

Kent County Council

Job Description: *Prevent Community Engagement Lead*

Directorate:	Adult Social Care and Health (ASCH)
Unit/Section:	Prevent Team
Grade:	KSH (£41,782 - £46,606)
Responsible to:	Kent and Medway Prevent Manager

Purpose of the Job:

To engage with communities about Prevent, building understanding, raising awareness, and to facilitate trust for the successful delivery of the Prevent Duty across Kent and Medway.

To coordinate activities to minimise the influence of hate and extremism within and between Kent and Medway communities, with transparency and participation in Prevent. Responsible for the delivery of community engagement and communications, actively tailored to the needs of Kent and Medway, increasing knowledge, understanding, confidence, and support for our approach to Prevent.

The main purpose of the role is to build relationships with a diverse range of stakeholders in the community and engage with residents. Your engagement activity will enable Prevent provision and projects to tackle the causes of radicalisation and respond to the ideological challenge of terrorism by safeguarding and supporting those most at risk of radicalisation through early intervention.

You will develop meaningful local partnerships between Government, civil society and communities, with the aim of reducing fears and anxieties by increasing transparency, and improving the understanding, advocacy and buy-in to Prevent.

Main duties and responsibilities:

1. Support the Prevent team in the delivery of the Kent and Medway Prevent Partners Action Plan by developing, maintaining and driving identified elements of the Prevent Partner Plan with relevant partners e.g. continuing the established Prevent Advisory Group, which acts as a community advisory board for the Local Authority on radicalisation.
2. Build trust and confidence in Prevent approaches and strengthen community engagement across the District, with transparency and open communication.
3. Manage projects and initiatives, responsible for preparing, monitoring, reporting and the evaluation of projects funded by the Home Office. Ensure compliance and adherence with deadlines and statutory and internal financial regulations.
4. Understand and gauge community sentiment and work with partners, local communities, voluntary and faith organisations to strengthen their understanding of Prevent and safeguarding work, building trust and access to local structures designed to challenge hate and extremism.
5. Promote the Prevent strategy across both statutory and non-statutory partners, keeping up to date with changes and guidance issued by the Home Office, with a particular focus on engaging and supporting communities, providing advice and guidance

6. Support the identification and delivery of community based programmes/resources aimed at increasing people's resilience to extremist hate narratives.
7. Support measures to increase inter-community engagement and mutual support. Coordinate community leaders to drive the agenda for respect and tolerance and coordinate activities towards our common values of humanity and respect.
8. Develop and maintain effective working relationships with the full range of Prevent partners to improve advocacy and trust among relevant organisations engaging them in delivery of local activity.
9. Produce and present reports to the Kent and Medway Prevent Coordinator and make recommendations on the strategic implementation of work and in response to central government policies and initiatives with regard to safer and stronger communities.
10. Understand and monitor community sentiment and tensions, and use this to inform the wider strategic understanding of the local issues relating to community cohesion.
11. Assist in building resilience within the community to tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
12. Work with the Prevent Coordinator to update the Prevent communications plan which sets out how the Kent and Medway share information with the public about local Prevent activities, demonstrating the positive impact of Prevent locally including overseeing the delivering of Prevent social media and the online tensions document.
13. Oversee the community engagement plan which includes a programme of regular engagement with community stakeholders and the delivery of community roundtables.
14. Actively support safeguarding processes, including Channel and raise awareness of Channel locally within communities, so as to increase appropriate referrals into Channel.
15. Respond to specific cases where vulnerabilities to extremism and radicalisation have been identified as appropriate. Including reporting any emerging threats, community sentiments or risks to the Prevent Coordinator
16. Raise awareness of relevant Prevent training and other relevant training to Communities and other appropriate groups/individuals to equip them with the knowledge and confidence to identify and refer children, young people and adults at risk of radicalisation, and challenge extremist ideas.
17. Identify and map communities groups and providers across the district, borough and Medway working with key partners. Work with the Prevent Coordinator to use Counter Terrorism Local Profiles (CTLPs), Counter Terrorism Situational Risk assessments (CTSRA's) and local intelligence to identify and monitor risks in the community.
18. Increase community knowledge and awareness of the causes of radicalisation and the appropriate support and actions to take.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of position.

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Person Specification: *Prevent Community Engagement Officer*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Degree level or relevant professional experience
EXPERIENCE	Addressing sensitive problems and leading to identify appropriate solutions. Project management techniques and delivery of effective projects. Partnership working on complex issue involving directing multi-disciplinary teams and coordinating work with other agencies, private and voluntary sectors. Able to develop community led programmes of work which build cohesion and integration. Experience of working with different communities across Kent and Medway. Working in a politically sensitive environment. Experience of creatively engaging with hard to reach people/groups.
SKILLS AND ABILITIES	Good track record in time management and managing own workload to meet tight deadlines. Ability to work effectively with a range of professionals internally and externally, demonstrating excellent stakeholder engagement skills. Confident, engaging communicator, able to positively handle contact with partners and residents from a range of backgrounds and with complex needs. Highly developed communication and presentation skills. Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day, evenings and weekends. Commitment to equalities and promotion of diversity in all aspects of working.
KNOWLEDGE	A good understanding of relevant policy and strategy areas, including, but not limited to: • Community cohesion

	• Hate crime and extremism • Prevent Duty • Channel Duty • CONTEST A good understanding of safeguarding principles in relation to vulnerable adults and children. Good understanding of what constitutes both violent and non-violent extremism and how they can manifest in local communities. Awareness of, and the ability to further develop effective strategies for promoting students resilience in the face of risks, and challenging prejudice and discrimination. Knowledge of services and interventions to reduce the risk of vulnerability to radicalisation and extremism. Strong awareness of a range of diverse issues and their impact on local communities. A good understanding of diverse communities across Kent and Medway. Awareness of data protection, confidentiality and government protective marking scheme.
BEHAVIOURS AND KENT VALUES	Kent Values: • We are brave, we do the right things and we accept. • We are curious to innovate and improve • We are compassionate and understanding • We are strong together by sharing knowledge • We are all responsible for the difference we make Our values enable us to build a culture that is: Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile Curious - constantly learning and evolving Compassionate and Inclusive - compassionate, understanding and respectful to all Working Together - building and delivering for the best interests of Kent Empowering - Our people take accountability for their decisions and actions Externally Focused - Residents, families and communities at the heart of decision making