> contributing to, assessing, planning, intervening in, and/or evaluating the needs of persons for whom there are concerns regarding safeguarding or radicalisation management and supervision of staff | 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 | |
| Basic Prevent Awareness Training | Any of the following: <ul style="list-style-type: none"> Responsibility for identifying signs of radicalisation in clients. Responsibility for reporting concerns about people who may have been radicalised | All staff | Staff with infrequent contact with children/parents/ carers | Staff with infrequent contact with clients | Staff with infrequent contact with the public | 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.