

Safeguarding Children Training Pathways - What Safeguarding Training Should I Do?

Taken from http://www.workingtogetheronline.co.uk/table_one.html and Surrey specific additions made by the SSCB.

Please note: your own organisation may have mandatory safeguarding training requirements as part of your role, please also refer to this guidance. It is acknowledged that some organisations will require their staff to train at a higher level than described below.

Notes in italics are SSCB additions

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p>Group 1</p> <p>Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.</p> <p>For example, librarians, GP receptionists, community advice centre staff, groundsmen, recreation assistants, environmental health officers.</p> <p><i>Also includes, non clinical staff working in health care.</i></p>	<ul style="list-style-type: none"> • What is child abuse and neglect? • Signs and indicators of abuse and neglect. • Normal child development. • Maintaining a child focus. • What to do in response to concerns. • <i>Awareness of the Early Help: Level of Needs document</i> 	<p>Integral part of agency induction.</p> <p>Refresher training at least every 3 years <i>(this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p> <p>Could be delivered through e-learning.</p> <p><i>Completed within at least the first three months of employment.</i></p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The LSCB is responsible for quality assurance.</p>

Training available to Surrey professionals:

SSCB Working Together to Safeguard Children induction and refresher training package available for in-house delivery. Eligibility criteria applies, email sscb.training@surreycc.gov.uk for further information

Early Years and Playwork Settings

The Early Years and Childcare Service offer Working Together to Safeguard Children induction and refresher training as well as DCPO New to Role and Refresher courses. If you are supported by the Early Years and Childcare Service you can access their training programme here – www.surreycc.gov.uk/surreyeycs

Schools

If you are a school member of staff, you may be able to access this training through Babcock 4s. For further information click here - <http://www.babcock-education.co.uk/4S/>

Trained DCPOs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. . Eligibility criteria applies, email sscb.training@surreycc.gov.uk for further information.

Surrey County Council employees

If you are a Surrey County Council employee, you can access Working Together to Safeguard Children induction training through My Learning.

Health professionals

Level 1 training for health agencies is provided in-house; contact your named professional for safeguarding.

Please see the end of this document for more information for health professionals

Group 2

Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of CAF (*Early Help Assessment in Surrey*).

For example, housing, hospital staff, YOT staff and staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.

Also includes, Early Years Educators, playworkers, nursery workers, home-based childcarers/childminders, nursery/playwork students and volunteers, teaching staff, peripatetic teachers, student teachers, health care students, clinical laboratory staff, pharmacists, dentists, dental care practitioners, audiologists, opticians, adult physicians, surgeons, anaesthetists, radiologists, nurses working in adult acute services, allied health care practitioners and all other adult orientated secondary care health care professionals including technicians.

The above plus:

- Documentation and sharing of information regarding concerns.
- Using the Framework for the Assessment of Children in Need and their Families: Own safeguarding roles and responsibilities.

Single-agency training

Refresher training at least every 3 years (*this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable*).

Could be delivered by workshops or e-learning or combination.

DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).

Completed within at least the first three months of employment.

The employer is responsible for organisation and delivery.

The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.

The LSCB is responsible for quality assurance.

Training available to Surrey professionals:

SSCB Working Together to Safeguard Children induction and refresher training package available for in-house delivery. Eligibility criteria applies, email sscb.training@surreycc.gov.uk for further information

Early Years and Playwork Settings

The Early Years and Childcare Service offer Working Together to Safeguard Children induction and refresher training as well as DCPO New to Role and Refresher courses. If you are supported by the Early Years and Childcare Service you can access their training programme here –

www.surreycc.gov.uk/surreyeycs

Schools

If you are a school, you may be able to access this training through Babcock 4s. For further information click here - <http://www.babcock-education.co.uk/4S/>

Trained DCPOs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. . Eligibility criteria applies, email sscb.training@surreycc.gov.uk for further information.

Surrey County Council employees

If you are a Surrey County Council employee, you can access Working Together to Safeguard Children induction training through My Learning.

Health professionals

Level 2 training for health agencies is provided in-house; contact your named professional for safeguarding.

Please see the end of this document for more information for health professionals.

Also available:

Early Help Assessment Training www.surreycc.gov.uk/safeguarding

Child Sexual Exploitation training available through the SSCB or via your organisation’s CSE Champion www.surreycc.gov.uk/safeguarding

FGM Awareness e-learning <http://fgmelearning.co.uk/>

Safer Recruitment e-learning training if involved in recruitment <http://surreyskillsacademy.learningpool.com/>

Domestic Abuse e-learning <http://surreyskillsacademy.learningpool.com/> or **classroom based training** <http://www.surreycc.gov.uk/social-care-and-health/adult-social-care/protecting-adults-from-harm/domestic-abuse/domestic-abuse-information-for-professionals/domestic-abuse-awareness-and-multi-agency-training>

Group 3

Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

For example, paediatricians, GPs, youth workers, those working in the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play schemes, *early years and playwork area managers*.

Also includes, clinical staff working with children, young people and/or their parents/carers, nursing and medical ED staff, child psychologists, paediatric allied health professionals, sexual health staff, all children's nurses, midwives, child psychologists, obstetricians, all paediatricians (paediatric radiologists, paediatric surgeons, children's/paediatric anaesthetists, paediatric dentists.

The above plus:

- Working together to identify, assess and meet the needs of children where there are safeguarding concerns.
- The impact of parenting issues, such as domestic abuse, substance misuse on parenting capacity.
- Recognising the importance of family history and functioning.
- Working with children and family members, including addressing lack of co-operation and superficial compliance within the context of role.

Inter-agency training (*multi-agency*).

In addition single-agency training and professional development related to specific role.

Refresher training at least every 3 years (*this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable*).

DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).

Completed within at least the first six months of employment.

The employer is responsible for organisation and delivery.

The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.

The LSCB is also responsible for quality assurance.

Training available to Surrey professionals:

The above plus:

Foundation Module 1: An Introduction to Safeguarding Children

Foundation Module 2: Child Protection Plans

Foundation Module 3: Core Groups (for those professionals who are or will be members of Core Groups)

Lead Professional training

Range of specialist courses aimed at those who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

Visit www.surreycc.gov.uk/safeguarding

Early Years and Playwork Settings

To undertake the role of DCPO (Designated Child Protection Officer) you are required to complete Working Together to Safeguard Children, Foundation Module 1, Foundation Module 2 and DCPO New to Role. You must update your training every two years with the DCPO Refresher course. The Early Years and Childcare Service offer Working Together to Safeguard Children induction and refresher training as well as DCPO New to Role and Refresher courses. If you are supported by the Early Years and Childcare Service you can access their training programme here – www.surreycc.gov.uk/surreyeycs

Schools

To undertake the role of DCPO (Designated Child Protection Officer) you are required to complete Working Together to Safeguard Children, Foundation Module 1, Foundation Module 2 and DCPO New to Role (available via Babcock 4s). You must update your training every two years with the DCPO Update course. If you are a school, you may be able to access this training through Babcock 4s. For further information click here - <http://www.babcock-education.co.uk/4S/>

Trained DCPOs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. . Eligibility criteria applies, email sscb.training@surreycc.gov.uk for further information.

Health professionals

Foundation Module 1, 2 and 3 is equivalent to Health Level 3 training.

Please see the end of this document for more information for health professionals

<p>Group 4</p> <p>Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, including professionals from health, education, police and children's social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> • Section 47 enquiries, roles, responsibilities and collaborative practice. • Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm. • Taking emergency action. • Working with complexity. • Communicating with children in line with interviewing vulnerable witness guidance. 	<p>Inter-agency training.</p> <p>In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years (<i>this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable</i>).</p> <p><i>DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The LSCB is responsible for quality assurance.</p>
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Training available to Surrey professionals:

The above plus:

Range of specialist courses available through the SSCB.

Surrey Social Workers and Surrey County Council employees are able to access specialist courses via My Learning.

Visit www.surreycc.gov.uk/safeguarding

Health professionals

Please see the end of this document for more information for health professionals

<p>Group 5</p> <p>Professional advisors, named and designated lead professionals.</p> <p><i>Also includes, named doctors, named nurses, named midwives and specialist nurses.</i></p>	<ul style="list-style-type: none"> • Content as for groups 1, 2 and 3 and 4 if advising staff in that group. • Promoting effective, professional practice. • Advising others. 	<p>Inter-agency training.</p> <p>In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years <i>(this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p> <p><i>DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The LSCB is responsible for quality assurance.</p>
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Training available to Surrey professionals:

The above plus:

Range of specialist courses available through the SSCB

Visit www.surreycc.gov.uk/safeguarding

Health professionals

Please see the end of this document for more information for health professionals



<p>Group 6</p> <p>Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units.</p>	<ul style="list-style-type: none"> • Content as for groups 1, 2 and 3 and 4 if supervising staff in that group. • Supervising child protection cases. • Managing performance to promote effective inter-agency practice. Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams. 	<p>Inter-agency training. In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years <i>(this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p> <p><i>DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The LSCB is responsible for quality assurance.</p>
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Training available to Surrey professionals:

The above plus:

Range of specialist courses available through the SSCB including Learning from Serious Case Reviews and Barriers to Learning, Managing Allegations Against Staff and Volunteers and Safer Recruitment (if involved in recruitment processes).

Visit www.surreycc.gov.uk/safeguarding

Health professionals

Please see the end of this document for more information for health professionals

<p>Group 7</p> <p>Senior managers responsible for the strategic management of services; NHS board members.</p> <p><i>Also includes, health chief executive officers, executive board leads and executive and non executive directors/members.</i></p>	<ul style="list-style-type: none"> • Content as for groups 1, 2 and 3 and section 11 expectations, roles and responsibilities. 	<p>In-house and LSCB induction programme.</p> <p>National and local leadership programmes.</p> <p>Refresher training every 3 years <i>(this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p> <p><i>DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The LSCB is responsible for quality assurance.</p>
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Training available to Surrey professionals:

The above plus:

Range of specialist courses available through the SSCB including Learning from Serious Case Reviews and Barriers to Learning, Managing Allegations Against Staff and Volunteers and Safer Recruitment.

Visit www.surreycc.gov.uk/safeguarding

SSCB development days (available for Chairs of SSCB Sub Groups)

Health professionals

Please see the end of this document for more information for health professionals

<p>Group 8</p> <p>Members of the LSCB including:</p> <ul style="list-style-type: none"> - Board members - Independent chair - Directors of Children's Services - Elected member - Lay members - Members of executive and sub/task groups - Business support team - Inter-agency trainers. 	<ul style="list-style-type: none"> • Content as for groups 1, 2 and 3 and roles, responsibilities and accountabilities. • Expectations on members in order to promote effective co-operation that improves effectiveness. • Current policy, research and practice developments. • Lessons from Serious Case Reviews. • Specialist training to undertake specific roles, for example independent chair; business manager. 	<p>LSCB induction programme.</p> <p>LSCB development days.</p> <p>Refresher training at least every 3 years <i>(this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p> <p>National Leadership Programme.</p> <p><i>DCPO's/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</i></p>	<p>The employer in collaboration with the LSCB is responsible for organisation and delivery.</p> <p>The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p>
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Training available to Surrey professionals:

The above plus:

Range of specialist courses available through the SSCB including Learning from Serious Case Reviews and Barriers to Learning, Managing Allegations Against Staff and Volunteers and Safer Recruitment.

Visit www.surreycc.gov.uk/safeguarding

SSCB induction programme

SSCB development days

Health professionals

Please see the end of this document for more information for health professionals

Health Professionals

The Intercollegiate document sets out the minimum standards for safeguarding competencies for health professionals.

“Safeguarding competences are the set of abilities that enable staff to effectively safeguard, protect and promote the welfare of children and young people. They are a combination of skills, knowledge, attitudes and values that are required for safe and effective practice. Working Together signposts health care organisations to the intercollegiate safeguarding framework and states that ‘All staff working in healthcare settings – including those who predominantly treat adults - should receive training to ensure they attain the competences appropriate to their role and follow the relevant professional guidance’.

Different staff groups require different levels of competence depending on their role and degree of contact with children, young people and families, the nature of their work, and their level of responsibility. All staff working in a health care setting must know what to do if there is a child protection concern involving a child or family, know the referral procedure, which includes knowing whom to contact within their organisation to communicate their concerns. In response to the Laming Report and other evidence such as serious case reviews, there has been recognition of the importance of the level of competence of some practitioner groups, for example GPs and paediatricians.

This Framework identifies five levels of competence, and gives examples of groups that fall within each of these. The levels are as follows:

- Level 1: All staff including non-clinical managers and staff working in health care settings
- Level 2: Minimum level required for non-clinical and clinical staff who have some degree of contact with children and young people and/or parents/carers
- Level 3: Clinical staff working with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child or young person and parenting capacity where there are safeguarding/child protection concerns
- Level 4: Named professionals
- Level 5: Designated professional”

Further information can be found in the Safeguarding Children and Young People Roles and Competencies for Health Care Staff. Intercollegiate Document. 3rd Edition March 2014.

As an employer, you can map the SSCB training against the above Levels to ensure staff receive the right level of training.

http://www.lscbchairs.org.uk/sitedata/files/Safeguarding_Children_Heal.pdf