

KENT & MEDWAY TRAINING PLAN

Kent and Medway







Version 1 July 2025

Introduction

The purpose of this document is to encourage a consistent and proportionate approach to raising awareness of the PREVENT agenda as part of the wider safeguarding agenda and to comply with the Kent County Council(KCC) and Medway Council's obligation under the Counter Terrorism and Security Act 2015 guidance. This training plan can be used to support training across all Kent and Medway parts in fulfilling their Prevent duty. The Counter Terrorism and Security Act 2015 (CTSA 2015) states local authorities have "due regard to the need to prevent people from being drawn into terrorism".

PREVENT is an element of the Governments counter terrorism strategy known as CONTEST. The aim of Prevent is to stop people from becoming terrorists or supporting terrorism.

The objectives of Prevent are:

- tackling the ideological causes of terrorism
- intervening early to support people susceptible to radicalisation
- enabling people who have already engaged in terrorism to disengage and rehabilitate.

Purpose

The purpose of this document is to provide a structured long-term response as to how the PREVENT eLearning, Prevent and Channel Manager, Prevent Community Engagement Officer and Prevent Education Officers' training will be provided throughout Kent and Medway, as part of a rolling program of training and awareness raising.

Responsibilities

To ensure the Kent and Medway Prevent Team by way of Kent County Council (KCC) and Medway Unitary Authority (UA) achieves their statutory obligation with reference to the Prevent Duty under the Counter Terrorism Security Act 2015 (CTSA 2015) and pay due regard to preventing people being drawn into terrorism.

Organisational Prevent Leads / Heads of Service/Senior Managers

Organisational Prevent Leads, Heads of Service and senior management have responsibility for their service in respect to this duty and its compliance.

Senior managers have a duty to make themselves familiar with the requirements of their respective sections in relation to PREVENT to ensure the Local Authority, compliance with the CTSA 2015.

Levels of Training

The level of training required will depend on the nature of the employee's role, level of responsibility and opportunity for interaction with individuals who may be vulnerable and/or susceptible to radicalisation.

All Staff Basic Training

All statutory prevent partners to complete their internal Prevent E-learning module which is saved to their training record held on a central register.

This gives all staff a sufficient level of knowledge which meets compliance with the Prevent duty.

Levels 1-4

The purpose of these levels of training is to ensure that all staff are suitably equipped to be able to recognise the basic behavioural patterns relating to radicalisation. The priorities in the Counter Terrorism Local Profile (CTLP) and Counter Terrorism Situational Risk Assessment (CTSRA) form the focus in this training. This also includes all local context that is relevant to Kent and Medway.

Elected Members / Councillors

Elected Members / Councillors play a significant role in our communities through both engagement and representation; therefore suitable training is essential, so they have a clear understanding of the safeguarding ethos of Prevent and Channel. The following is recommended as training every 2 years for Elected Members / Councillors:

- Home Office Prevent E-Learning
- Kent and Medway Prevent Team Training for local context
- Knowledge on how to submit a Prevent Referral
- Demonstrate knowledge on the Channel structure and procedure

The decision as to which category an employee falls into is dependent upon the level of access the role has to young people or adults and this will further be determined by the level of regional risk.

Briefings

The briefings delivered by the Kent and Medway Prevent Team are designed to give an overview and update on progress or developments regarding the delivery of Prevent in Kent and Medway. These are delivered as and when requested by primarily senior management, Elected Members/ Councillors, partnership groups and external partners, statutory and non-statutory. They can be delivered in person or online.

In addition to other Prevent related duties, the Prevent and Channel Manager is also responsible for overseeing the administration of the training within Kent and Medway. This entails:

- 1. Provision of bespoke training to high-risk groups, Channel chairs and specialist officers and all partners.
- 2. Provision of sessions for single points of contact for internal local authority departments, external commissioned services and partners.
- 3. Provision of sessions to Designated Safeguarding Leads for schools/Primary and secondary schools— delivered by the Prevent Education Officers (See PEO Offer on Pages 11-13) and all community training delivered additionally by the Prevent Community Engagement Officer.
- 4. Assisting and managing commissioned services compliance with pre commissioned contract with the Local Authority to satisfy Prevent duty responsibilities including the provision of training.
- 5. Providing formal responses in partnership with the Local Authority Organisation Development Team for figures relating to staff training levels.

Statutory / Non Statutory Partners

This training strategy applies to all statutory partners but can be utilised by all partners as the Kent and Medway Prevent team are available for all across Kent and Medway. All sessions are available via Kent Children's Safeguarding Multi-agency Partnership (KSCMP).

However, bespoke sessions for whole organisations / partners / teams / groups are available by contacting prevent@kent.gov.uk.

Tiered training levels An overview of the Kent and training provided by **Medway** the Prevent and **Prevent** Channel Manager and Prevent Community **Training Engagement Officer** can be illustrated on the image to the right. Level 3 Level 4 Level 2 Level 1 **Basic Training** Prevent Venue **Domestic Abuse** Extremist ideology Channel Panel Hire Guidance for and Extremism Overview Induction partners Understanding Antisemitism **Understanding Left** Prevent Stickering Wing and Single and Graffiti Understanding **Anarchist Terrorism** Awareness for Islamist Extremism (LASIT) partners Extremist ideology: Channel Panel Extremist ideology – Emerging and other Overview Extreme right-wing extremist ideologies (ERW) ideology InCels: online subculture of misogyny Prevent Extremist identities Awareness and online and online Radicalisation spaces

Tiered Training Levels - Explained

Basic Training

This refers to any E-learning or mandatory training. For Statutory Partners, this will be mandated through own organisations, e.g. Police, Local Authority, Education, Health, Prisons, Probation and may be provided by organisations' own E Learning systems. This may also reference the Home Office E Learning package.

All are expected to complete Prevent E-Learning before moving into Level 1.

Level 1

This should be completed by key frontline staff within all of the organisations listed above.

Level 2

This should be completed by all staff from Level 1 as well as managers/senior managers.

Level 3

This should be completed by staff with specialist responsibilities, such as Safeguarding Leads, organisational Prevent Leads, Safeguarding Champions etc.

Level 4

This should be completed by staff who are expected to attend Channel Panel as part of their role.

Education Settings

As well as all of the above available to you, there is an Education training Offer in the following pages, available via our Prevent Education Officers.

Booking onto training

This training strategy applies to all statutory partners but can be utilised by all partners as the Kent and Medway Prevent team are available for all across Kent and Medway. All sessions are available via <u>Kent Children's Safeguarding Multi-agency Partnership (KSCMP)</u>.

However, bespoke sessions for whole organisations / partners / teams / groups are available by contacting <u>prevent@kent.gov.uk</u>.

Prevent Training Offer - Prevent and Channel Manager and Prevent Community Engagement Officer







2024 Kent and Medway Prevent Training Offer

Key:	Training available	Ready from September 2024	NEW Training in development

All sessions can be tailored to suit agencies or service needs and sessions can be combined.

	<u>Title</u>	<u>Duration</u>	<u>Delivery</u> format	Description of training	
1.	Prevent Awareness and Radicalisation	2 hours	Face-to-face or virtual	An awareness and interactive session, to cover: Strategy and legislation. Including 2023 CONTEST refresh, Counter Terrorism and Security Act & the new Prevent Duty and Channel Duty Guidance 2023. National counter terrorism threats Kent and Medway context, threats, and risks Ideologies and narratives Radicalisation and vulnerability/susceptibility factors Vulnerability to radicalisation (V2R) Case Studies Making a referral and Prevent referral pathway.	
2.	Extremist ideology — Overview	45minutes – 1 hour	Face to Face or Virtual	Awareness session to increase knowledge of extremist ideologies: Identify extremist ideologies Recognise the characteristics of extremist ideologies Understand why individuals with extremist ideologies may be more at risk of terrorism or supporting terrorism Explain the non-ideological factors that may contribute to terrorism Explain how complex needs interplay with extremist ideologies Identify when an individual expressing an extremist ideology should be referred to Prevent	
				 Support organisations Prevent referral pathway. Contacts 	
3.	Extremist ideology — Extreme right- wing (ERW) ideology	1 hour	Face to Face or Virtual	Awareness session to increase knowledge of ERW: • define extreme right-wing (ERW) ideology • identify the defining characteristics of ERW ideology • recognise contemporary manifestations of ERW ideology • understand how ERW ideology can motivate terrorism • make informed judgements on whether an individual expressing ERW ideology should be referred to Prevent	
4.	Understanding Antisemitism	1 hour	Face to Face or Virtual	Awareness session to increase knowledge of antisemitism: What is antisemitism? Define the ideology of antisemitism Explain how antisemitism is underpinned by conspiracy theories identify the characteristics of antisemitism Historical emergence and evolution of antisemitism Recognise contemporary manifestations of antisemitism Analyse how antisemitism motivates terrorism Make informed judgements on whether an individual expressing antisemitism should be referred to Prevent Ways to support across all partners. Support organisations Prevent referral pathway. Contacts	
5.	Channel Panel Understanding	1 hour	Virtual	An awareness and interactive session, to cover: Legislation, new 2023 Channel Duty Guidance Channel in Kent and Medway Local & national threats and risks	

Prevent Training Offer - Prevent and Channel Manager and Prevent Community Engagement Officer (continued)

				Channel Statistics and emerging extremist ideologist Real life Channel Case studies
				 What is your role? Making a referral and Prevent referral pathway. Contacts
6.	Understanding Islamist Extremism	1.5 hours	Virtual or face to face	Session will cover: What is Islamist extremism? Define Islamist extremism Identify the defining characteristics of Islamist extremism Recognise contemporary manifestations of Islamist extremism Analyse how Islamist extremism motivates terrorism Make an informed judgement on whether an individual expressing Islamist extremism should be referred to Prevent Support organisations Prevent referral pathway. Contacts
7.	Channel Panel Induction	1 hour	Virtual	Are you attending the Channel panel for the first time? If so, this induction is for you. It will provide you with an overview of Channel in Kent and Medway and will equip you with the tools to represent your organisation. We will look at. Legislation, new 2023 Channel Duty Guidance Channel in Kent and Medway Local & national threats and risks Channel Statistics and emerging extremist ideologist Real life Channel Case studies Typical referrals seen at panel. Expectations of you How to contribute to Channel panel decisions
				 Making a referral and Prevent referral pathway. Contacts
8.	Extremist ideology — Emerging and other extremist ideologies	1.5 hours	Face to Face or Virtual	 Define emerging and other extremist ideologies Identify the defining characteristics of emerging and other ideologies Recognise contemporary manifestations of emerging and other extremist ideologies Analyse how emerging and other extremist ideologies can motivate terrorism Make informed judgements on whether an individual expressing emerging and other extremist ideologies should be referred to Prevent Support organisations Prevent referral pathway. Contacts
9.	Understanding Left Wing and Single Anarchist Terrorism (LASIT)	1 hour	Face to Face or Virtual	Session will cover: Context coming soon.
10.		1.5 hours	Face-to-face or virtual	 Workshop, to cover. Extremist use of online spaces, including social media and online gaming culture and terminology How extremists tailor narratives to online audiences Disinformation De-mystifying memes and terminology Right wing extremism in online gaming Islamist extremism in online gaming
11.	InCels: online subculture of misogyny	2 hours	Virtual or face to face	Workshop, to cover: • What are InCels?

Prevent Training Offer - Prevent and Channel Manager and Prevent Community Engagement Officer (continued)

				 Associated online culture and misogyny. Background and beliefs Terminology and language InCels with extremism What can we do? Local context Making a referral and referral pathway Contacts
12.	Prevent Venue Hire Guidance for partners	45 minutes	Virtual	 Prevent venue hire guidance has been developed to ensure local authorities and partners responsible for hiring venues to the public comply with the Counter Terrorism Security Act 2015 by ensuring due regard is given to Prevent in hire policies and arrangements. This webinar has been developed to assist all public sector partners with their duty.
13.	Prevent Stickering and Graffiti Awareness for partners	45 minutes	Virtual	Prevent stickering and graffiti awareness for partners has been created in response to incidents of this nature in Kent and Medway. The awareness webinar will: Assist partners and core services to know how and why to report Enable Kent and Medway to further strengthen our community spaces. What signs and symbols can you look out What is of an extremist or Hate Crime nature.
14.	Domestic Abuse and Extremism	2 hours	Virtual or face to face	Session will cover: The links with Domestic Abuse and Extremism Spotting the signs of Domestic Abuse linked with Extremism. Supporting Domestic Abuse services Links with the DARA/DASH Making a referral and referral pathway Contacts

Prevent Training Offer - Prevent Education Officers

To book these sessions, please contact your area Prevent Education Officer or book via KSCMP

Staff Training Sessions



The following training sessions are available to book for education professionals. Please view the following pages for more detail about what is offered for different types of settings.

Prevent Awareness and the Local Context

A session for all staff and governors that is designed to:

- Build understanding of the statutory Prevent Duty and your role within it.
- Develop your existing expertise and professional judgement to recognise individuals who may be susceptible to radicalisation.
- Provide a clear picture of the risks and threats nationally, regionally in Kent and Medway, and locally within your district.
- Offer suggestions for how to implement Prevent within a whole school approach and build students' resilience to extreme narratives.
- Ensure that staff understand the potential risks of the online space as a radicalising influence on children and young people.

Extremist Use of the Internet

A session for all staff/ settings that have previously undertaken 'Prevent Awareness and the Local Context' session, that is designed to:

- Understand how extremists use social media, gaming platforms and technology to lure and radicalise young people.
- Develop knowledge around the types of extremist content that can be found on mainstream platforms.
- Support education professionals to safeguard young people against extremism
 in the online space and how this can feed into the online safety curriculum.

Staff Training Sessions



Extreme Misogyny, Stereotyping, Influencers and the Manosphere

A session for all staff/ settings that have previously undertaken 'Prevent Awareness and the Local Context' session, that is designed to:

- Think about the impact of gender stereotyping and misogyny within our society, and how this shapes the issues around extreme and violent misogyny.
- Exploring violent misogyny, the Manosphere and the Incel movement.
- An optional 30 minute task-based session can be added to explore a script approach to tackling misogynistic language used by pupils in education settings.

Parent/Carer Prevent and Online Safety

A session for parents and carers that is designed to:

- Build an understanding of what radicalisation is and an overview of Prevent.
- Inform parents and carers about the risks of radicalisation in the online space.
- Provide practical safeguarding advice and guidance to protect young people from radicalisation online, as well as supporting them to develop critical thinking skills and resilience to extreme parratives.

Governor and DSL Prevent Awareness

If you are a DSL or school governor, please utilise the Department for Education's virtual training sessions covering Prevent policy guidance. These sessions are promoted within the South East Regional Coordinator newsletter - you can sign up to receive these via the following QR code. For additional local context, please contact your area's Prevent Education Officer and look on our KSCMP page.

Prevent Training Offer - Prevent Education Officers

Early Years and Primary Offer

Staff Training

We are now offering an <u>online only</u> model of delivery for Early Years and Primary school settings for our 'Prevent Awareness and the Local Context' sessions. These will be held 2 x termly.

Staff can sign up via KSCMP to attend virtually www.kscmp.org.uk/training

The dates for Terms 1 and 2 are:

Wednesday 24th September 2025 - 3:30 - 5pm Thursday 23rd October 2025 - 3:30 - 5pm Tuesday 11th November 2025 - 3:30 - 5pm Wednesday 10th December 2025 - 3:30 - 5pm

Dates for the remainder of the academic year will be released in due course.

Pupil Workshops

Year 6 'Young Zak the Gamer'

This workshop is aimed at delivering online safety messages to Year 6 pupils including themes of:

- · The sharing of personal information online
- Interacting with unknown users via gaming and social media
- Encountering hateful views online
- · What to do if something makes you feel uncomfortable online

Secondary and FE Offer

Staff Training

Secondary and Further Education settings are able to access any of our training sessions either face-to-face or virtually. Please note that minimum numbers of 20 apply for in-person sessions.

These can be booked directly by contacting your area's Prevent Education Officer.

Pupil Workshops

We can offer some bespoke sessions such as workshops and assemblies for secondary pupils if there is a particular need, and where our capacity allows.

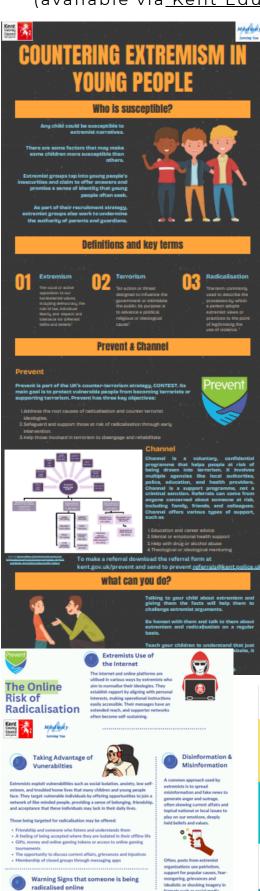
Please speak with your area's Prevent Education Officer to discuss this further.

Further training on KSCMP

The Kent and Medway Prevent Team are continually offering various virtual training courses via KSCMP if you would like to learn more about specific ideologies or Prevent themes. These are open to all education professionals.

Prevent Resources

(available via Kent Education Learning and Skills Information (KELSI)



CHANNEL







CHANNEL IS A KEY PART OF THE PREVENT STRATEGY AND IS REQUIRED BY LAW UNDER THE COUNTER TERRORISM AND SECURITY ACT 2015. IT'S A PROGRAMME IN ENGLAND AND WALES THAT HELPS PEOPLE WHO MIGHT BE AT RISK OF BECOMING INVOLVED IN TERRORISM.

Before any support can be provided under the Channel programme, the individual referred (or their parent or legal guardian, if they are under 18) must give their consent. This ensures that participation is voluntary and respects the individual's autonomy.

Early Intervention and Support

Referral Initial Assessment Channel Panel Review Support Plan nitoring and Review

Statistics



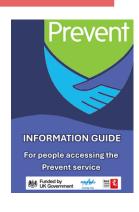
- ed through the Channel Programme als aged 15 to 20 accounted for the proportion (32%) referrals als aged 14 and under accounted fo lowed by individuals aged between

Relevant Contact Details:



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their area, and how best to support their communities. These experts include local authorities, the police, charities, and



Medway Serving You

Nent County Counter and Meeting Officers of the lead role in delivering the Prevent Strategy across Ker and Medway in accordance with the <u>Prevent Duty Guidance</u> and work with partners such as the Police, Education and Health.



Objectives

- Tackle the ideological causes of terrorism
- · intervene early to support people susceptible to radicalisation
- · enable people who have already engaged in terrorism to disengage and rehabilitate





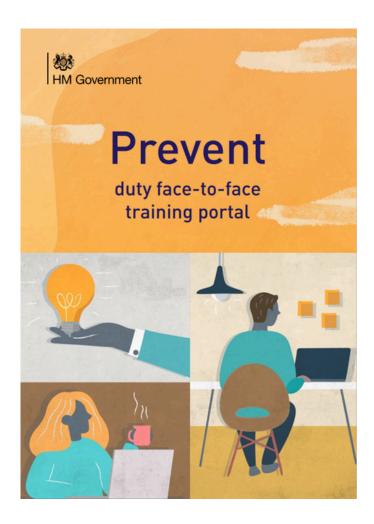
Home Office Training

Prevent duty face-to-face training portal

The Prevent Duty Trainer Portal is a secure online platform, designed to provide trainers with access to training resources to facilitate face-to-face training sessions on Prevent within their organisations. It is available to trainers in local authorities, education, prison, probation, police and health services across England, Wales, and Scotland.

Prevent awareness and ideology training modules are available on the Prevent Duty Trainer Portal, and are designed to be delivered in-person or virtually as an alternative to the Home Office GOV.UK Prevent duty training portal.

If you are interested in delivering Prevent training for your organisation please contact the <u>Prevent and Channel Manager, Jess Harman</u> to find out more about being onboarded.



Kent and Medway Prevent Team

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