Oxfordshire Safeguarding Adults Board

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Oxfordshire Safeguarding Children Board

Training Strategy

January 2023

(To be reviewed in 2025)

Purpose of the Strategy

The purpose of the training strategy is to:

- Outline a framework of training to ensure that all people with contact with children and 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:
  - changes in national and local policy and legislative changes,
  - the findings of audits and reviews,
  - local needs and workforce demand

The strategy sets out a framework that will help staff, practitioners, employers and commissioners understand the role and level of education, competence and awareness which correlates to a particular job purpose. The strategy seeks to ensure training received by professionals, both in-house and multi-agency, meets the competencies set by the Joint Training Subgroup.

Scope

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

For children safeguarding as laid out in Children Act 1989, Children Act 2004, Working Together to Safeguard Children 2018, Keeping Children Safe in Education 2018, Intercollegiate document 2018

The strategy will reflect statutory and guidance documents for organisations and professional groups, such as the NHS, Education and Social Work.

This is designed to read in conjunction with any internal training strategies partner organisations have. Individual agencies are responsible for ensuring their staff and volunteers can access training and are competent to carry out their responsibilities.

There are areas which fall outside of the governance of the safeguarding boards, such as modern slavery and domestic abuse, and as such the Joint Training Subgroup is not responsible for the delivery of these courses. With the agreement of the Joint Training Subgroup, these may be hosted on the Board websites as already established mechanisms for booking training.

Training Principles

The programme is based on best practice and feedback from our safeguarding board partners and our local workforce, who also form our valuable team of trainers. The training facilitated by local providers and partners under this strategy will reflect the following principles:

Children and 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. Individuals will be able to protect children from abuse and neglect, understand the impact of the home environment and how to work effectively with families and care-givers.

Safeguarding is 'Everybody's Business'
Training provision will underpin the aims to raise wide public and partner awareness about safeguarding and their role in the safeguarding process. It aims to raise public awareness so that professionals, other staff and communities as a whole play their part in preventing, identifying and responding to abuse, harm or neglect.

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

Aim of the Safeguarding Training
The aim of children's and adults at risk safeguarding training 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 children and 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 a child or adult

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 children's and adult safeguarding
- clarify how responses to safeguarding concerns deriving from the poor-quality service provision and inadequacy of systems should be responded to.

Training Provision

Training will fall into two main groups; training that can be provided by agencies themselves and multi-agency training facilitated by the Safeguarding Boards. The training may take the form of a face-to-face or online course, a multi-agency learning event or large-scale conference.

All training needs to follow the competencies as dictated by your professional body or your agency's training strategy. For those unaffiliated with a professional body or who don't have an agency strategy you are expected to follow the general training competencies from the Joint Training Subgroup. ***something like - good practice would be that you approach the OSAB/OSCB to get oversight/sign off of the course content/delivery, etc***

To support this activity the Joint Training Subgroup will:
- Develop training resources for use by agencies in collaboration with local stakeholders
- Agree quality assurance processes for monitoring of training provision
- Report to the Safeguarding Boards on training activity on an annual basis

The diagram below describes the three levels of training need. The Joint Training Subgroup will analyse these levels of need in more detail, prioritising any resource development work required or signposting accordingly.
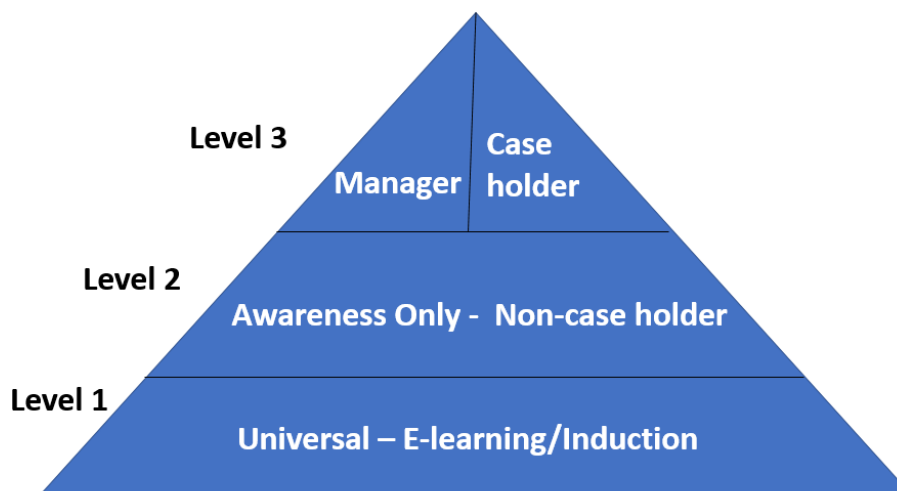
Level 1 – This level is about recognition and reporting – see something, say something

Level 2 – This level is for those who have direct contact with children or adults with care and support needs but whose contact is one off, so recognition, responding and reporting

Level 3 – This level is for case-holders and managers and team managers (of case holders and non-case holders) who require additional information to support their staff

Level 4 and above – these training needs are expected to be met by professional bodies at a regional or national level. These are therefore outside the scope of this strategy

Courses relating to specialist safeguarding responsibilities – training required to meet specialist responsibilities within organisations are the responsibility of that organisation. For example, training on the safeguarding process within Adult Social Care's recording system (LAS) is the responsibility of Oxfordshire County Council.

Other training – can be brought to the Joint Training Subgroup for the decision of the group. This may include training for elected members or trustees, or training on topics that are not directly a safeguarding issue.

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 training
- To specify the required outcomes for training
- The ability to report on outcomes of training interventions to Joint Training Subgroup
- To ensure that learning activities respond to concerns raised from multi-agency case reviews.
- To embed risk management within all aspects of training
- To promote effective partnership working when safeguarding concerns are raised

Quality Assurance Process for Learning Activities

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

- All training delivered by individual organisations will be reported to the Boards by the annual safeguarding self-assessment
- All trainers delivering safeguarding 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 Safeguarding Board 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 is in accordance with the strategy and recommended standards of the Joint Training Subgroup.
- Provide suitable assurances that they are providing suitable training for their staff to the Joint Training Subgroup.

Relevant National Training Requirements
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- **Children's Safeguarding: Roles & Competencies (2014)** – Royal College of Paediatrics and Child Health - https://www.rcpch.ac.uk/sites/default/files/Safeguarding_Children_-_Roles_and_Competences_for_Healthcare_Staff._Third_Edition_March_2014.pdf
- **Adult Safeguarding: Roles & Competencies (2018)** – Royal College of Nursing - https://www.rcn.org.uk/-/media/royal-college-of-nursing/documents/publications/2018/august/pdf-007069.pdf