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| **Public Protection – PREVENT (Radicalisation)** |
| **Guidance for those Supervising or Managing Staff***Prevent* encompasses a number of initiatives aimed at protecting and supporting individuals, particularly those who are vulnerable, from being drawn into terrorism or at risk of radicalisation.The *Prevent* strategy aims to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. It is about **preventative action,** and is very much focused on the early stages where a crime has not yet been committed. |
| RecogniseBe aware that people may be at risk of harm and may need support and protection. | RespondAddress immediate support/health needs. Ensure the people at risk are safe. | ReportFollow the procedure outlined below. | RecordRecord all information including actions and decisions. | ReflectLearn lessons from the experience. Share learning with teams/services. Use your experience to support colleagues. |
| **Who?** | There is **no single profile** of a person who is likely to become radicalised or single indicators of when a person might move to support extremism. However, here are some signs that may indicate vulnerability to extremism. It is important to remember that changes in someone’s behaviour may have nothing to do with radicalisation at all. Research has identified a number of factors that may make an individual more vulnerable to extremism. Some of these include peer pressure, the absence of positive role models and mentors, or isolation from a community. However, one of the biggest factors is vulnerability.Susceptibilities that can lead someone to become an extremist/terrorist:**Emotional*** More sensitive or more aggressive than usual
* More settled or conversely less settled and appearing pre-occupied or troubled
* New found arrogance
* Withdrawn

**Verbal*** Fixed on a subject
* More talkative than normal or conversely less talkative than normal
* Talking about a new peer group or membership of a new organisation or group

**Physical*** Tattoos can show allegiance to a group/organisation that supports extremism/terrorism
* Becoming preoccupied with physical appearance e.g. body building
* Losing weight or changing eating habits
* Physically withdrawing from peer or family group

**Internet*** Changes or increased use of the internet e.g. change in websites visited, increased use of social media

Prevent involves all kinds of terrorist threat to the UK, including organisations originating in Northern Ireland, Syria, Iraq, and also right and left wing extremist organisations who pose a threat to our safety and security.Motivations are varied and many usually relate to particular ideologies, some further examples include:* political movements;
* religious beliefs;
* animal rights groups;
* environmental issues; and
* economic issues

**STOP AND THINK – It is helpful to be aware of the signs that can indicate vulnerability to radicalisation. However, please remember these changes can indicate concerns that are nothing to do with radicalisation but could indicate a general safeguarding concern.** |
| Legal Duties | The Counter-Terrorism and Security Act 2015 was passed and placed *Prevent* on a statutory footing for all NHS Boards to ‘*have due regard to the need to prevent people from being drawn into terrorism*.’ |
| Reporting RequirementsIn response to concerns regarding a Patient. | **Immediate threat of terrorist action or harm?**Call Police on 999**Concerned about a potential risk and not sure if it is *Prevent* but urgently require advice?**Call Police Scotland 101 and ask for the Prevent Delivery Unit**Staff are required to discuss concerns with line manager and contact Prevent Single Point of Contact (SPOC) on:****07895907414**(Necessary and proportionate information may require to be shared, prior to consent, in cases where it is immediately required to establish whether the case should be managed under Prevent)**On agreement that the case requires to be managed under Prevent, and the *Prevent* concern regards a patient, guidance will be given by the Prevent SPOC.****It is essential that the supervisor or manager actively supports their staff member through this process.**The consent of the person concerned should be obtained prior to referral. When this is not possible, this can be done without their permission in the following circumstances but only if it is in their best interests:* The ‘vulnerable individual’ may suffer harm as a result of non-referral

OR* Where any person lacks the capacity to give consent

All Prevent concerns that are referred to the Police Prevent Delivery Unit (PDU) must be: * Reported by completion of an AP1 form and
* Recorded on the Datix system (as per existing Adult Support and Protection Procedures)
* Copy forwarded to the Prevent SPOC at:

PREVENTConcerns@ggc.scot.nhs.ukAP1 Form attached below:If your concern is in relation to a child or minor then the Child Protection Service can be contacted on **0141 451 6604** for advice, support and next steps.The Adult Support and Protection webpage can be accessed via the link below:<https://www.nhsggc.org.uk/about-us/professional-support-sites/nurses-midwives/adult-support-and-protection/> |
| Reporting RequirementsIn response to concerns regarding Staff and Volunteers. | **Immediate threat of terrorist action or harm?**Call Police on 999**Concerned about a potential risk and not sure if it is *Prevent* but urgently require advice?**Call Police Scotland 101 and ask for the Prevent Delivery Unit**Staff are required to discuss concerns with line manager and contact Prevent Single Point of Contact (SPOC) on:****07895907414**(Necessary and proportionate information may require to be shared, prior to consent, in cases where it is immediately required to establish whether the case should be managed under Prevent)**On agreement that the case requires to be managed under *Prevent*, and the *Prevent* concern regards a staff member or volunteer, as a manager, if you are unsure on what action to take, you are advised to seek guidance from the SPOC in the first instance. Further action will depend on the nature of the concern that the staff member has raised and the outcome of the conversation with the employee if it has already taken place.**All *Prevent* concerns that are referred to the Police Prevent Delivery Unit (PDU) must be: * Reported by completion of an AP1 form and
* Recorded on the Datix system (as per existing Adult Support and Protection Procedures)
* Copy forwarded to the *Prevent* SPOC at:

PREVENTConcerns@ggc.scot.nhs.uk**AP1 Form attached below:****A copy of the NHSGGC Escalation Pathway can be accessed via the link below:**<http://www.staffnet.ggc.scot.nhs.uk/Human%20Resources/Documents/PREVENT%20staff%20escalation%20pathway-%20August%202014.pdf> |
| Information Sharing | Under their respective Codes of Practice, healthcare professionals are required to exercise a duty of care to patients and where necessary to take action to protect them or others from harm. This includes preventative action and supporting those individuals identified as being at risk of harm or exploitation.If a staff member is raising a concern about a member of staff you can seek advice from the *Prevent* SPOC or a senior HR colleague.Necessary and proportionate information may be shared prior to consent in cases where this is immediately required to establish whether the case would be managed under *Prevent* or as a Counter Terrorism case.As *Prevent* is based on the active engagement of the individual and is at a pre-criminal stage, under normal circumstances, appropriate consent should be obtained from the individual who is the subject of concern prior to a referral being made, both to comply with the Codes of Practice on Confidentiality and Data Protection.When consent has not been obtained, guidance from Information Governance must be sought: **The Head of Information Governance can be contacted on** **0141 355 2020**Seeking advice is not to impede the process as this is sought in circumstances where there is not a threat (that requires immediate reporting to Police Scotland). The ‘check’ (seeking of advice) provides support and guidance to the line manager, and explains that they are not breaching the General Data Protection Regulations (2018) whilst fulfilling NHS Greater Glasgow and Clyde’s duties under *Prevent.*In circumstances where seeking consent prior to referral would cause immediate significant harm to the vulnerable individual and/or where the vulnerable person lacks the capacity to give consent, a referral may be made without consent in their best interests. |
| **Specific Responsibilities** | Staff have a statutory duty to have due regard to concerns about a patient or a member of staff potentially being radicalised.**Managers must:*** Ensure staff carry out training.
* Ensure staff adherence to reporting (including contacting SPOC, Information Governance, HR Support and Advice Unit).
* Remind staff to complete an AP1 form when referring a patient to the Police Prevent Delivery Unit (PDU) and to record the Prevent concern on the Datix system.
* Line Manager to undertake the above actions when referring an employee due to a *Prevent* concern.
* Provide adequate supervision and support for staff.
* Ensure own knowledge is up to date on the subject.

Given the sensitive nature of this issue and the challenges it may present for managers, it is essential advice is sought from the Prevent SPOC where appropriate.**Managers have a role in supporting staff that have a *Prevent* concern, whether it relates to a patient or another member of staff.** |
| TrainingAvailable | PREVENT is included in the Board’s Statutory and Mandatory Security and Threat online training Module.A dedicated PREVENT online training module is available on the Learnpro platform.Facilitator-led PREVENT training tailored to the needs of specific groups of staff can be arranged by contacting the SPOC on **07895907414**Or by sending an email with details of the training requested/staff group to:PREVENTConcerns@ggc.scot.nhs.uk |
| FurtherInformation | **For further information on Prevent please access our webpage via the link below:**<https://www.nhsggc.org.uk/working-with-us/hr-connect/policies-and-staff-governance/prevent/>If you have any questions please contact the Board’s Prevent Single Point of Contact:Michelle MagennisMichelle.magennis@ggc.scot.nhs.uk**07895907414** |