

# Prevent Training Programme 12 Month Plan



## Overview

The Prevent Training Programme in Bury is a structured rolling 12-month professional development framework designed to build knowledge, confidence, and consistency among practitioners across education, health, local authorities, police, community groups and criminal justice agencies.

Aligned with the UK Government's Prevent Duty—a statutory requirement under the Counterterrorism and Security Act 2015—the programme aims to safeguard vulnerable individuals from radicalisation and support early intervention through informed, multi-agency action.

## Programme Aims

Participants will:

- Understand the Prevent Duty and its role within the wider CONTEST counter-terrorism strategy.
- Recognise the signs and indicators that someone may be vulnerable to radicalisation.
- Learn how to respond appropriately to concerns and make effective referrals.
- Gain awareness of the Channel Programme, a voluntary, multi-agency support process.
- Develop confidence in building resilience within communities against extremist narratives

## Delivery and Support

- Facilitators: Delivered by Prevent leads, safeguarding trainers, and specialist Home Office-accredited providers.
- Format: Blended learning – including face to face, online workshops, e-learning, and practical scenario sessions.
- Resources: Access to Home Office Prevent e-learning, local safeguarding board materials, and Bury Council Prevent guidance.
- Evaluation: Ongoing monitoring through participant feedback, pre/post-training surveys, and local Prevent data analysis.
- This comprehensive 12-month programme is designed to give professionals the skills and confidence to make a difference.

By the end of the respective training, participants will:

- Be fully trained and compliant with the Prevent Duty.

- Understand the local context and risks within Bury.
- Be confident in making referrals and supporting vulnerable individuals.
- Strengthen safeguarding practice through multi-agency collaboration.

## Which training package is best for me?

The below training programme Prevent Duty training programme designed to ensure all staff are equipped to recognise, respond to, and report concerns related to radicalisation. The programme is structured across different levels of responsibility, ensuring that each member of staff receives the right depth of knowledge and practical guidance for their role.

Staff will follow a structured training plan that outlines the specific courses available, what each entail, and who they are best suited for. This approach ensures that every employee, from frontline staff to senior leaders, develops the confidence and competence needed to fulfil their Prevent Duty responsibilities effectively.

## Prevent Duty Training – Choosing the Right Course

Bury Council's tiered Prevent Duty training programme ensures all staff receive the right level of knowledge and confidence to recognise, respond to, and report concerns about radicalisation. Training is structured by role and responsibility within a 12-month plan.

## Why This Training Has Been Chosen

Bury Council's Prevent training ensures all staff understand their safeguarding responsibilities under the Prevent Duty. The tiered approach provides the right level of knowledge for each role — from general awareness for all staff to specialist and leadership training for those managing or overseeing Prevent activity. This ensures a consistent, confident, and informed workforce equipped to recognise and respond to risks of radicalisation.

For full course details, visit the [Tiered Training Matrix – Bury Council](#)

## Safeguarding against Radicalisation – Bury Council E-Learning

**Course:** This e-learning module explores radicalisation and how it links to extremism and terrorism, including how the internet can influence and indoctrinate vulnerable people.

**Who it's for:** Mandatory for all council staff.

Covers An introduction to radicalisation, extremism, online risks and responsibilities as a council employee.

**Valid:** refresh every 3 years

**How to access:**

- Online: Bury Council e-learning portal
- Alternative formats: Paper copy or intranet version available.

## Level 1/2 – Frontline Staff (Enhanced Awareness) -online

**Course:** [Home Office Prevent e-Learning](#)

**Who it's for:** Staff, volunteers working directly with the public (e.g. housing, social care, education, youth/youth services).

**Covers:** What the Prevent Duty is, how to spot early signs, and how to report concerns.

**Valid:** refresh every 3 years.

## Prevent & Channel Awareness Level 2 - MS Teams / Face to Face

**Course:** Manchester's interactive designed package a Level 2 workshop – adopted by Bury and GM as an alternative to the Home Office level 3 advanced. This is a 3-hour workshop (This time can be adapted). There is also included an educational package for schools. Mobile devices are needed for this course

**Who it's for:** Aimed at schools, education settings, frontline professionals, volunteers and community groups who have direct contact with young people and members of the public in a caseload or direct setting. Includes sectors like education, alternative education, holiday clubs, health, social care, housing, and justice

**Covers:** know how Prevent applies to your role, recognise risk factors and signs of radicalisation. Learn to use the Notice, Check, share approach, identifying and supporting those at risk; recognise risk factors and signs of radicalisation. understand local risks and referral pathways.

**Valid:** refresh every 2 years

**How to access:** Delivered by: Bury Prevent Team [Prevent@bury.gov.uk](mailto:Prevent@bury.gov.uk)

## Level 3 Advanced– Frontline Staff (Enhanced Awareness) face to face

**Course:** Home Office level 3 Advanced –The Home Office's new face to face Level 3 Prevent Training replaces the old WRAP. Mobile devices / laptops are required for this course.

**Who it's for:** Aimed at safeguarding leads, managers, frontline professionals, volunteers and community groups who have direct contact with young people and members of the public in a caseload or direct setting. Includes sectors like education, alternative education, holiday clubs, health, social care, housing, and justice.

**Covers:** know how Prevent applies to your role, recognise risk factors and signs of radicalisation. learn to use the Notice, Check, share approach, identifying and supporting those at risk; recognise risk factors and signs of radicalisation. understand local risks and referral pathways.

**Valid:** refresh every 3 years

**How to access:** Delivered by: Bury Prevent Team [Prevent@bury.gov.uk](mailto:Prevent@bury.gov.uk)

## Reducing Permissive Environments - Venue Hire Due Diligence

**Course:** 45-minute session supports staff and volunteers involved in venue or room bookings to apply the Ask–Check–Decide approach. It helps ensure venues are not used to promote extremist views and that staff understand their role in due diligence and risk assessment.

**Who it's for:** Mandatory for all staff taking bookings in public buildings. Also, for community group's staff or volunteers responsible for venue bookings, facilities management, or community space hire.

**Covers:**

- The Ask–Check–Decide process for assessing bookings
- Roles and responsibilities under Prevent Duty

- Identifying and managing risks linked to extremist use of venues
- Annual “health check” process for ongoing compliance

**Valid:** Refresher recommended every 3 years or following significant policy updates.

**How to access:** Delivered by: Bury Prevent Team [Prevent@bury.gov.uk](mailto:Prevent@bury.gov.uk)

**Resources:**

- [Prevent – Venue Hire Guidance](#)
- [Bury Reducing Permissive Environments Handbook \(PDF\)](#)

## GM Prevent Practitioner Network

The Greater Manchester Prevent Practitioner Network is a regional forum for frontline staff involved in Prevent or safeguarding work across GM. It offers quarterly virtual sessions, updates, and networking opportunities to share good practice and strengthen local Prevent delivery.

**Who it’s for:** Managers, frontline practitioners, safeguarding leads, and staff working with vulnerable individuals or communities.

**Why join:**

- Stay up to date with Prevent developments across GM.
- Share experiences and best practice.
- Access training, resources, and multi-agency support.

**How to join:** [Register here](#)

## Educate Against Hate Lesson Plans

**Course:** A UK government-backed resource hub aimed at educators, parents and school leaders who want to protect young people from radicalisation, build resilience to hate and extremism, and promote fundamental British values.

**Who it’s for:** Teachers and school staff. School leaders and governors.

Parents and carers — to get practical advice and resources on recognising risks, talking about extremism and safeguarding children at home or online.

**Covers:** focus on helping pupils:

- Understand and resist extremism, radicalisation and hate.
- Develop critical thinking, especially about online content and misinformation.

- Learn about respect, tolerance, diversity and British values.
- Recognise and challenge prejudice, stereotyping and hate crime.
- Build skills for safe discussion and debate on sensitive topics.
- They also provide guidance for teachers on safeguarding, the Prevent duty, and handling difficult conversations, with resources for early years through secondary education.

**Valid:** Ongoing

For full course details: [Classroom resources Archives - Educate Against Hate](#)

## IMIX Resources

The following resources provide guidance for charity and voluntary organisations dealing with misinformation or far right targeting. Summaries have been prepared by the Northwest Community Cohesion Unit (Ministry of Housing, Communities and Local Government).

- Crisis Communications Resource — A practical guide for responding to crises involving misinformation or far-right activity. Available from IMIX’s resources page under “Crisis Communications.”
- [IMIX – Crisis Communications resources](#)
- Countering Mis/Disinformation Online – Online Blueprint — Toolkit for tackling online hate and misinformation (especially around migration), including decision trees, response templates, and myth-busting tools.
- [IMIX – Countering Dis/Misinformation Online toolkit](#) (scroll to relevant section)
- Guide for Charities Targeted by the Far Right — A comprehensive crisis-communications toolkit for organisations facing hostility or online targeting, with templates, a one-page crisis plan, and guidance on safeguarding and “digital hygiene.”
- [IMIX – Guide for Charities Targeted by the Far Right](#)

## Prevent Comms & Engagement Plan

Bury Council delivers Prevent communications through existing local channels to maximise reach and partnership working. Key activity includes sharing updates via monthly newsletters, LA social media signposting, and regular engagement with elected members, and community groups to provide wider public visibility and to strengthen community awareness and safeguarding.

## About Our Prevent Area

As an unfunded Prevent area, we face unique challenges—but also opportunities to work smarter. Our proactive communications and engagement plan focuses on innovative, cost-effective ways to reach people who may not normally have access to Prevent information. By meeting communities where they are and building trust through face-to-face conversations with Prevent leads, we continue to engage new audiences, strengthen understanding, and win hearts and minds through genuine, factual dialogue.

## Our Engagement Platforms

We use a range of platforms to help strengthen communities and promote clear, accessible Prevent messaging. This includes targeted social media updates, community newsletters, local networks, and partnerships with trusted organisations. We also make use of in-person forums, workshops, and drop-in conversations with Prevent leads to ensure people receive information in the ways that best suit their current knowledge, learning styles, identity and culture.

- Housing – community noticeboards newsletter and social media site
- Prevent pull up banners displayed at sports, community events and during training promoting visual awareness.
- Sports, music and community events utilised as a platform to promote and engage diverse communities.
- LA social media channels – signposting
- Elected members – regular comms, building relationships, regular meetings where prevent is discussed.
- Faith forums – joining quarterly meetings
- Community Safety forums
- Licensee teams – awareness of Prevent, licensee checks
- Night-time economy teams – feeding into GMP PACT meetings
- Hate Crime forums – feeding in, utilising events
- Bury VCFA Voluntary sector – information on website(requested)
- GP display screens (TBC)
- LA notice board/ screens
- Online Mis/Dis information links sent out via DSL forums

## Why these additions matter

- The toolkit makes clear that good communications and engagement are not just “nice to have” — they are a core part of a robust Prevent delivery model.
- Without clarity, transparency and community involvement, Prevent efforts risk being misunderstood, creating mistrust or stigma. By building outreach, plain-language information, and safeguarding assurances, the plan helps ensure Prevent is delivered in partnership with communities, not to them.
- A proactive approach — rather than reactive — increases public confidence, improves early identification or referral of concerns, and strengthens community resilience.
- Offers clear referral guidance: Simple, public-friendly explanation of when, how, and where to make a Prevent referral, with links to local pathways.
- Explain the Prevent model: Short, transparent overview of what Prevent is, how it works locally, and what happens after a referral.
- Myth-busting & positive case examples: Reassurance that Prevent is safeguarding, not criminalisation; anonymised positive stories where possible.
- Audience-specific messaging: Tailored comms for residents, schools, faith groups, voluntary sector, venue-hire teams, and frontline staff.
- Training promotion: Publicise available Prevent and Channel training, including refreshers for staff and partners.
- Reducing Permissive Environments Venue-hire guidance: Promote the safe-booking policy to ensure council and community venues aren't used for extremist activity.
- Proactive digital comms: short updates, FAQs, and safeguarding messages via social media, website banners, newsletters, and local press.
- Community engagement: Regular touchpoints with faith forums, voluntary organisations, youth groups, and local networks to build trust.
- Monitoring & evaluation: Track engagement activity, training uptake, web traffic, and improvements in awareness to refine & update comms.

Level	Description	Targeted Staff Group	Delivery Method	Responsibility	Occurrence
<b>Level 1</b>	Home Office Prevent Awareness e-learning course.	<p><b>Group E</b> Strategic Leaders and decision makers</p> <p><b>Group F</b> Public services leaders an elected member</p>	<p>Online course 30 mins to 40min) &amp; a briefing/advice on the CTLP and resulting training requirement of their service area.</p> <p><a href="#">Prevent duty training: Learn how to support people susceptible to radicalisation</a></p>	The responsibility to promote will fall to the Senior Management Team and the Corporate Safeguarding Board. In addition to the Basic Awareness course, there will be an annual briefing on the Counter Terrorism Local Profile (CTLP) provided by the Prevent Team and Counter Terrorism Police Wales.	<b>Once every 3 years</b>
<p><b>Level 2 – Intermediary</b></p> <p><b>Level 2 &amp; Level 5 Professional Development Training dependant on need</b></p>	Home Office Prevent Awareness Training Course Referral Course. (Online 30 to 40 mins)	<p><b>Group B</b> All practitioners who have regular contact with adults, children and members of the public in their role.</p>	<p>Home Office Prevent e-learning Awareness Training Course &amp; referral Course. (Online 30 to 40 mins) and if required Level 5 – Professional Development Courses (PDC) Online – 30 to 40 mins</p> <p><a href="#">Prevent duty training: Learn how to support people susceptible to radicalisation</a></p>	<p>Promoted by the Prevent Team</p> <ul style="list-style-type: none"> <li>- Quarterly All Staff emails</li> <li>- Prevent Team Newsletter</li> <li>- Prevent Webpage</li> <li>- Prevent SharePoint page</li> <li>- Departmental Corporate Safeguarding Leads</li> <li>- Departmental Training leads</li> </ul>	<b>Once every 3 years</b>
<b>Level 2 Prevent &amp; Channel Awareness</b>	Manchester's & GM's interactive designed package a Level 2 workshop – adopted by Bury and GM as an alternative to the Home Office level 3 advanced. This is a 3-hour workshop.	<p><b>Group B, C&amp; F</b> Aimed at frontline professionals, volunteers and community groups who have direct contact with young people and members of the public in a caseload or direct set-ting.</p> <p>Includes sectors like education, alternative education, holiday clubs, health, social care, housing, and justice</p>	<p>Know how Prevent applies to your role, recognise risk factors and signs of radicalisation. Learn to use the <b>Notice, Check, Share</b> approach, identifying and supporting those at risk; recognise risk factors and signs of radicalisation. Understand local risks and referral pathways. Face to face or online 3 hours. Bury Prevent Team: <a href="mailto:Prevent@bury.gov.uk">Prevent@bury.gov.uk</a></p>	<p>Promoted by the Prevent Team</p> <ul style="list-style-type: none"> <li>- Quarterly All Staff emails</li> <li>- Prevent Team Newsletter</li> <li>- Prevent Webpage</li> <li>- Prevent SharePoint page</li> <li>- Departmental Corporate Safeguarding Leads</li> <li>- Departmental Training leads</li> </ul>	<b>Once every 2 years</b>

Level	Description	Targeted Staff Group	Delivery Method	Responsibility	Occurrence
<p><b>Level 3 - Advanced</b></p>	<p>Home Office Face2Face Training</p> <p>It will be delivered by individuals that have registered and been approved by the Prevent Lead as trainers.</p> <p>The Prevent Partnership Board will oversee the recruitment of trainers from partner organisations to sign up to this resource.</p> <p>Aims to help frontline staff spot individuals who might be at risk of radicalisation and offers guidance on how to respond appropriately. Currently being delivered in Bury.</p>	<p><b>Group B, C &amp; F</b> Registered or regulated practitioners with an assessing, planning, intervening and evaluation role. They will have a clear protection planning role (core group, case conference, strategy meeting attendees) and have a statutory function.</p> <p><b>Group F</b> Public services leaders an elected member</p>	<p>Home Office face to face Training (2-3 hours and can be delivered face to face)</p> <p>If required Level 5 – Professional Development Courses (PDC) 2-3 hours and can be delivered face to face. Bury Prevent Team <a href="mailto:Prevent@bury.gov.uk">Prevent@bury.gov.uk</a></p>	<p>Promoted by the Prevent Team via:</p> <ul style="list-style-type: none"> <li>- Quarterly All Staff emails</li> <li>- Prevent Team Newsletter</li> <li>- Prevent Webpage</li> <li>- Prevent SharePoint page</li> <li>- Departmental Corporate Safeguarding Leads</li> <li>- Departmental Training leads</li> </ul> <p>Prevent Lead to work with LAs to ensure education institutions regularly trained on CT threat, vulnerability and pathways – particular focus on increasing referrals from HE/FE institutions</p> <p><b>Group F</b> The responsibility to promote will fall to the Chief Executive and Democratic Services. In addition to the Basic Awareness course, there will be an biannual briefing on the Counter Terrorism Local Profile (CTLP) provided by the Prevent Team and Counter Terrorism Police Wales. This will be delivered to Cabinet and Community &amp; Adults Services Scrutiny Committee.</p>	<p><b>Once every 3 years</b></p>

Level	Description	Targeted Staff Group	Delivery Method	Responsibility	Occurrence
<b>Level 4 – Specialist</b>	Prevent & Safeguarding Training Co- delivered by Local Authority Prevent Team & Counter Terrorism Police (1 Hour Online or face to face dependant on circumstances)	<b>Group D</b> Roles that have a specific child and/ or adult safeguarding responsibilities, such as safeguarding leads and named professionals.	Half day training available online or face to face(preferred) dependant on circumstances.  Prevent & Safeguarding Training co- delivered by Local Authority Prevent Team & Counter Terrorism Police (Half Day Online or face to face dependant on circumstances) If required Level 5 – Professional Development Courses (PDC)	The responsibility to promote will fall to the Regional Safeguarding Board and MASH. 4 courses a year to be offered on a rolling programme.	<b>4 courses a year to be offered on a rolling programme.</b>
<b>Level 5 – Professional Development Courses (PDC)</b>	Professional Development Courses - such as inputs on Self-Initiated Terrorist (SiT) or Ideology such as Islamist / Extreme Right Wing training dependant on need	<b>Group D</b> Roles that have a specific child and/ or adult safeguarding responsibilities, such as safeguarding leads and named professionals	Specifically commissioned to meet an identified need. Training will be provided by specialist trainers will in depth expertise	The responsibility to promote will fall to the Regional Safeguarding Board and MASH. 4 courses a year to be offered on a rolling programme	<b>Ongoing as required.</b>
<b>Reducing permissive Environments</b>	40 min workshop to ensure Bury Council venues are not used by those whose views would draw people into terrorism, by ensuring that rigorous booking systems are in place and staff responsible for them are trained to know what to do if they have suspicions.	All venues in Bury which hire out space with internal and external bookings, includes risk assessment	40 min workshop face to face or online. Workshop being developed with DFE Prevent and Bury prevent team.  <a href="#">Prevent - Venue hire guidance</a>	Promoted by the Prevent Team via:  - Quarterly All Staff emails - Prevent Team Newsletter - Prevent Webpage - Prevent SharePoint page - Departmental Corporate Safeguarding Leads - Departmental Training leads	<b>Once every 3 years</b>  <b>Online risk assessment completed for every booking.</b>

Level	Description	Targeted Staff Group	Delivery Method	Responsibility	Occurrence
<p><b>Educate Against Hate Educational Resources for schools, parents, carers.</b></p>	<p>A UK government backed resource hub aimed at educators, parents and school leaders who want to protect young people from radicalisation, build resilience to hate and extremism, and promote fundamental British values.</p> <p>Further resources are available via Educate Against Hate, including videos and lesson plans to support understanding of different ideologies and help build resilience to radicalisation.</p>	<p>Teachers &amp; school staff. Parents and carers, to get practical advice and resources on recognising risks, talking about extremism and safeguarding children at home or online.</p> <p>School leaders and governors, to understand their responsibilities under the UK Prevent duty and find tools, policies and support for whole-school approaches to safety and inclusion.</p>	<p>Lessons delivered by teachers as part of the PSHE curriculum.</p> <p>Guided discussions &amp; video supported delivery.</p> <p>Informal learning/support at home.</p> <p>The materials are designed to be flexible - taught directly by staff, used to spark classroom discussion, supported with multimedia, or integrated into broader school programmes that promote safety, critical thinking and shared values.</p> <p>Supported by DFE Prevent &amp; Policy Officer Bury Council.</p> <p><a href="#">Classroom resources Archives - Educate Against Hate</a></p> <p><a href="#">Educate Against Hate - YouTube</a></p> <p><a href="#">Educate Against Hate Training Video</a></p>	<p>Promoted by School safeguarding leads and staff.</p>	<p><b>Key Stage 3,4,5 and 16+</b></p>

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