

NHS England – Prevent Training and Competencies Framework



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Prevent Training and Competencies Framework

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1 Background

Prevent is part of the Government's counter-terrorism strategy CONTEST and aims to stop people becoming terrorists or supporting terrorism; as such it is described as the only long term solution to the threat we face from terrorism. Prevent focuses on all forms of terrorism and operates in a pre-criminal space, providing support and re-direction to vulnerable individuals at risk of being groomed in to terrorist activity before any crimes are committed. Radicalisation is comparable to other forms of exploitation; it is therefore a safeguarding issue staff working in the health sector must be aware of.

Raising awareness of the health sector contribution to the Prevent strategy amongst healthcare workers is crucial. We are one of the best placed sectors to identify individuals who may be groomed in to terrorist activity, with 1.3 million people employed by the NHS and a further 700,000 private and charitable staff delivering services to NHS patients, we have 315,000 patient contacts per day in England alone. Staff must be able to recognise signs of radicalisation and be confident in referring individuals who can then receive support in the pre-criminal space.

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) 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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2 Introduction

The purpose of this document is to encourage a consistent and proportionate approach to raising awareness of Prevent as part of the wider safeguarding agenda. The Prevent Training and Competencies Framework has been developed to provide clarity on the level of training required for healthcare workers; it identifies staff groups that require basic Prevent awareness and those who have to attend Workshops to Raise Awareness of Prevent (WRAP). This will support NHS provider organisations and organisations providing services on behalf of the NHS to meet contractual obligations in relation to safeguarding as set out in the NHS Standard Contract.

It is the role of Clinical Commissioning Groups to hold providers to account on the NHS Standard Contract. The Prevent Training and Competencies Framework has been developed in conjunction with the 2014 Intercollegiate Document in order to ensure a consistent approach to training and provide parity between the expectations to safeguard both children and adults with care and support needs.

3 Basic Prevent Awareness Training – Level 1 & 2

Staff groups

Staff requiring Level 1 safeguarding training - All staff working in the health sector

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, 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.

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).

Choose an item.

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.

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

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.

Choose an item.

4 Prevent Awareness Training – Level 3, 4 & 5

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| Staff groups |
| <u>Level 3 staff groups</u> 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. |
| <u>Level 4 staff groups</u> 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) |
| <u>Level 5 staff groups</u> 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: <ul style="list-style-type: none">• 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. |

Choose an item.

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.

Criteria for assessment

Attendance at a Workshop to Raise Awareness of Prevent (WRAP) and receipt of a certificate of completion.

On going: Organisations should issue an update/briefing on Prevent to staff who have attended WRAP 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

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.

Choose an item.

5 Competency Level for organisational Prevent Leads

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| 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, a Prevent Lead will be able to demonstrate that they:</p> <ul style="list-style-type: none">• 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 |
| <ul style="list-style-type: none">• 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. |

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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.

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%.