Oxfordshire Safeguarding Adults Board

Training Strategy

Sept 2015 – March 2018

To be updated Dec 2017

Purpose of the Strategy

The OSAB strategy is driven by the requirements laid out by the Care Act 2014, Sectors Skills Councils - Qualification Credit Framework, Care Quality Commission Safeguarding Protocol, Ofsted and the Department of Health.

The OSAB training strategy will:
- Outline a framework of training to ensure that all people with contact with adults at risk receive the appropriate training required in order to fulfil their roles and responsibilities.
- Identify tools for quality assurance and effectiveness of training activities
- Be reviewed annually to reflect:
  - the impact of local service redesign,
  - changes in national and local policy,
  - the findings of audits of training looking at its effectiveness and impact

Training Principles

The training facilitated by local providers and partners under this strategy will reflect the following principles:

Adults at risk at the centre

Training will underpin Oxfordshire's expectations that individuals will be empowered to prevent abuse, manage risks and have expectations to be safeguarded, with outcomes from incidents designed to meet their best interests.

Safeguarding adults is 'Everybody's Business'

Training provision will underpin the aims to raise wide public and partner awareness about safeguarding adults and the role that they can play.

Support performance improvement in safeguarding adults practice

All learning activities will be designed to support improved performance in safeguarding adults. Quality assurance processes will be developed that evaluates the content of training provision and results will be embedded into -that provision.

Aim of the Strategy

The aim of adult safeguarding training strategy is to prevent harm and reduce the risk of abuse or neglect to adults with care and support needs by:
- promoting good professional practice that concentrates on improving life for the adults concerned
- raising awareness so that professionals play their part in preventing, identifying and responding to abuse and neglect
- providing information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about the safety or well-being of an adult
- ensuring training received by professionals, both in-house and multi-agency, meets the competencies set by the OSAB Training Subgroup.

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Objectives

In order to achieve these aims, it is necessary to:

- ensure that everyone, both individuals and organisations, are clear about their roles and responsibilities;
- strengthen multi-agency partnerships that provide timely and effective prevention of and responses to abuse or neglect;
- support the development of a positive learning environment across local partnerships and at all levels within them to promote positive professional cultures to benefit continuing improvement in quality of training and understanding of adult safeguarding
- clarify how responses to safeguarding concerns deriving from the poor quality and inadequacy of service provision should be responded to.

Training Provision

Training will fall into two main groups. Training that can be provided by agencies themselves and training development facilitated by OSAB.

All training provided by individual agencies needs to follow the agreed competencies in the OSAB Training Competency document (Appendix 1), meet the agreed learning outcomes (appendix 2), be delivered by trainers who are part of the OSAB Training Network and use a clear system to record training activity.

To support this activity the OSAB Training Subgroup will:

- Develop training resources and a toolkit for use by agencies in collaboration with local stakeholders
- Agree quality assurance processes for monitoring of training provision
- Report to OSAB on training activity on an annual basis

The diagram below describes the three levels of training need anticipated by the OSAB. The Training Subgroup will analyse these levels of need in more detail, prioritising any resource development work required or signposting accordingly.

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The Multi-Agency Training plan will be developed by OSAB Training Subgroup and will reflect the requirements of local professionals.

Competency Framework and Learning Outcomes
In order to meet the requirements of regional and local standards a competency framework has been developed. It is expected that all training delivered locally matches the appropriate level of competency and that the learning outcomes are fully met. Agencies can use a variety of options to deliver this training such as e-learning, distance learning and face to face to support a flexible approach and record the activity on the system.

Currently the framework only details requirements for Basic training. As the Training Subgroup continues to develop the framework this will be updated accordingly.

Evaluation of outcomes of the strategy
The intended outcome of this training strategy is to ensure that all learning activities:
- Reinforce the importance of quality training of staff with local stakeholders
- Contribute to safe and secure services for individuals
- Maintain a consistent, quality assured approach to basic awareness training
- To specify the required outcomes for training
- The ability to report on outcomes of training interventions to OSAB
- To ensure that learning activities respond to concerns raised from serious case reviews
- To embed risk management within all aspects of training
- To promote effective multiagency interactions when safeguarding concerns are raised

Quality Assurance Process for Learning Activities

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This will focus on all learning activities delivered under this strategy and will feed into the wider audit and quality assurance procedures for Safeguarding Adults. Activities used to complete this will be:

- All basic training delivered by individual organisations will be subject to sampling by a representative of OSAB Training Subgroup.
- All trainers delivering Safeguarding Adults Basic training material will be monitored via agreed active sampling strategy including.
  - Feedback from learners
  - Feedback from managers
  - Feedback from trainers
  - Feedback from service
  - Monitoring of attendance rates
- Impact evaluation of commissioned programmes

Implementation of strategy

Each OSAB member shall endorse the training strategy and will be responsible for ensuring that

- their organisations are aware of the training strategy
- ensuring that all training for safeguarding adults is in accordance with the strategy and recommended standards of the training subgroup.
- Provide suitable assurances that they are providing suitable training for their staff to the OSAB.

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