

NHS ENGLAND PREVENT TRAINING AND COMPETENCIES FRAMEWORK

Background

Prevent is part of the Government's strategy for counter terrorism (CONTEST) and seeks to reduce the risks and impact of terrorism on the UK. CONTEST focuses on all forms of terrorism.

The aim of Prevent is to ensure that there are preventative strategies in place across all agencies to support and divert people who may be susceptible to radicalisation, before they become directly involved in any illegal activity relating to acts of violence or terrorism. Health is a key partner in the Prevent agenda and raising awareness of Prevent among front line staff providing health care is crucial.

Introduction

The purpose of this document is to encourage a consistent approach to raising awareness of Prevent strategy, which is a part of the wider safeguarding agenda. A Prevent Training and Competencies Framework had been developed to support NHS providers (including providers of NHS services commissioned in the private and 3rd sector) in meeting their contractual obligations in relation to the Prevent strategy. It is the role of the Clinical Commissioning Group to hold the providers to account on the NHS Standard Contract requirements. The Prevent Training and Competencies Framework works in conjunction with the 'Safeguarding Children and Young people: roles and competences for health care staff. Intercollegiate Document' (December 2013) in order to ensure a consistent approach within the children safeguarding agenda and develop some parity between the expectations to safeguard both children and adults at risk.

The framework aims to assist organisations in developing their training framework in relation to raising awareness of the Prevent strategy and in identifying staff groups requiring basic Prevent awareness training and Workshop to Raise Awareness of Prevent (WRAP or Health WRAP). It has been developed between October 2013 and April 2014 by NHS England Regional Prevent Coordinators and the Regional Prevent Forum Working Group in the South West, consisting of NHS Prevent Leads from both commissioning and provider organisations.

Basic Prevent awareness training

Staff groups

- All NHS staff, health care students or volunteers who are in contact with patients, the public or staff in commissioning (Clinical Commissioning Group or Area Team) and provider organisations
- Staff requiring **Level 1** safeguarding training - All staff working in healthcare settings
- Staff requiring **Level 2** safeguarding 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, ambulance staff, dentists and dental care practitioners, audiologists, optometrists, contact lens and dispensing opticians, adult physicians, surgeons, anaesthetists, radiologists, nurses working in adult/community services (including practice nurses), allied health care professionals and all other adult orientated secondary care health care professionals including technicians and GP receptionists.

Competencies

Knowledge

- what the national objectives of the Prevent strategy are and how can they contribute to Prevent agenda;
- What their professional responsibilities are in relation to the safeguarding of vulnerable adults, children and young people;
- what to look for which may indicate possible vulnerability or risk to others;
- who to contact and seek advice from if they have concerns in relation to risk of radicalisation or terrorism.

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 others on susceptible individuals [direct or internet];
- Know what action to take if you have concerns, including to whom you should report your concerns and from whom to seek advice;
- 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;
- Demonstrates an understanding of appropriate reporting mechanisms in own organisation i.e. knows who to contact

(organisational Prevent Lead), where to access advice and how to report.

Training delivery and training compliance targets

A set of slides that cover the knowledge and competencies provided by NHS England to be incorporated as part of the organisation's:

- Induction
- Or Level 1 Safeguarding Children training
- Or Level 1 Safeguarding Adults 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 contacts.

The training compliance target for Basic Prevent awareness training should be in line with the current national requirements for safeguarding training.

Workshop to Raise Awareness of Prevent (WRAP or HealthWRAP)

Staff groups

- Staff requiring **Level 3** safeguarding training - All clinical staff working with adults, children and young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child /young person or adult where there are safeguarding/child protection concerns including GPs, forensic physicians, urgent and unscheduled care staff, mental health staff (adult and CAMHs), child psychologists, adult learning disability staff, learning disability nurses, specialist nurses for safeguarding looked after children's nurses, health professionals working with substance misuse services, youth offender team staff, 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 dentists.
- Staff requiring **Level 4** safeguarding 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** safeguarding training - Designated Professionals (designated doctors and nurses, lead paediatricians, consultant/lead nurses, Child Protection Nurse Advisers (Scotland)).

Special consideration for priority staff groups

In addition to the above list, a special consideration should be given to training staff who have regular contact or exposure to individuals or groups with an identified level of vulnerability, as specified in Group A and Group B.

- Group A: Staff in services and roles that will always require Workshop to Raise Awareness of Prevent (WRAP) or HealthWRAP due to regular contact with individuals or groups with a higher level of vulnerability; and
- Group B: Staff in services or roles that will require a risk assessment on the level of contact with individuals and groups with a higher level of vulnerability to determine if Workshop to Raise Awareness of Prevent is required.

Group A

- Prevent Leads
- Ambulance staff
- Nurses working in adult/community services (including practice nurses)
- Court and prison based health staff
- Offender and forensic community health clinicians and practitioners
- Health staff in secure children's settings
- Front line ambulance staff
- School, college and university nurses and practitioners
- Pre-registration clinical tutors (medical, nursing, PAMs and social work)
- Chaplaincy staff
- PALS and Complaints staff
- People providing telephone triage services
- People providing services to migrants or asylum seekers
- Adult Safeguarding practitioners and leads in commissioner and provider organisations
- Children's Safeguarding practitioners and leads (including

Group B

- 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 working in primary care services
- People providing patient transport services
- Reception staff
- HR staff
- Occupational health staff
- People providing advocacy services
- Commissioners of services working with high risk groups
- Any other clinician and practitioner working in a service with regular higher vulnerability individuals or groups
- Advocates (IDVA services)

named and designated professionals) in commissioner and provider organisations

Level of contact with higher vulnerability groups

Although there is no single profile of a person who is vulnerable, some characteristics and circumstances of certain groups of individuals have been identified through experience as potentially increasing vulnerability.

The actuarial risks of raised vulnerability to radicalisation and use of violence associated with such groups of individuals are based on certain personal characteristics of individuals, and the demographic and community context in an area. Multiple risks associated with individuals may indicate an increased vulnerability over the presence of a single risk factor.

In assessing local risk factors, organisations should consider what local risk factors may be present, including :

- personal characteristic factors which can include age;
- certain mental and psychological and physical health problems;
- personality problems;
- social problems,
- historical exposure to trauma or grievance;
- demographic and community context factors which can include large university or college student populations, communities undergoing significant demographic change or those with raised levels of social problems or known local tensions or grievances.

Organisations also need to take into account whether they provide any services within the national Prevent priority areas.

Competencies

As outlined for Prevent basic awareness training.

At this level individuals should know:

- How to support and redirect individuals with vulnerability and at risk of being radicalised or drawn into a terrorist activities;
- How to share concerns, get advice, and make referrals into Channel process and Prevent Case Management.

Knowledge:

- Understand Prevent in the context of the national CONTEST strategy, and the concept of use of Pre-Criminal Space;
- Understand potential sources of radicalisation for the use of violence, and that no community is immune;

- Understand that radicalisation uses normal social processes, and the “power of influence” on all;
- Recognise influence, and understand the concepts of polarisation and use of narrative and ideology;
- Understand current threat and that Prevent can be applied to all forms of terrorism, present or emerging;
- Understand the interpretation of the term “vulnerable” and what vulnerabilities might look like;
- Understand the issues and challenges in working with Prevent;
- 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 what Channel is, and where the police responsibilities sit within that and why.
- Be aware of *Building Partnerships, Staying Safe: The health sector contribution to HM Government’s Prevent strategy: guidance for healthcare workers 2011*, and their organisations policy, procedures and systems for Prevent.

Criteria for assessment

Successful completion of an accredited WRAP or HealthWRAP course, and issue of a certificate of completion.

On-going: Organisations should issue an update/briefing on Prevent to staff trained in HealthWRAP annually (or more frequently if required). 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.

Training delivery and training compliance targets

Workshop to Raise Awareness of Prevent 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 2 is 90% over 3 years or as agreed locally by the NHS Standard Contract holder.

Workshop to Raise Awareness of Prevent may be delivered on a single organisation basis, on a partnership basis between organisations, or on a multi-agency basis.

COMPETENCY LEVEL for organisational Prevent Leads

Level of contact with higher vulnerability groups
General exposure to the public and other staff
Staff groups
Organisational Prevent Leads in both commissioner and provider organisations
Competencies
<p>In addition to the competencies of Basic Prevent awareness training and Workshop to Raise Awareness of Prevent, Prevent Lead will be able to demonstrate that they:</p> <ul style="list-style-type: none">• Are aware of the <i>HM Government's Prevent strategy: guidance for healthcare workers 2011</i> and the related organisational self-assessment;• Are able to advise staff in relation to any Prevent concerns;• Understand how to make a Prevent referral within the local multi-agency referral system 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.
Criteria for assessment
<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 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 regional NHS England Prevent Forums
- Participation in local or regional multi-agency Prevent Forums/Boards
- Attendance at local multi-agency training events
- Attendance at local, regional or national conferences on Prevent

The compliance target for organisational Prevent Leads in organisations at Level 3 is 100%.

Acknowledgments:

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Supporting guidance:

Appendix 1 – NHS England Prevent Training and Competencies Framework Decision Tree for NHS Provider Prevent Level 2 Training
Appendix 2 – NHS England Prevent Training and Competencies Framework Risk Assessment

Document history:

First draft tabled at NHS England Regional Prevent Coordinators national Forum on 17/12/2013

Second draft aligned to the Safeguarding Children and Young people: roles and competences for health care staff. Intercollegiate Document' and tabled at NHS England Regional Prevent Coordinators national Forum on 12/02/2014

Third draft learning outcomes aligned to WRAP3 (Home Office, OSCT Prevent Unit)

Final draft tabled at NHS England Regional Prevent Coordinators national Forum on 10/04/2014