The Prevent policy, describes organisational responsibilities, around the Prevent agenda in line with the Prevent Statutory Duty issued for specified authorities in England and Wales on the duty in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people being drawn into terrorism and in line with NHS England Standard Contract requirements; by identifying vulnerable individuals who are at risk of being radicalised into violent extremism and ensuring that staff refer into the local Channel project. Channel provides a multi-agency response to vulnerable adults, to de-radicalise and protect the individual.

<table>
<thead>
<tr>
<th>Document Purpose</th>
<th>To ensure adherence to best practice</th>
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<tbody>
<tr>
<td>Version</td>
<td>1</td>
</tr>
<tr>
<td>Title</td>
<td>Nottinghamshire Clinical Commissioning Group PREVENT Policy 2016</td>
</tr>
<tr>
<td>Author</td>
<td>Gail Colley-Bontoft Head of Quality and Adult Safeguarding</td>
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<tr>
<td>Approval Date</td>
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<td>Approval Committee</td>
<td>Safeguarding Committee</td>
</tr>
<tr>
<td>Review Date</td>
<td></td>
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<tr>
<td>Group/staff consulted</td>
<td>Clinical Commissioning Groups: Newark and Sherwood Nottingham North and East Nottingham West Rushcliffe Mansfield and Ashfield</td>
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<tr>
<td>Target Audience</td>
<td>All CCG Staff</td>
</tr>
<tr>
<td>Associated Documents</td>
<td>CCG PREVENT Strategy CCG Safeguarding Strategy 2015 Nottinghamshire Safeguarding Adult Board Policies and Procedures</td>
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### Version Control and Summary of Changes

<table>
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<tr>
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<th>Date</th>
<th>Comments (description change and amendments)</th>
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<tbody>
<tr>
<td>Version 1</td>
<td>13.01.2016</td>
<td>Implementation and consultation</td>
</tr>
<tr>
<td>Version 2 Final</td>
<td>18.02.2016</td>
<td>Amendments following consultation</td>
</tr>
<tr>
<td>Version 3 Final</td>
<td></td>
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PREVENT policy Feb 2016
1.0 Introduction

1.1 This policy applies to five of the Nottinghamshire Clinical Commissioning Groups which fall within Nottingham Local Authority Area (subsequently referred to as CCGs)

They include:

- Mansfield and Ashfield CCG
- Newark and Sherwood CCG
- Nottingham North and East CCG
- Nottingham West CCG
- Rushcliffe CCG

1.2 This policy describes how the CCGs discharge their safeguarding responsibilities in respect of PREVENT for commissioning health services. It should be read in conjunction with

- CCG Safeguarding Strategy
- CCG Safeguarding Policy
- Nottinghamshire Safeguarding Children Board’s procedures
- Nottinghamshire Safeguarding Adult Board’s procedures

1.3 This policy outlines how the CCGs fulfil their statutory duties under the Counter Terrorism and Security Act 2015 and to have due regard to the need to prevent people from being drawn into terrorism in the form of Prevent Statutory Duty for England and Wales:

- Delivery of PREVENT is a legal requirement in those areas of the country where extremism is of the most concern
- Duty applies to bodies which have significant interaction with people who could be vulnerable to radicalisation.
- These include NHS bodies, schools, further and higher education providers, prisons and young offender institutions and providers of probation services.

1.4 Nottinghamshire is committed to ensuring vulnerable individuals are safeguarded from being radicalised into violent extremism and supporting or becoming terrorists themselves as part of the Home Office counter-terrorism strategy Prevent one of the ‘four P’s’ of the counter terrorism strategy:

The strategy is primarily organised around four key principles. Work streams contribute to four programmes, each with a specific objective:

- Pursue - to stop terrorist attacks
- Prevent - to stop people becoming terrorists or supporting terrorism
- Protect - to strengthen our protection against a terrorist attack
- Prepare - to mitigate the impact of a terrorist attack

1.5 The aim of this policy is to raise awareness of the role of healthcare staff in preventing violent extremism in their role in helping Nottinghamshire authorities, the Police, community safety partnerships, other partners and partnerships to develop and implement effective actions that will make their communities safer.
This will reduce the risk from terrorism and violent extremism so that the people of Nottinghamshire can go about their business freely and with confidence. Of equal importance is ensuring vulnerable people are properly identified and supported to prevent radicalisation.

Nottinghamshire has not been identified as a high-risk area but is committed to ensuring strategies are in place to support staff and help prevent people from becoming radicalised.

1.6 The Prevent objectives focus on support, trust and confidence, both in ourselves and in those around us. The Police play a crucial role in pursuing those involved in terrorist activity; whilst the health sector must work towards helping prevent people from becoming radicalised and/or vulnerable to violent extremism.

Background information: The Home Office has rated the threat to the UK and our interests from international terrorism as severe meaning that an attack is highly likely. The terrorist threats we face now are more diverse than before, dispersed across a wider geographical area, and often in countries without effective governance. We therefore face an unpredictable situation, with potentially more frequent, less sophisticated terrorist attacks.

2.0 Purpose

The Office for Security and Counter-Terrorism, in the Home Office, works to counter the threat from terrorism. Their work is covered in the Government’s counter-terrorism strategy, CONTEST.

The strategy is based on four areas of work:

1. **Pursue: to stop terrorist attacks**

The purpose of Pursue is to stop terrorist attacks in this country and against our interests overseas. This means detecting and investigating threats at the earliest stage, disrupting terrorist activity before it can endanger the public and, wherever possible, prosecuting those responsible.

2. **Prevent: to stop people becoming terrorists or supporting terrorism**

The Prevent strategy:
- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with

The Prevent strategy prioritises our work according to the risks faced. The Home Office works with local authorities, public sector organisations, a wide range of government departments, and community organisations to deliver the Prevent strategy. The police also play a significant role in Prevent, in much the same way
as they do when taking a preventative approach to other crimes.

3. **Protect: to strengthen our protection against a terrorist attack**

Protect aims to strengthen our protection against terrorist attacks in the UK or against our interests overseas, and so reduce vulnerability.

The Home Office is working to:
- strengthen UK border security
- reduce the vulnerability of the transport network
- increase the resilience of the UK’s infrastructure
- improve protective security for crowded places

4. **Prepare: to mitigate the impact of a terrorist attack**

Prepare aims to mitigate the impact of a terrorist incident where it cannot be stopped. The Home Office works with the intelligence agencies and the emergency services to bring a terrorist attack to an end, and to recover from its aftermath.

Prepare is based on an approach to emergency preparedness that concentrates on managing common consequences of a wide range of emergencies, including terrorism.

2.1 **Equality Statement**

The CCGs aim to design and implement policies and practices that meet the diverse needs of our local population and workforce. It is about creating fair and equal access to goods, services, facilities and employment opportunities for all. It is about reducing disadvantage experienced by some groups in comparison to others.

The CCGs Equality and Human Rights Policy takes into account the provisions of the Equality Act 2010 and the general and specific duties, ensuring as far as possible that the Trust eliminates discrimination, advances equality of opportunity and fosters good relationships. It is about ensuring no one receives less favorable treatment on the grounds of; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.

In carrying out its functions, the CCGs will take into account the different needs of different groups in their area. This applies to all the activities for which the CCGs are responsible, including policy development, review and implementation.
## 3.0 Definitions

| **Terrorism** | Actions of individuals or groups who seek to bring about social or political change through actions intended to cause serious harm, loss of life or raise attention through fear and/or damage to property to cause loss of life, disruption or raise attention by fear and/or damage to property. |
| **CONTEST Strategy** | Sits under the Home Office CONTEST is a national strategy or long-term plan of action designed to reduce the risk of terrorism, by stopping people becoming terrorists, preventing terrorist attacks, strengthening the UK’s resilience to terrorism and facilitating emergency preparedness procedures in the event of attack. |
| **Counter Terrorism and Security Bill 2015** | Make provision in relation to terrorism; to make provision about retention of communications data, about information, authority to carry and security in relation to air, sea and rail transport and about reviews by the Special Immigration Appeals Commission against refusals to issue certificates of naturalisation; and for connected purposes. |
| **Prevent Strategy** | Challenging terrorist ideologies, supporting those who are vulnerable to these ideologies and working with institutions where radicalization may occur (including the internet and social media). |
| **CHANNEL** | Multi-agency approach to protect people at risk from radicalisation. CHANNEL uses existing collaboration between local authorities, statutors partners (such as education and health sectors, social services, children’s and youth services and offender management services, the police and the local community to:  
  - identify individuals at risk of being drawn into terrorism;  
  - assess the nature and extent of that risk; and  
  - develop the most appropriate support plan for the individual concerned.  
Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert away from the risk they face before illegality occurs. |
<p>| <strong>Prevent Case Management (PCM)</strong> | Prevent Case Management includes co-ordination of multi-agency Prevent activity at a local and regional level and linkages to national oversight of Prevent activity and includes information sharing, referral mechanisms and risk management processes. |
| <strong>Prevent Statutory Duty</strong> | Guidance for specified authorities in England and Wales on the duty in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism. |
| <strong>Stakeholder</strong> | An individual or organisation with an interest in Prevent; police, health agencies, local authority safeguarding teams, CCG commissioners. |</p>
<table>
<thead>
<tr>
<th><strong>Radicalisation</strong></th>
<th>Refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Extremism</strong></td>
<td>Prevent strategy defines as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.</td>
</tr>
<tr>
<td><strong>Non-violent extremism</strong></td>
<td>Extremism as defined above, which is not accompanied by violence.</td>
</tr>
<tr>
<td><strong>Having due regard</strong></td>
<td>Authorities should place appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions.</td>
</tr>
<tr>
<td><strong>Prevent Competencies Framework</strong></td>
<td>Developed to provide clarity on level of training required for healthcare workers. Supports NHS providers to meet contractual obligations in relation to Safeguarding as set out in NHS standard Contract.</td>
</tr>
<tr>
<td><strong>Interventions</strong></td>
<td>Projects intended to divert people being drawn into terrorist activity. Includes mentoring, counselling, theological support, civic engagement, developing support networks or providing mainstream services.</td>
</tr>
<tr>
<td><strong>Prevention</strong></td>
<td>Reducing or eliminating risk of individuals becoming involved in terrorism. Prevent includes but is not confined to the identification and referral of those at risk of being drawn into terrorism into appropriate interventions.</td>
</tr>
<tr>
<td><strong>Safeguarding</strong></td>
<td>Process of protecting vulnerable people, whether from crime, other forms of abuse or (in context of this policy document) from being drawn into terrorist related activity.</td>
</tr>
<tr>
<td><strong>Vulnerability</strong></td>
<td>The condition of being capable of being injured; difficult to defend; open to moral or ideological attack. Within Prevent, word describes factors and characteristics associated with being susceptible to</td>
</tr>
<tr>
<td><strong>Due Regard</strong></td>
<td>Having due regard for advancing equality involves:</td>
</tr>
<tr>
<td></td>
<td>• Removing or minimising disadvantages suffered by people due to their protected characteristics.</td>
</tr>
<tr>
<td></td>
<td>• Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.</td>
</tr>
<tr>
<td></td>
<td>• Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.</td>
</tr>
<tr>
<td><strong>WRAP</strong></td>
<td>Workshop to Raise Awareness of Prevent (WRAP)</td>
</tr>
</tbody>
</table>
4.0 Duties within the CCG

The CCGs' Governing Bodies have a statutory duty and contractual obligation to operate and discharge the organisation in line with the Prevent Statutory Duty which comes under the Counter-Terrorism Act 2015 and NHS Standard Contract 2015/16.

4.1. NHS England 2015/16 Standard Contract Service Conditions 32.1 to 32.10.3 states:

The CCG must ensure that assurances are provided from the providers they commission with ensure Service Users are protected from abuse and improper treatment in accordance with Law, and must take appropriate action to respond to any allegation of abuse.

The CCG must nominate:

- Prevent Lead, and must ensure that the NHSE is kept informed at all times of the identity of the persons holding those positions.

The CCG must:

- include in its policies and procedures, and comply with, the principles contained in the Government Prevent Strategy and the Prevent Guidance and Toolkit; and

- include in relevant policies and procedures a programme to raise awareness of the Government Prevent Strategy among Staff and volunteers in line with the NHS England Prevent Training and Competencies Framework; and

- include relevant policies and procedures a WRAP delivery plan that is sufficiently resourced with WRAP facilitators.

- Work in partnership with local statutory agencies through the Safeguarding Children Board, the Safeguarding Adult Board and the Multi Agency Public Protection Arrangements (MAPPA) Strategic Management Board.

- include in its policies and procedures, and comply with the principles contained in the Government Prevent Strategy and the Prevent Guidance and Toolkit; and

- include in relevant policies and procedures a programme to raise awareness of the Government Prevent Strategy amongst Staff and volunteers in NHS England Prevent Training and Competencies Framework; and include in relevant policies and procedures a WRAP delivery plan that is sufficient resourced with WRAP facilitators.

- CCG’s to obtain assurances from the providers that they have the above measures in place.
4.2. Prevent Statutory Duty issued under section 29 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies (“specified authorities” listed in Schedule 6 to the Act) including the health sector, 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 the authorities subject to the provisions must have regard to this guidance when carrying out the duty.

4.3 Accountable Officers have overall responsibility and delegate this to the Director of Nursing and Quality, South Notts CCGs (for mid and south as per MOU)

4.4 Operational Leads (Heads of Safeguarding and Designated Nurses are responsible for ensuring the Prevent strategy is implemented across the CCG’s. This can be achieved by conforming to national Prevent Statutory Duty Guidance:

**Prevent Statutory Duty 2015**

Statutory guidance issued under section 29 of the Counter-Terrorism and Security Act 2015. Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies including the health sector in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. ‘Building Partnerships, Staying Safe’, published by the Department of Health which includes:

- [Department of Health-Building Partnerships & Staying Safe Prevent Strategy: guidance for healthcare organisations](#)
- [Department of Health-Building Partnerships & Staying Safe Prevent Strategy: guidance for healthcare workers](#)

- Ensuring that comprehensive arrangements are in place regarding adherence to this Prevent policy and how policies and procedures are managed within their own Department or Service in line with the guidelines in this policy.
- Ensuring management staff are given clear instructions about Prevent policy arrangements so that they in turn can instruct staff under their direction.

5.0 Reporting

Nottinghamshire Clinical Commissioning Group Head of Safeguarding is required to provide quarterly reporting to NHS England via Regional Prevent Coordinator this information is in turn fed back to the Home Office.

5.1 Assurance

- The Prevent Lead / Head of Adult Safeguarding to attend/provide Safeguarding Committee with reporting updates on Prevent organisational assurance aligning to Prevent Statutory Duty Guidance and NHS Standard contract conditions 32.1-32.10.3.
• SAAF-Safeguarding Adults Assurance Framework.
• Quarterly reporting to NHS England Regional Prevent Coordinator.
• Quarterly Strategic Prevent Steering Group.
• Staff attending Prevent Health WRAP Training.

5.2 **Managers** will be responsible for:

- Ensuring that the Prevent policy and procedures are followed and understood as appropriate to each staff member’s role and function. This information must be given to all new staff on induction along with an explanation of referral process for individuals considered vulnerable to radicalisation.
- Support staff identified in NHS England Prevent Training and Competencies Framework to attend training.

5.3 **All Staff:**

All staff (including volunteers) have an individual duty of responsibility to ensure that they:

- Identify people who could be considered “at risk” of radicalisation
- Be aware of the support which is available and be confident in referring people into Prevent Case Management/Channel processes and providing them with appropriate clinical support;
- Incident Reporting

5.4 **Risk & Assurance under the new duty**

**Training-NHS Prevent Training and Competencies Framework:**
In line with the PREVENT Training and Competencies Framework/Risk Assessment tools one hundred percent of all staff must undertake Basic Prevent Awareness training by accessing e-learning training programme [http://course.ncalt.com/Channel_General_Awareness/01/index.html](http://course.ncalt.com/Channel_General_Awareness/01/index.html) (appendix 3)

**Basic Prevent Awareness Training:**

Basic Prevent Awareness training should be repeated on a 3 yearly cycle to ensure that individuals are up to date with current procedures and approaches.

The training compliance target for Basic Prevent Awareness training should be in line the current national requirements for safeguarding training at 100%.
Staff requiring Level 1
All new staff appointed to the CCG are to complete the Channel e-learning package. (Appendix 3)

Staff requiring Level 2
For clinical & non-clinical staff with regular contact with members of the public who do not have professional duty of care. To complete the Channel e-learning package. (Appendix 3)
(E.g. staff dealing with complaints, GP receptionist, pharmacists)

Staff requiring Level 3
For all clinical staff with a professional duty of care for children, young people and adults at risk. This includes all GPs and practice nurses.

Prevent WRAP Training (Workshops to Raise Awareness of Prevent):

Prevent WRAP training should be completed within 12 months of starting in a role requiring this level of training. All clinical staff working with adults, children and young people and/or their parents/carers.

Only a WRAP facilitator registered with NHS England and the Home Office can deliver WRAP. WRAP can be delivered to staff in a single organisation, on a partnership basis between organisations, or on a multi-agency basis.
6.0 The Process for Prevent:

Staff have a responsibility to help CCGs to fulfil its obligation to minimise risks, by identifying and supporting adults and children who may be prone to exploitation or influence from violent extremism. Staff can do this by following the PREVENT process:

1. Respond to the ideological challenge of terrorism and the threat from those who promote it;
2. Prevent individuals from being drawn into terrorism and ensure that they are given appropriate advice and support;
3. Work with organisations where there are risks of radicalisation that we need to address

Staff member becomes aware of patient/client (adult or child) or member of public who may be at risk of being radicalised (by others) or self-radicalised into extremist activities

If Immediate risk contact: National Counter-Terrorism Hotline Tel: 0800 789 321, or Police on 999
Nottinghamshire Police Prevent Team Tel: Police 101 Ext 6771/6751 or 6726 ask for: Prevent.Team@nottinghamshire.pnn.police.co.uk

1. Immediately contact MASH on Tel: 03005008090 or out of hours Tel: 0300 456 456
2. Inform CCG PREVENT lead: Nichola Bramhall (Director or Nursing and Quality) Tel: 0115 883 1849 email: nichola.bramhall@nottinghamnortheastccg.nhs.uk
3. Head of Adult Safeguarding Gail Colley-Bontoft Tel: 0115 883 1856 email: gail.colley-bontoft@nottinghamnortheastccg.nhs.uk

PREVENT lead for CCG to share with Nottinghamshire Police PREVENT Engagement Team for the Multi-Agency PREVENT Case Management process which assesses risk factors and support strategies for people at risk of radicalisation.
7.0 Information Sharing

Information Sharing Protocol are in place that protect individuals and also commits the relevant partner organisations to support effective working arrangements in order to stop people becoming terrorists or supporting terrorism.

The Data Protection Act, which establishes a framework of rights and duties, which are designed to safeguard personal data, are always adhered to and provides a framework that balances the legitimate needs of the CCG’s to collect and use personal data against the right individuals to respect for the privacy of their personal details. Any information that is shared is for lawful purposes and the data is always relevant, accurate, and necessary and kept up to date. Appropriate technical and organisational measures are also taken against unauthorised or unlawful processing of personal data.

8.0 Staff

Although there are relatively few instances of Healthcare staff radicalising others or being drawn into extremist acts, it is still a risk that the CCG needs to be aware of and have processes within which to manage any concerns.

Where any CCG employee expresses views, brings material into the organisation, uses or directs patients to extremist websites or acts in other ways to promote terrorism, the CCG will look to use non-safeguarding processes in order to address the concerns e.g. disciplinary action.

Where a staff member has a concern about a colleague, this should be raised with their line manager. The line manager will discuss the concerns with the CCG Prevent Lead in the first instance.

The Prevent Lead will liaise with the Head of Safeguarding in order to assess and manage any related safeguarding risks and, where appropriate, the Police Prevent Lead. The Human Resources Advisor will lead on advising the line manager in relation to the disciplinary process should this be appropriate.
## Basic Prevent Awareness Training – Level 1 & 2

### Staff groups

<table>
<thead>
<tr>
<th>Staff requiring Level 1</th>
<th>PREVENT training - All staff working in the health sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff requiring Level 2</td>
<td>PREVENT training - All non-clinical and clinical staff who have any contact with adults, children and young people and/or parents/carers including: administrators for looked after children and safeguarding teams, health care students, clinical laboratory staff, phlebotomists, pharmacists, dentists and dental care practitioners, audiologists, optometrists, contact lens and dispensing opticians, adult physicians, surgeons, anaesthetists, radiologists, allied health care professionals and all other adult orientated secondary care health care professionals including technicians and GP receptionists.</td>
</tr>
</tbody>
</table>

### Competencies

**Knowledge:**
- The objectives of the Prevent strategy and the health sector contribution to the Prevent agenda;
- What their professional responsibilities are in relation to the safeguarding of vulnerable adults, children and young people;
- Understand vulnerability factors that can make individuals susceptible to radicalisation or a risk to others; and
- Who to contact and seek advice from if they have concerns a vulnerable individual is being groomed in to terrorist activity.

**Skills:**
- Able to recognise potential indicators that an individual might be vulnerable to radicalisation or at risk of involvement in acts of terrorism;
- Understand the impact of influence on vulnerable individuals (direct or internet);
- Know what action to take if they have concerns, including to whom you should refer your concerns and from whom to seek advice; and
- Have an understanding of the importance of sharing information (including the consequences of failing to do so).

### Criteria for assessment

- Demonstrates an awareness and understanding of indicators of risk relating to vulnerable individuals being radicalised;
- Demonstrates an understanding of appropriate reporting mechanisms in own organisation i.e. knows who to contact (organisation’s Prevent Lead), where to access advice within the organisation and policies and how to make a referral.
- Is aware Prevent aims to tackle all forms of terrorism and the health sector contribution operates in pre-criminal space.

### Training delivery and training compliance targets

Competency can be acquired by incorporating the slides accompanying this framework, ‘Basic Prevent Awareness Slides’ in to the organisation’s:
- Induction; or
- Level 1 Safeguarding Children training and Level 1 Safeguarding Adults training; or
- Safeguarding e-learning package.
Prevent Awareness Training – Level 3, 4 & 5

### Staff groups

**Staff requiring Level 3 training:**

All clinical staff working with adults, children and young people and/or their parents/carers including: GPs, forensic physicians, urgent and unscheduled care staff, mental health staff (adult and CAMHS), child psychologists, learning disability staff, learning disability nurses, specialist nurses for safeguarding, looked after children’s nurses, health professionals working with substance misuse services, ambulance staff, nurses working in community services (including Practice nurses), court and prison based health staff, youth offender team staff, offender and forensic community health clinicians and practitioners, School college and university nurses and practitioners, paediatric allied health professionals, sexual health staff, safeguarding children’s nurses, health visitors, all children’s nurses, midwives, obstetricians, all paediatricians, paediatric radiologists, paediatric surgeons, lead paediatric anaesthetists for safeguarding, paediatric intensivists and paediatric dentist, People providing services to migrants or asylum seekers, Practitioners working in adult acute services, Practitioners working in children’s acute services, Practitioners working in adult community services with adults of a working age, Practitioners working in children’s community services with young people, People providing patient transport services, Health staff in secure children’s settings, chaplaincy staff.

**Staff requiring Level 4 training:**

Named professionals (named doctors, named nurses named health visitors, named midwives (in organisations delivering maternity services), named health professionals in ambulance organisations and named GPs for Organisations commissioning Primary Care)

**Staff requiring Level 5 training:**

Designated Professionals (designated doctors and nurses, lead paediatricians, consultant/lead nurses, Child Protection Nurse Advisers (Scotland).

### Competencies

As outlined for Levels 1 and 2, and in addition:

- How to support and redirect vulnerable individuals at risk of being groomed into a terrorist related activities; and
- How to share concerns, get advice, and make referrals into the Channel process and Prevent Case Management.
Knowledge:

- Understand Prevent in the context of the CONTEST strategy, and the concept of pre-criminal space;
- Understand that radicalisation uses normal social processes, and the “power of influence” on all;
- Recognise influence, and understand the concepts of polarisation and the use of narratives and ideology;
- Understand the current threat level and that Prevent can be applied to all forms of terrorism, present or emerging;
- Understand the term “vulnerable” in the context of Prevent and what vulnerabilities are exploited by terrorist groups;
- Understand there is no single checklist or profile of a terrorist, and that health staff are a key group and must use their professional judgement in assessing behaviours and risks;
- Understand how to recognise, understand, share concerns, seek support and advice, and make referrals within their own organisations and with other agencies where appropriate;
- Understand Channel multi-agency arrangements to provide support and redirection to individuals at risk of radicalisation;
- Be aware of Building Partnerships, Staying Safe: The health sector contribution to HM Government’s Prevent strategy: guidance for healthcare workers and their organisations relevant policies, procedures and systems for Prevent.

Training delivery and training compliance targets

Workshops to Raise Awareness of Prevent (WRAP) should be completed within 12 months of starting in a role requiring this level of training.

The training compliance target for organisations at this level is 85% over 3 years or as agreed locally by the NHS Standard Contract holder.

Only a WRAP Facilitator registered with NHS England and the Home Office can deliver WRAP. WRAP can be delivered to staff in a single organisation, on a partnership basis between organisations, or on a multi-agency basis.
# 2 Competency Level for organisational Prevent Leads

## Staff Groups
Organisational Prevent Leads in commissioner organisations

## Competencies
In addition to the competencies of Basic Prevent awareness Training and Workshop to Raise Awareness of Prevent, a Prevent Lead will be able to demonstrate that they:

- Are aware of the HM Government’s Prevent strategy: Building Partnerships, Staying Safe national guidance for healthcare organisations and workers and the related organisational self-assessment toolkit;
- Are able to advise staff in relation to any Prevent concerns;
- Understand how to make a Prevent referral to Channel or alternative local multi-agency group and how to escalate unresolved concerns;
- Understand the role of Channel panels and how to advise managers and practitioners on their participation in local panels;
- Understand the Prevent Standards contained in the NHS Standard Contract and the need for compliance;
- Are able to advise staff in relation to those thresholds and links to other adult and children’s safeguarding and public protection processes.

## Competencies

- Know who the Channel Coordinator is for their area and how to contact them;
- Are aware of the HM Government’s Prevent strategy: guidance for healthcare workers and the related organisational self-assessment;
- Understand the role of Channel panels and how to advise managers and practitioners on their participation in local panels;
- Understand the Prevent Standards contained in the NHS Standard Contract and the need for compliance;
- Are able to advise staff in relation to those thresholds and links to other adult and children’s safeguarding and public protection processes.

## Criteria for assessment

- Attendance at a minimum of two NHS England Regional Prevent Forums every financial year.
- Evidence of a face to face meeting with the areas Channel Coordinator and Counter-Terrorism Unit officer(s).
- Completion of Prevent related training advised by NHS England.

On-going: Competence knowledge and skills should be reviewed annually as part of an individual’s appraisal to ensure individuals are up to date with current policy and practice to undertake the role of organisational Prevent Lead.

## Competence development options and compliance targets

Competencies of a Prevent Lead may be developed on a single organisation basis or on a partnership basis between health organisations, or on a multi-agency basis, it should include:

- Participation in local or regional multi-agency Prevent Forums/Boards when required.
- Attendance at local, regional, national multi-agency training events and/or Prevent conferences when required.
- The compliance target for organisational Prevent Leads in organisations at Level is 100%.
<table>
<thead>
<tr>
<th>STAFF GROUP</th>
<th>PREVENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1</strong> For all employees (clinical &amp; non-clinical) Within a month of commencement of employment</td>
<td><a href="http://course.ncalt.com/Channel_General_Awareness/01/index.html">http://course.ncalt.com/Channel_General_Awareness/01/index.html</a></td>
</tr>
<tr>
<td><strong>Level 2</strong> For clinical &amp; non-clinical staff with regular contact with members of the public who do not have professional duty of care. (E.g. staff dealing with complaints )</td>
<td>3 yearly update <a href="http://course.ncalt.com/Channel_General_Awareness/01/index.html">http://course.ncalt.com/Channel_General_Awareness/01/index.html</a></td>
</tr>
<tr>
<td><strong>Level 3</strong> For all clinical staff with a professional duty of care for children, young people and vulnerable adults. This includes all GPs and practice nurses.</td>
<td>PREVENT Health WRAP training AND <a href="http://course.ncalt.com/Channel_General_Awareness/01/index.html">http://course.ncalt.com/Channel_General_Awareness/01/index.html</a></td>
</tr>
</tbody>
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