

# Prevent Training and Competencies Framework



## NHS England INFORMATION READER BOX

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<b>Contact Details for further information</b>	Prevent Team Nursing Directorate 3 Leeds City Office Park Meadow Lane Leeds LS11 5BD

### Document Status

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# Prevent Training and Competencies Framework

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## 1 Context

Promoting equality and addressing health inequalities are at the heart of NHS England's values. Throughout the development of the policies and processes cited in this document, we have:

- Given due regard to the need to eliminate discrimination, harassment and victimisation, to advance equality of opportunity, and to foster good relations between people who share a relevant protected characteristic (as cited under the Equality Act 2010)<sup>1</sup> and those who do not share it; and
- Given regard to the need to reduce inequalities between patients in access to, and outcomes from healthcare services and to ensure services are provided in an integrated way where this might reduce health inequalities.

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<sup>1</sup> <https://www.gov.uk/guidance/equality-act-2010-guidance>

## 2 Background

### The Prevent Duty

Prevent is part of the Government counter-terrorism strategy CONTEST<sup>2</sup> and aims to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.

Prevent focuses on all forms of terrorism and operates in a 'pre-criminal' space'. The Prevent strategy is focused on providing support and re-direction to individuals at risk of, or in the process of being groomed /radicalised into terrorist activity before any crime is committed. Radicalisation is comparable to other forms of exploitation; it is a safeguarding issue that staff working in the health sector must be aware of.

**Radicalisation** is a process by which an individual or group adopts increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or undermine contemporary ideas and expressions of freedom of choice.

The Prevent Duty 2015<sup>3</sup> requires all specified authorities including NHS Trusts and Foundation Trusts to ensure that there are mechanisms in place for understanding the risk of radicalisation. Furthermore, they must ensure that health staff understand the risk of radicalisation and how to seek appropriate advice and support.

Healthcare staff will meet, and treat people who may be vulnerable to being drawn into terrorism. The health sector needs to ensure that healthcare workers are able to identify early signs of an individual being drawn into radicalisation.

Staff must be able to recognise key signs of radicalisation and be confident in referring individuals to their organisational safeguarding lead or the police thus enabling them to receive the support and intervention they require.

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<sup>2</sup> <https://www.gov.uk/government/collections/contest>

<sup>3</sup> <https://www.gov.uk/government/publications/prevent-duty-guidance>

### 3 Introduction

The Prevent Training and Competencies Framework has been developed in order to meet the Prevent Duty (2015) and to encourage a consistent approach to training and competency development in respect of Prevent.

The framework should be used in conjunction with the Intercollegiate Document Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff (2014)<sup>4</sup> to ensure consistency in training and competency development.

It provides clarity on the level of Prevent training required for healthcare workers through identifying staff groups that require Basic Prevent Awareness (BPA) and those who are required to attend the Workshop Raising Awareness of Prevent (WRAP).

This document will support NHS provider organisations, NHS Commissioners and organisations providing services on behalf of the NHS, to meet contractual obligations in relation to safeguarding training, as set out in the NHS Standard Contract<sup>5</sup>

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<sup>4</sup> [www.rcoa.ac.uk/document-store/safeguarding-children-and-young-people-roles-and-competences-healthcare-staff-2014](http://www.rcoa.ac.uk/document-store/safeguarding-children-and-young-people-roles-and-competences-healthcare-staff-2014)

<sup>5</sup> <https://www.england.nhs.uk/nhs-standard-contract/16-17>

## 4 Basic Prevent Awareness Training

<p><b>Staff groups</b></p>
<p>Those staff identified as requiring Level 1 and Level 2 training within the <b>Safeguarding Children and Young people intercollegiate guidance</b> (pages 12 &amp; 14)</p> <p>Level 2 should be the minimum level of competence for all clinical and non-clinical staff that have contact with adults, children and young people and/ or parents/carers. This will include for example receptionists, transport staff and phlebotomists.</p> <p>Competencies should be reviewed annually as part of the appraisal process.</p>
<p><b>Competencies</b></p>
<p>Knowledge</p> <ul style="list-style-type: none"> <li>• Understands the objectives of the Prevent strategy and the health sector contribution to the Prevent agenda;</li> <li>• Knows what their professional responsibilities are in relation to the safeguarding of adults, children and young people at risk;</li> <li>• Understands the vulnerability factors that can make individuals susceptible to radicalisation or a risk to others;</li> <li>• Knows who to contact and seek advice from if they have concerns about an individual who may be being groomed into terrorist activity.</li> </ul> <p>Skills</p> <ul style="list-style-type: none"> <li>• Demonstrates an awareness and understanding of indicators of risk relating to individuals being radicalised;</li> <li>• Understands what impact direct (bullying, be-friending and influencing) or indirect (internet, media etc.) factors might have on individuals and how it might change their thoughts and behaviours;</li> <li>• Demonstrates ability to raise concerns and take action when they have concerns;</li> <li>• Knows who to refer concerns to (Prevent lead) and where to access advice;</li> <li>• Has an understanding of the importance of sharing information (including the consequences of failing to do so).</li> <li>•</li> </ul>
<p><b>Criteria for assessment</b></p>
<ul style="list-style-type: none"> <li>• Demonstrates an awareness and understanding of indicators of risk relating to individuals being radicalised ;</li> <li>• Demonstrates an understanding of appropriate referral mechanisms and information sharing;</li> <li>• Demonstrates an awareness of the Channel process: <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf</a></li> <li>• Is aware that Prevent aims to tackle all forms of terrorism and that the health sector contribution operates in the 'pre-criminal space.'</li> </ul>



**Basic Prevent Training delivery and training compliance targets**

Competency can be acquired by incorporating face to face or e-learning Prevent material into the organisation via:

- Induction sessions;
- Level 1 Safeguarding Children training and Level 1 Safeguarding Adults training;
- Level 2 Safeguarding Children training and level 2 Safeguarding Adults training;
- Safeguarding e-learning package.

Competency at levels 1 and 2 can also be achieved by completing the 2015 Health Education England, Safeguarding e-learning package, or other suitable package developed by the organisation that clearly demonstrates meeting the needs of staff at level 1 and 2.

**Maintaining Knowledge and skills.**

Staff should receive refresher training every three years as a minimum, all refresher safeguarding training should include key information on Prevent including reference to vulnerable groups and the appropriate actions to be taken if a concern is raised.

In addition to these programmes, Named Designated Professionals should circulate written update briefings and literature to all staff at least annually which would include, for example, any changes in legislation, changes to local policy and procedure or lessons learnt in respect of Prevent.

The training compliance target for Basic Prevent awareness training should be in line with the local agreed safeguarding key performance indicator.

## 5 Workshop Raising Awareness of Prevent (WRAP)

<b>Staff groups</b>
<p>Level 3 - as described in the Intercollegiate document for Children is for all staff who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child where there are safeguarding concerns. <a href="http://www.rcoa.ac.uk/document-store/safeguarding-children-and-young-people-roles-and-competences-healthcare-staff-2014">www.rcoa.ac.uk/document-store/safeguarding-children-and-young-people-roles-and-competences-healthcare-staff-2014</a></p> <p>This group will include for example; GPs, mental health practitioners, front line ambulance staff and chaplaincy staff. Similarly, those contributing to assessing, planning, intervening and evaluating the needs of adults should be considered to require level 3 training.</p> <p>Level 4 - Named professionals. Level 5 - Designated professionals.</p>
<b>Competencies</b>
<p>As outlined for Levels 1 and 2, and in addition:</p> <ul style="list-style-type: none"> <li>• How to support and redirect vulnerable individuals at risk of being groomed into terrorist related activities; and</li> <li>• How to share concerns, get advice, and make referrals into the Channel process and Prevent case management.</li> </ul> <p>Knowledge:</p> <ul style="list-style-type: none"> <li>• Understand Prevent in the context of the CONTEST strategy 2011 <a href="https://www.gov.uk/government/publications/counter-terrorism-strategy-contest">https://www.gov.uk/government/publications/counter-terrorism-strategy-contest</a> , and the concept of pre-criminal space;</li> <li>• Understand that radicalisation uses normal social processes, and the “power of influence” on all;</li> <li>• Recognise influence, and understand the concepts of polarisation and the use of narratives and ideology;</li> <li>• Understand the current threat level and that Prevent can be applied to all forms of terrorism, present or emerging;</li> <li>• Understand the term “vulnerable” in the context of Prevent and what vulnerabilities are exploited by terrorist groups;</li> <li>• 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;</li> <li>• Understand how to recognise, understand, share concerns, seek support and advice, and make referrals within their own organisations and with other agencies where appropriate;</li> <li>• Understand Channel multi-agency arrangements to provide support and redirection to individuals at risk of radicalisation;</li> <li>• Have knowledge of the Department of Health document: 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 2011. <a href="https://www.gov.uk/government/publications/building-partnerships-staying-safe-guidance-for-healthcare-organisations">https://www.gov.uk/government/publications/building-partnerships-staying-safe-guidance-for-healthcare-organisations</a>.</li> </ul>

<b>Criteria for assessment</b>
<p>Competency can be acquired by attending a Workshop to Raise Awareness of Prevent (WRAP)</p> <p>Ongoing: Organisations should ensure that staff are provided with appropriate updating/briefing on Prevent.</p> <p>Knowledge and skills reviewed during annual appraisal should ensure that individuals are up to date with current policy and practice.</p>
<b>Training delivery and training compliance targets</b>
<p>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. The employing organisation should be assured that all Facilitators have appropriate experience, background and qualifications to deliver this training.</p> <p>Workshops to Raise Awareness of Prevent (WRAP) should be completed within <b>12 months</b> of starting in a role requiring this level of training.</p> <p>The training compliance target for organisations at this level is 85% over 3 years or as agreed locally by the NHS Standard Contract holder.</p>

## 6 Competency Level for organisational Prevent Leads

<b>Staff Groups</b>
Organisational Prevent Leads in both commissioner and provider organisations.
<b>Competencies</b>
<p>In addition to the competencies gained from attending Basic Prevent Awareness (BPA) training and Working to Raise Awareness of Prevent (WRAP) - the Home Office training module, a Prevent Lead will be able to demonstrate that they:</p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• Are aware of and understand the requirements of relevant policy, including the Prevent Duty 2015 and the Channel guidance 2015;</li> <li>• Are able to advise staff in relation to any Prevent concerns;</li> <li>• Understand how to make a Prevent referral to Channel or alternative local multi-agency group and how to escalate unresolved concerns;</li> <li>• Understand the role of Channel panels and how to advise managers and practitioners on their participation in local panels;</li> <li>• Understand the Prevent Standards contained in the NHS Standard Contract and the need for compliance;</li> <li>• Are able to advise staff in relation to those thresholds and links to other adult and children's safeguarding and public protection processes.</li> </ul>
<b>Skills</b>
<ul style="list-style-type: none"> <li>• Know who the Channel Coordinator is for their area and how to contact them;</li> <li>• Are aware of the HM Government's Prevent strategy: guidance for healthcare workers and the related organisational self- assessment;</li> <li>• Understand the role of Channel panels and how to advise managers and practitioners on their participation in local panels;</li> <li>• Understand the Prevent Standards contained in the NHS Standard Contract and the need for compliance;</li> <li>• Are able to advise staff in relation to those thresholds and links to other adult and children's safeguarding and public protection processes;</li> <li>• Understand the requirements of both the Prevent Duty and Channel duty and the NHS role within it.</li> </ul>
<b>Criteria for assessment</b>
<ul style="list-style-type: none"> <li>• Attendance at a minimum of two NHS England Regional Prevent Forums every financial year;</li> <li>• Evidence of partnership working with the areas Channel Coordinator and Counter-Terrorism Unit officer(s);</li> <li>• Completion of Prevent related training advised by NHS England.</li> </ul> <p>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 Prevent policy and practice to undertake the role of organisational Prevent Lead.</p>

**Competency 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 3 is 100%.

**Board level**

There is a requirement for board members to have a basic understanding of safeguarding as outlined in the Safeguarding Children roles and competencies document [2014]. Board members must have Level 1 training which includes the ability 'to be able to recognise potential indicators of adult abuse - physical, emotional, domestic abuse, sexual abuse, FGM, neglect, self-neglect, financial, discriminatory, institutional, history of childhood abuse, **radicalisation** and human trafficking'.

**Get in touch**

Email - [england.safeguarding@nhs.net](mailto:england.safeguarding@nhs.net)

NHS England

Quarry House, Quarry Hill, Leeds, LS2 7UE

Twitter - @NHSENGLAND