



Hampshire and Isle of Wight Prevent Board

# Multi-Agency Prevent Training Strategy

Ratified March 2016

## I. Introduction and context

I.1 The national PREVENT strategy is a key part of the CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism and seeks to respond to the ideological challenge of terrorism and the threat posed by those who promote it. It aims to prevent people from being drawn into terrorism and to work with sectors and institutions where there are risks of radicalisation. The strands of the strategy are as follows:

**Pursue:** is concerned with the apprehension and arrest of any persons suspected of being engaged in the planning, preparation or commission of a terrorist act.

**Prevent:** is concerned with working with partners to reduce 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 our vulnerability to such attacks. This involves managing the risks to crowded places and the safeguarding of hazardous materials.

**Prepare:** seeks to mitigate the impact of a terrorist attack where that attack cannot be stopped. This included work to bring a terrorist attack to an end and to increase our resilience so we can recover from its aftermath.

I.2 The UK government has identified factors that may lead to individuals supporting and/ or engaging in terrorist related activity. Understanding and targeting these factors is crucial to prevent radicalisation and minimise the risks it poses to the national security. The Prevent Strategy aims to:

- a) Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
- b) Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- c) Work with sectors and institutions where there are risks of radicalisation, which we need to address.

1.3 The Prevent Strategy (2011) identified four types of terrorism that the UK faces, these being:

- a) International - the most significant current threat comes from Al Qa'ida its affiliates and like minded organisations.
- b) Northern-Ireland related - although the responsibility of the Secretary of State for Northern Ireland the prevent principles are applicable.
- c) Extreme right-wing
- d) Other - often small movements in reaction to a single issue, a specific incident, or ideology

1.4 Tackling extremism in the UK (2013) highlighted a number of key public institutions where extremists can take advantage and share their ideology with others. The Government also identified, through the extremism task force (2014), that it needed to do more to address extremism in locations where it can exert control, these include:

- a) Schools
- b) Universities and further education
- c) Prisons

1.5 In July 2015, the Counter Terrorism and Security Act 2015 came into force. This creates a statutory duty to have due regard to the need to prevent people from being drawn into terrorism. This duty applies to public bodies (such as local authorities, police, some NHS bodies, schools, further and higher education providers, probation, prisons and youth offender services). The duty also applies to private providers supplying public functions for example, in the education sector. For Hampshire and the Isle of Wight, this means that Hampshire County Council has a duty to lead the coordination of local partners in actively preventing people from being drawn into terrorism.

1.6 The Counter Terrorism and Security Act 2015 makes 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. The support offered can come from any of the partners on the Panel which includes the local authority, police, education and health providers. The person's engagement in the programme is voluntary at all stages.

1.7 Central to effective working around Prevent is a competent and well trained workforce. The Hampshire and Isle of Wight Prevent Board is committed to ensuring the workforce is competent and confident to carry out their responsibilities to safeguard people against the risk of radicalisation. This multi-agency Prevent Training Strategy is designed to support the development of best practice in Prevent work and to ensure that professionals across all sectors who are working with children and adults at risk of radicalisation, are able to meet the new statutory Prevent duties introduced under the Counter Terrorism and Security Act 2015.

1.8 The content of the Strategy has been informed by a Hampshire wide Prevent training audit which was carried out in 2015. The audit mapped out current training provision and also highlighted gaps in current training provision which this strategy has sought to address.

1.9 This Strategy is not prescriptive. It is a tool designed to help inform and shape both single-agency and multi-agency Prevent training plans. It seeks to establish a consistent approach across agencies and can be used as a tool benchmark to assess training provision.

## 2 Underpinning principles

2.1 This Strategy is underpinned by a number of important principles which include:

- All learning and development activity should create an ethos which values working collaboratively with others, places the service user at the centre of practice, respects diversity, promotes equality and human rights, dignity, freedom and respect for others.
- An emphasis on the role of agencies in preventing the radicalisation of individuals and that this activity forms part of the wider prevention and safeguarding agenda.
- The importance of ensuring a wide awareness of Prevent and of developing practice that is consistent with the current legal and policy context.
- Each organisation has individual responsibility for ensuring that their workforce has the required knowledge and competencies to carry out their responsibilities around Prevent.
- The importance of promoting a consistent approach as well as a common and shared understanding of the respective roles and responsibilities of different organisations and that this can contribute to the development of effective partnership working.
- Single agency training provision will reflect the broad levels of development and learning outcomes agreed by this strategy.
- The use of standardised materials and a cascade approach for some types of training
- This strategy will link with other relevant programmes such as child and adult safeguarding and community safety.
- There is individual agency and collective responsibility for the development and success of this approach.

### **3. Organisations and groups covered by this strategy:**

3.1 The following Hampshire based agencies and organisations are covered by this strategy:

#### **Local Authorities**

Hampshire County Council  
Portsmouth City Council  
Southampton City Council  
Isle of Wight Council  
Hampshire Fire and Rescue Service

#### **District/Borough Councils**

Basingstoke, East Hampshire, Eastleigh, Fareham, Gosport, Hart, Havant, New Forest, Rushmoor, Test Valley and Winchester

#### **Criminal justice organisations**

Hampshire and Thames Valley Constabularies  
HM Prisons (Winchester, Albany, Parkhurst, IOW, Haslar IRC)  
Youth Justice Service  
Hampshire and IOW Community Rehabilitation Company  
National Probation Service (South Central)

#### **Education**

Schools (primary and secondary schools per local authority area)  
Further education colleges  
Portsmouth, Solent, Southampton and Winchester Universities

#### **Health**

NHS England (Wessex Local Area Team)  
Hampshire and Isle of Wight Clinical Commissioning Groups  
Solent Healthcare  
Southern Health Foundation Trust  
Hampshire Hospitals Foundation Trust  
Portsmouth Hospitals Trust  
University Hospitals Southampton Trust  
Isle of Wight NHS Trust  
South Central Ambulance Service  
Primary Care (GP practices, dentists, optometrists and pharmacists)  
Health Education Wessex

#### **Independent Sector**

Care providers  
Voluntary organisations  
Housing organisations

## 4. Relevant Guidance

4.1 This Strategy has been informed by the requirements outlined in the following legislation and guidance:

- CONTEST Strategy (Home Office, 2011)
- National PREVENT Strategy (Home Office, 2011)
- Counter Terrorism and Security Act 2015
- Hampshire and Isle of Wight PREVENT Strategy 2015
- Relevant sector based guidance, competency and core skills frameworks

## 5. Quality Assurance Framework and Standards

5.1 This Strategy is supported by a quality assurance framework designed to provide benchmark standards to inform the content and delivery of Prevent training which will include:

- Promotion of a competency based approach
- Standards for the delivery of training
- Guidance on refresher training
- Creation of a Prevent website providing access to relevant guidance
- Access to standardised training materials
- Increasing the number of registered facilitators across all sectors

## 6. The Model

6.1 The Strategy identifies Prevent functions linked to generic role types and for each, outlines the levels of training, skills, competencies and learning outcomes required for each.

6.2 It is important to note that the model describes generic role types (linked to the Prevent function of that role) rather than describing specific staff roles or titles. It is possible that some roles may sit in more than one category. Therefore, individual organisations will be responsible for mapping their staff roles against the functions and role types outlined in order to find the best 'fit'. The generic role types or functions are as follows:

- Essential Awareness For All
- Alerters
- Responders
- Decision makers
- Governance and board roles.

6.3 For each role type or function the relevant target audiences have been identified and for each, standardised materials, e learning and face to face, training packs and resources would be sourced. The aim is to develop a website to host these resources which local organisations will be able to access to support their in-house training.

- 6.4 Similarly, publicity materials to increase awareness of Prevent within local communities and specific groups such as service users, relatives, carers will be developed as part of the Prevent Board's communication strategy.

## 7. Learning outcomes linked to generic role types

### Essential Awareness for All

**Function:** To raise awareness of Prevent and to develop community engagement

Learning Outcomes	<ol style="list-style-type: none"> <li>1) Understanding of the term 'Prevent'</li> <li>2) Understanding of the types of radicalisation</li> <li>3) Knowledge of how to report concerns</li> <li>4) Knowledge of what will happen next</li> <li>5) Confidence to report concerns</li> </ol>
Target audiences	<ul style="list-style-type: none"> <li>- Local communities</li> <li>- Voluntary organisations and volunteers</li> <li>- Service users, carers and relatives</li> <li>- Children and young people</li> <li>- Faith groups (places of worship)</li> <li>- Faith based organisations offering youth groups</li> <li>- Uniformed youth organisations (Scouts, Guides, cadets, etc.)</li> </ul>
Content	<ol style="list-style-type: none"> <li>1) Prevent adults terms and definitions</li> <li>2) Range of ideological backgrounds to radicalisation</li> <li>3) Signs and indicators of radicalisation</li> <li>4) How to report concerns and what will happen next</li> <li>5) Channels available to report other types of concerns</li> </ol>
Suggested delivery methods	Leaflets and other publicity material, Prevent Website, Board led engagement events and targeted awareness sessions

## Alerters

**Function:** To identify risk of radicalisation and to report concerns appropriately

<b>Learning outcomes</b>	<ol style="list-style-type: none"><li>1) Awareness of own agency's Prevent work place guidelines</li><li>2) Understanding of radicalisation and the context in which it may occur</li><li>3) Ability to recognise signs of radicalisation</li><li>4) Ability to follow reporting procedures</li><li>5) Understanding of individual responsibility re Prevent</li></ol>
<b>Target audiences</b>	<ul style="list-style-type: none"><li>- All paid and unpaid staff as part of their core induction</li><li>- Front line staff*</li><li>- Ancillary staff</li></ul> <p>* Includes front line staff in children's social care, schools, FE colleges, universities, adult social care, district and borough councils, housing organisations, police and neighbourhood teams, probation, prisons and other custodial settings, hospitals, community health, GP's and primary care, fire and rescue, voluntary organisations, charities, faith organisations, care providers.</p>
<b>Content</b>	<ol style="list-style-type: none"><li>1) Basic Prevent awareness</li><li>2) Understanding of radicalisation and the context in which it may occur</li><li>3) Indicators of radicalisation</li><li>4) How to report concerns</li><li>5) Rules of confidentiality, consent and information sharing</li><li>6) Recording</li><li>7) Whistleblowing</li></ol>
<b>Suggested delivery methods</b>	Single agency delivery: induction, basic awareness sessions, E learning modules and study aids using standardised training packs and material, Prevent website, leaflets and other publicity material.



## Responders

**Function:** Staff with professional and organisational responsibility for Prevent who may be expected to undertake direct work with someone who has been identified as at risk of radicalisation and/or participate in Channel Panels

<p><b>Learning outcomes</b></p>	<p>Demonstrate an ability to:</p> <ol style="list-style-type: none"> <li>1) Work within an appropriate legal, policy and professional context</li> <li>2) Adopt a person centred approach</li> <li>3) Work preventively with people at risk of radicalisation</li> <li>4) Identify and respond to factors increasing vulnerability to radicalisation</li> <li>5) Share information appropriately</li> <li>6) Maintain confidentiality</li> <li>7) Ensure the person's mental capacity is considered</li> <li>8) Access appropriate advocacy support for service users</li> <li>9) Interpersonal skills and 'difficult conversations'</li> <li>10) Ensure the support offered is appropriate and proportionate</li> <li>11) Undertake effective risk assessment and management</li> <li>12) Knowledge and understanding of the Prevent case management process</li> <li>13) Knowledge and understanding of Channel Panel and referral pathways</li> <li>14) Knowledge of relevant community safety processes and referral pathways</li> <li>15) Develop effective safeguarding plans</li> <li>16) Maintain appropriate recording</li> <li>17) Consult with line management as appropriate and be accountable</li> </ol>
<p><b>Target audiences</b></p>	<p>Professionals who may be expected to undertake direct work with someone who has been identified as at risk of radicalisation and/or participate in Channel Panels such as:</p> <ul style="list-style-type: none"> <li>- Qualified social workers</li> <li>- Qualified/clinical nursing and medical staff</li> <li>- Teachers</li> <li>- Police investigators</li> <li>- Probation (CRC and NPS)</li> <li>- Community safety managers</li> <li>- Housing managers</li> <li>- Prison managers</li> <li>- Registered Facilitators</li> </ul>
<p><b>Content</b></p>	<ol style="list-style-type: none"> <li>1) Detailed safeguarding awareness and legal, policy, professional context</li> <li>2) Prevention and early intervention</li> <li>3) Information sharing duties and powers</li> <li>4) Confidentiality</li> <li>5) Mental capacity and consent</li> <li>6) Risk assessment and management</li> <li>7) Prevent case management process</li> <li>8) Channel Panel and referral pathways</li> <li>9) Community safety processes and referral pathways</li> <li>10) Interpersonal skills and 'difficult conversations'</li> <li>11) Recording</li> </ol>
<p><b>Suggested delivery methods</b></p>	<p>Formal training, case study material and exercises, multi-agency seminars and workshops, practice guidance and toolkits, Prevent website, development of Prevent practitioner forums.</p>

## Decision Makers

**Function:** Making decisions about actions and next steps, chairing meetings and supervising staff undertaking Prevent work

<p><b>Learning outcomes</b></p>	<p>Demonstrate an ability to:</p> <ol style="list-style-type: none"> <li>1) Work within an appropriate legal, policy and professional context</li> <li>2) Engage all relevant partners in Prevent work</li> <li>3) Manage the information sharing process appropriately</li> <li>4) Chair meetings effectively</li> <li>5) Manage parallel processes appropriately</li> <li>6) Negotiate in order to manage/resolve conflict</li> <li>7) Ensure appropriate community safety processes are accessed</li> <li>8) Ensure appropriate advocacy support is accessed</li> <li>9) Lead the risk management process and development of risk plans</li> <li>10) Provide effective support to staff engaged in Prevent work</li> <li>11) Provide management oversight of Prevent work</li> <li>12) Ensure any support offered is appropriate and proportionate</li> <li>13) Ensure practice is consistent with a person centred approach</li> <li>14) Identify and respond to learning highlighted in specific cases</li> <li>15) Consult with line management as appropriate and be accountable</li> <li>16) Provide supervision and opportunities for reflective practice</li> <li>17) Maintain appropriate recording</li> </ol>
<p><b>Target audiences</b></p>	<p>Managers who are responsible for making decisions about next steps and who may be expected to chair multi-agency meetings in agencies such as:</p> <ul style="list-style-type: none"> <li>- Child and adult social care</li> <li>- Education (schools, FE and higher education)</li> <li>- Health</li> <li>- Police</li> <li>- Community safety</li> <li>- Housing</li> <li>- Probation (CRC and NPS)</li> <li>- Prisons</li> <li>- Channel Panel Chairs</li> </ul>
<p><b>Content</b></p>	<ol style="list-style-type: none"> <li>1) Detailed safeguarding awareness and legal, policy, professional context</li> <li>2) Person Centred Approach</li> <li>3) Prevention and early intervention</li> <li>4) Risk assessment and management</li> <li>5) Information sharing duties and powers</li> <li>6) Capacity and consent</li> <li>7) Parallel processes and referral pathways</li> <li>8) Interpersonal skills and difficult conversations</li> <li>9) Recording</li> <li>10) Chairing meetings</li> <li>11) Supervision and reflective practice</li> </ol>
<p><b>Suggested delivery methods</b></p>	<p>Formal training, case study material and exercises, multi-agency seminars and workshops, practice guidance and toolkits, Prevent website, development of Prevent practitioner forums.</p>

## Relevant Board/Governance Roles

**Function:** To scrutinise Prevent work and to challenge and hold partner organisations to account.

<b>Learning outcomes</b>	As part of the governance and scrutiny role, demonstrate an ability to: <ol style="list-style-type: none"> <li>1) Understand the legal and policy context for Prevent</li> <li>2) Understand the respective roles and responsibilities of partner organisations</li> <li>3) Provide effective strategic leadership for Prevent across the area</li> <li>4) Gain assurance that statutory Prevent duties are being met appropriately</li> <li>5) Hold local agencies to account for their Prevent work</li> <li>6) Promote person centred and outcome based approaches</li> <li>7) Ensure generic learning from cases is gained and applied in practice</li> </ol>
<b>Target audiences</b>	<ul style="list-style-type: none"> <li>- Hampshire and IOW Prevent Board</li> <li>- Unitary authority Prevent Boards</li> <li>- Partner organisations' safeguarding committees and governance boards</li> <li>- Senior management teams</li> <li>- Chief officers</li> <li>- Elected members</li> <li>-</li> </ul>
<b>Content</b>	<ol style="list-style-type: none"> <li>1) Legal and policy context for adult safeguarding:</li> <li>2) Counter Terrorism and Security Act 2015 and statutory duties</li> <li>3) Local and National Prevent Strategy</li> <li>4) Role of the Prevent Board</li> <li>5) Roles and responsibilities of partner organisations</li> <li>6) Person centred approaches</li> <li>7) Parallel processes</li> <li>8) Board governance arrangements</li> <li>9) Scrutiny arrangements and key questions</li> </ol>
<b>Suggested delivery methods</b>	Formal training, case study material and exercises, multi-agency seminars and workshops, practice guidance and toolkits, Prevent website.

## 7. Implementation

- 7.1 Individual organisations will be responsible for the implementation of the Training Strategy within their own agency. To ensure the most effective implementation, the PREVENT Board has made the following recommendations to individual organisations:
- To map the specific staff roles against the generic role types and functions described in section six
  - To use this framework to benchmark their current training on Prevent as part of reviewing their internal training plans and revising as appropriate.
  - To identify Prevent Champions in order to give Prevent a higher profile and to support practice development.
  - To ensure the organisation has at least one registered facilitator to support the Prevent training programme.
- 7.2 A Prevent website is being developed which will include a training section providing access to standardised resources and materials.
- 7.3 The impact and effectiveness of the Strategy will be monitored via the Hampshire and Isle of Wight Prevent Board.