

Putting Barnsley People First

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| Title: | ***Prevent* Policy** |
| Owner: | Barnsley Clinical Commissioning Group |
| Author | Gillian Pepper  Patient Experience and Adult Safeguarding Designated Nurse |
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| Compliance: | Mandatory for all permanent and temporary employees of Barnsley Clinical Commissioning Group |
| Equality & Diversity Statement: | This Policy has been subject to a full Equality& Diversity Impact Assessment |

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| **CONTROL RECORD** | | | | | | |
| **Title** | Prevent Policy | | | | | |
| **Purpose** | To ensure that Barnsley Clinical Commissioning Group is compliant with their Mandatory Duty as stated the Counter Terrorism and Security Act 2015 | | | | | |
| **Audience** | All staff employed by the Barnsley Clinical Commissioning Group | | | | | |
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| **Owner** | Barnsley Clinical Commissioning Group | | | | | |
| **Author** | Gillian Pepper, Patient Experience and Adult Safeguarding Designated Nurse | | | | | |
| **Assisted in the Development of the document** | Elaine Barnes, Equality & Diversity Lead | | | | | |
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| **1.** | **INTRODUCTION** |
| **1.1** | **Contest** |
|  | The Government’s National Counter Terrorism Strategy, aims to reduce the risks from terrorism, so that people can go about their lives freely and with confidence. |
| **1.2** | These forms of terrorism include:  * + - Far Right extremists e.g. English defense league     - Al-Qa’ida influenced groups     - Environmental extremists     - Animal Rights extremists |
|  | CONTEST has four national work streams:  * Pursue: to stop terrorist attacks * Protect: to strengthen our protection against terrorist attack * Prepare: where an attack cannot be stopped, to mitigate its impact * ***Prevent***: to stop people becoming terrorists or supporting terrorism |
|  | The national *Prevent* Strategy (2011) addresses all forms of terrorism including extreme right wing factions but continues to prioritise according to the threat posed to our national security. |
|  | The aim of *Prevent* is to stop people from becoming terrorists (often referred to as being radicalised) or supporting terrorism. It operates in the pre-criminal space before any criminal activity has taken place.  The Counter Terrorism and Security Act 2015, section 29 places a duty on specified authorities, including health, *‘in the exercise of their functions to have due regard to the need to prevent people from being drawn into terrorism’.*  The Act mandated the need for health professionals to ensure that, where there are signs that someone has been or is being drawn into terrorism, the health care worker is trained to recognise those signs correctly and is aware of and can locate available support, where necessary. |
| **2.** | **Purpose** |
|  | The Department of Health is a key strategic partner in The *Prevent* Strategy as health care professionals may meet and treat people who are vulnerable to radicalisation. Being drawn into terrorism includes not just violent extremism but also nonviolent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. |
|  | Preventing someone from becoming a terrorist or supporting terrorism is no different from safeguarding vulnerable individuals from other forms of exploitation. Therefore, this Policy stands alongside the NHS Barnsley Clinical Commissioning Group Safeguarding Vulnerable Clients Policy. |
| **3.** | **TRAINING**  Staff must receive training which is relevant to their role. In order to provide a consistent and proportionate approach to raising awareness of Prevent, NHS England have developed a Prevent Training and Competences Framework (Appendix 1 ).  A leaflet is provided which covers the competences required for staff groups 1 and 2 (Appendix 2). |
| **4.** | **RESPONSIBILITIES** |
| **4.1** | **The Chief Officer** |
|  | The Chief Officer has responsibility for meeting the requirements and for implementing guidance issued by HM Government contained within the Counter Terrorism and Security Act 2015. |
| **4.2** | Staff |
|  | All staff involved in the care and/or commissioning of healthcare should ensure they are aware of theirresponsibilitiesand the training requirements within the NHS England Prevent Training and Competences Framework. This policy applies to all staff regardless of gender, age, disability, sexual orientation, race, language, religion, ethnic or social origin employed by Barnsley CCG. |
| **4.3** | **Barnsley CCG *Prevent* Lead** |
|  | * + - Ensure that best practice around *Prevent* is promoted, implemented and monitored both within the CCG and within commissioned provider services. |
|  | * + - Ensure that safeguarding and *Prevent* leads work within the local health and social care economies to influence local thinking and practice. |
|  | * + - Ensure that provider contracts specify compliance with *Prevent* Strategy and that commissioned services are supported and contract monitored for compliance. |
|  | * + - Work with local agencies to provide joint strategic leadership on the *Prevent* agenda in partnership with Local Authorities, provider clinical governance teams and safeguarding leads, CQC, and South Yorkshire Police. |
|  | * + - Engage with local, regional and national *Prevent* forums. |
|  | Barnsley CCG has a range of measures in place for monitoring the services that they commission including through: |
|  | * + - Contractual obligations which include safeguarding standards     - Performance Management / Quality Assurance meetings and reporting     - Reporting Section 11 Children Act 2004 compliance     - Quality Assurance of Annual Safeguarding Reports     - Adult safeguarding dashboard submitted by providers |
|  | Contract review meetings are in place with all providers that BCCG commissions services from, using agreed contract-monitoring processes in which compliance is assessed and challenged. |
| **5.** | **Implementation of the *Prevent* Strategy** |
|  | All staff within BCCG will have training in line with NHS England Prevent Training and Competency Framework. |
| **5.1** | **Providers** |
|  | Provider organisations are responsible for ensuring compliance with the *Prevent* Strategy Training in line with NHS England Prevent Training and Competency Framework.  They must ensure that there is clarity as to who holds corporate responsibility for *Prevent* functions within the organisation, and that appropriate governance and safe systems are in place to deliver best practice. |
|  | They must be in a position to provide assurance to BCCG that responsibilities with respect to their responsibilities within theCounter Terrorism and Security Act 2015are being discharged. |
| **6.** | Review and Compliance Monitoring |
| **6.1** | Review |
|  | This policy will be reviewed annually. |
| **6.2** | **Advice** |
|  | Gillian Pepper Adult Safeguarding Designated Nurse  Tel: 01226 433747  E mail:Gillian.pepper@nhs.net |
| **7.** | **REFERENCES** |
| **NHS England – Prevent Training and**  **Competencies Framework** | The full *Prevent* Strategy can be obtained by following this link -  <https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf>  A dedicated website to report online content that may be illegal is available at  [www.direct.gov.uk/en/CrimeJusticeAndTheLaw/Counterterrorism/DG\_183993](http://www.direct.gov.uk/en/CrimeJusticeAndTheLaw/Counterterrorism/DG_183993)  HM Government. Prevent Duty Guidance for England and Wales (2015)  **Appendix one**    **NHS England – Prevent Training and**  **Competencies Framework** |

**Prevent Training and Competencies Framework**

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Prepared by: Shaun McCartney

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6. **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.

1. **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.

1. **Basic Prevent Awareness Training – Level 1 & 2**

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| **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). |

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| **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. |

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1. **Prevent Awareness Training – Level 3, 4 & 5**

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| **Staff groups** |
| Level 3 staff groups  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 anesthetists 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.  Level 4 staff groups  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)  Level 5 staff groups  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. |

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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.

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1. **Competency Level for organisational Prevent Leads**

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| **Staff Groups** |
| Organisational Prevent Leads in both commissioner and provider 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. |

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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%. | |

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Appendix two

The key challenge for the health sector is to ensure that where there are signs that someone has been or is being drawn into terrorism, healthcare workers can interpret those signs correctly, are aware of the sup- port that is available and are confident in referring the person for support.

Examples of factors that have been identified in case study reviews are:

* peer pressure
* influence from other people/the internet
* bullying
* criminal activity and anti-social behavior
* family tensions
* victim of race/hate crime
* lack of self-esteem or identity
* personal or political grievances.

Vulnerability can mean different things to different people, in the context of PREVENT we mean individuals who, because of their circumstances, experiences or state of mind are susceptible to a terrorist ideology. There is no single profile.

**If you have any concerns?**

If you believe someone is at risk of radicalisation you should speak to your line manager who will liaise with the PREVENT lead in the CCG. They can support

you in making a referral to the Police on **101** or to the Local Authority.

If you believe the individual may already be involved in terrorism or extremist activities you should contact the Anti -Terrorism hotline on **0800 789 321.**

If the concern is urgent then use **999.**

**Key Contact Details:**

**Initially contact your line manger within Barnsley CCG to discuss your concerns.**

**Other useful contact details for advice:- CCG PREVENT Lead:**

Gill Pepper: [Gillian.pepper@nhs.net](mailto:Gillian.pepper@nhs.net)

Tel: 01226 433747

**Designated Nurse Safeguarding Adults:**

Gill Pepper: [gillian.pepper@nhs.net](mailto:gillian.pepper@nhs.net)

Tel:01226 433747

**Designated Nurse for Safeguarding Children:**

Sharon Galvin: [Sharon.galvin@nhs.net](mailto:Sharon.galvin@nhs.net)

Tel: 01226 433708

**Customer Access Team – Barnsley MBC**

Mon—Thurs 8.45am-5pm

Fri 8.45am-4.30pm

Tel: 01226 773300

**Emergency Duty Team [24 Hour]**

0844 984 1800

**Additional useful information**

There is a lot of useful information about PREVENT available on the Home Office website:

[www.gov.uk/government/organisations/homeoffice](http://www.gov.uk/government/organisations/homeoffice)

**Specific guidance for health**

https:/[/w](http://www.gov.uk/government/publications/building-)w[w.gov.uk/government/publications/building-](http://www.gov.uk/government/publications/building-) partnerships-staying-safe-guidance-for-healthcare- organisations

**1st edition August 2015**

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**PREVENT**

**Working together to prevent people from being drawn into terrorism**

This leaflet provides some essential information for all Barnsley CCG staff about PREVENT the Government’s counter –terrorism strategy. This includes personal and professional

responsibilities and also gives details of how to seek further help or information.

The Government has directed that PREVENT falls within the safeguarding adults and children agenda.

**It is important that you please take the time to read this leaflet, and access further training if it is relevant to your role (see Safeguarding children and young people: roles and competences for health care staff. Intercollegiate Document March 2014)**

**What is PREVENT**

PREVENT is part of the Governments’ counter- terrorism strategy that aims to stop people becoming terrorists. It is a multi-agency approach to safe- guarding people who are vulnerable and/or at risk of radicalisation.

The Counter Terrorism and Securities Act 2015 places a statutory duty on the NHS regarding

* Staff Training
* Policies and Procedures
* Partnership working
* Risk Assessment
* Monitoring and Enforcement

At present these only apply to all NHS Trusts and Foundation Trusts however, it is anticipated that future updates of the duty will include a wider

range of health organisations. The CCG has a duty to

monitor that these arrangements are in place.

**How does PREVENT work?**

Its aim is to help us get a deeper understanding of how individuals become radicalised and thus help to identify ways of preventing people from becoming terrorists or supporting violent extremism.

The process of radicalisation includes exposure of an individual to extreme viewpoints that may eventually influence the person to carry out an act of violent extremism or terrorism. The process could take weeks, months or even years. PREVENT can intervene during the process and stop someone becoming a terrorist or supporting violent extremist activities.

Violent extremism is where people seek to justify or promote terrorism or encourage others to commit such acts.

**What is CHANNEL?**

Channel is a process developed to support people at risk of being drawn towards terrorism or violent extremism.

Multi– agency partners work together to support individuals vulnerable to radicalisation and provide tailored safeguarding measures to support their needs. Channel partners include Local Authorities, Healthcare providers, Probation, Police and members of the community.

A range of options are available including mentoring, welfare support and access to key services. If you have concerns that an individual is susceptible to radicalisation or recruitment by terrorists or violent extremists a referral at the earliest opportunity in- creases the likelihood of any interventions being effective.

**Terrorism**

Terrorism can occur anywhere in the world with atrocities carried out in support of various ideologies. There is no single definition of terrorism but it commonly refers to criminal acts intended to provoke a state of terror in the general public.

The most serious threat we face in the UK is from international terrorist organisations who wrongly use religion to justify their actions.

However, terrorism can be motivated by a range of ideologies or other factors including religion, politics and race. In the UK extreme right wing groups and single issue groups such as animal rights activists can also pose a significant threat.

**What does this mean for CCG employees?**

Extremism in itself is not illegal but everyone needs to be aware of potential signs of it because it can act as a path- way to terrorism. PREVENT does not aim to criminalise people for holding extreme views; instead, it seeks to stop individuals from encouraging or even committing violent activities.

We all have a role to play in PREVENT within our organisations and communities by helping people understand what the strategy aims to achieve.

**How might we recognise risk?**

It should not be assumed that the characteristics set out below necessarily indicate that a person is either com- mitted to terrorism or may become a terrorist. The assessment framework involves three dimensions:

**Engagement**

* Feelings of grievance and injustice
* Feeling under threat
* A need for identity, meaning and belonging
* A desire for status
* A desire for excitement and adventure
* A need to dominate and control others
* Susceptibility to indoctrination
* A desire for political or moral change
* Opportunistic involvement
* Family or friends involvement in extremism
* Being at a transitional time of life
* Being influenced or controlled by a group
* Relevant mental health issues Intent
* Over-identification with a group or ideology
* Them and Us’ thinking
* Dehumanisation of the enemy
* Attitudes that justify offending
* Harmful means to an end
* Harmful objectives Capability
* Individual knowledge, skills and competencies
* Access to networks, funding or equipment.