

Schools & Learning
Keeping
Children Safe –A
Training Pathway for all
staff



SURREY

Safeguarding children and young people is everyone's responsibility.

We have a mission to support children and families so they can get the best outcomes in life.

As employees within Schools and Learning we are required to undertake safeguarding training to prepare us for the unique role that we play in achieving the vision that *children and young people will be happy, healthy, safe and confident in their future.*

The training pathway has been developed so that we can determine a bespoke pathway with both mandatory training and recommended further professional development training to ensure we all have the knowledge and skills to keep children safe.

Each of us will be able to identify with our line manager the professional group (groups A to E based on our contact with children and families and our management responsibilities) to which we belong. This will enable us to plan our own training and our line manager to plan team training.

Line Managers are required to maintain a record of safeguarding training undertaken by their team and submit this annually for audit in the required format. This will enable Schools and Learning to deliver and/or commission safeguarding training to meet the needs of the workforce.

Group A

Members of the workforce in **infrequent** contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.

For example, Business Support Staff and Administrative Assistants

Staff Groups	Training Requirement	Training Title	Suggested training methods	Frequency
<p>Group A Staff</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, Business Support Staff, Administrative Assistants.</p>	Mandatory	What to Do if publication	Safeguarding Induction with Line Manager /DSL- (Discuss, read, sign for & keep document)	Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team
		Keeping Children Safe in Education 2016	Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)	Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team
		Working Together to Safeguard Children	My Learning web based or Team/Service face to face delivery	Completed within the first 3 months of employment and refresher training (web based available on My Learning) every 2 years
		CSE Awareness	My Learning web based or Team/Service face to face delivery	Completed within the first 3 months of employment and refresher training every 2 years
		Channel Awareness (Prevent)	My Learning web based or Team/Service face to face delivery	Completed within the first 3 months of employment and refresher training every 2 years

<p>Group A Staff</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, Business Support Staff, Administrative Assistants.</p>	<p>Recommended Professional Development – dependent on role & duties</p>	<p>Healthy outcomes for children who are looked after</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
		<p>Working together to safeguard Gypsy, Roma, Traveller children</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
		<p>Safeguarding Disabled Children</p>	<p>http://www.surreyscb.org.uk</p>	<p>As required</p>
		<p>DSL Network Meetings</p>	<p>Education Safeguarding Team Termly Event</p>	<p>As required</p>
		<p>Safer Recruitment</p>	<p>Surrey Skills Academy http://surreyskillsacademy.learningpool.com/index.php</p>	<p>As required</p>
		<p>Prevent e –learning</p>	<p>Home Office https://www.elearning.prevent.homeoffice.gov.uk/</p>	<p>As required</p>
		<p>Modern Day Slavery Awareness</p>	<p>Short Video Link</p>	<p>As required</p>

Group B

Members of the workforce in **regular** contact or have a period of intense but irregular contact, with children, young people and/or parents/carers.

For example : Education Psychology , SEND staff,

<p>Group B</p> <p>Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers. For example : EP, SEND Team staff,</p>	<p>Mandatory</p>	<p>What to Do if publication</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Keeping Children Safe in Education 2016</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Working Together to Safeguard Children</p>	<p>My Learning web based or SSCB or team face to face</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Child Sexual Exploitation Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Channel Awareness - Prevent</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Domestic Abuse</p>	<p>My Learning web based</p>	<p>Completed within the first 6 months of employment and</p>

				refresher training every 2 years
		Female Genital Mutilation	E-learning Home Office or SSCB www.famelearning.co.uk http://www.surreyscb.org.uk	Completed within the first 6 months of employment and refresher training every 2 years
		Forced Marriage	E Learning Foreign Office or SSCB http://www.safeguardingchildren.co.uk/resources/awareness-of-forced-marriage-register-for-training/ http://www.surreyscb.org.uk	Completed within the first 6 months of employment and refresher training every 2 years
<p>Group B</p> <p>Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers. For example : EP, SEND Team staff,</p>	Recommended Professional Development – dependent on role & duties	Professional Challenge	SSCB Training http://www.surreyscb.org.uk	As required
		Disguised Compliance	SSCB Training http://www.surreyscb.org.uk	As required
		Healthy outcomes for children who are looked after	SSCB Training http://www.surreyscb.org.uk	As required
		Working together to safeguard Gypsy, Roma, Traveller children	SSCB Training http://www.surreyscb.org.uk	As required
		Modern Day Slavery Awareness	Short Video Link	As required
		Safeguarding Disabled Children	SSCB Training http://www.surreyscb.org.uk	As required
		Honour Based Violence	SSCB Training	As required

			http://www.surreyscb.org.uk	
		DSL Network Meetings	Education Safeguarding Team. Termly Event	Events are termly
		Online Safety	SSCB Training http://www.surreyscb.org.uk	As required
		PREVENT	Home Office https://www.elearning.prevent.homeoffice.gov.uk/	As required

Group C

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 Virtual School AHT, Education Welfare Officers, A2E, REMA, PSSS, STIPS Teaching & learning support staff

<p>Group C</p> <p>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 Virtual School AHT, Education Welfare Officers, A2E, REMA, PSSS, STIPS Teaching & non teaching staff</p>	<p>Mandatory</p>	<p>What to Do if publication</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Keeping Children Safe in Education 2016</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Working Together to Safeguard Children</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training (web based available on My Learning) every 2 years</p>
		<p>Child Sexual Exploitation Awareness</p>	<p>My Learning web based</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Channel Awareness - PREVENT</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>

		Domestic Abuse	My Learning web based	Completed within the first 6 months of employment and refresher training every 2 years
		Female Genital Mutilation	Home Office or SSCB e-learning www.famelearning.co.uk	Completed within the first 6 months of employment and refresher training every 2 years
		Forced Marriage	E Learning Foreign Office or SSCB http://www.safeguardingchildrenea.co.uk/resources/awareness-of-forced-marriage-register-for-training/	Completed within the first 6 months of employment and refresher training every 2 years
		Foundation Module 1	SSCB Training http://www.surreyscb.org.uk	Completed within first year of employment
		Early Help Training	SSCB Training http://www.surreyscb.org.uk	Completed within first year of employment
		For those professionals that are part of Core Groups	Foundation Module 2	SSCB Training http://www.surreyscb.org.uk
Group C Members of the workforce who work predominantly with children, young people and/or their	Recommended for professional development – dependent on role & duties	Professional Challenge	SSCB Training http://www.surreyscb.org.uk	As required
		Disguised Compliance	SSCB Training http://www.surreyscb.org.uk	As required
		Healthy outcomes for children who are looked after	SSCB Training http://www.surreyscb.org.uk	As required

<p>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 Virtual School AHT, Education Welfare Officers, A2E, REMA, PSSS, STIPS Teaching & non teaching staff</p>	<p>Working together to safeguard Gypsy, Roma, Traveller children</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>PREVENT</p>	<p>Home Office https://www.elearning.prevent.homeoffice.gov.uk/</p>	<p>As required</p>
	<p>Safeguarding Disabled Children</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>DSL Network Meetings</p>	<p>Education Safeguarding Team. Termly events</p>	<p>As required</p>
	<p>CSE Level 2 Training</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>Online Safety</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>Children & Young People who harm sexually – An Introduction</p>	<p>My Learning – web based</p>	<p>As required</p>
	<p>Parental Substance Misuse & Impact on Children</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>Understanding and working with children & young people affected by sexual abuse</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>Safeguarding Disabled Children with a focus on autism</p>	<p>SSCB Training http://www.surreyscb.org.uk</p>	<p>As required</p>
	<p>Modern Day Slavery Awareness</p>	<p>Short Video Link</p>	<p>As required</p>

Group D

Professional advisors, named and designated lead professionals.

For example, Education Safeguarding Team advisory staff, Area Schools Officers, School Workforce Development Officer

<p>Group D</p> <p>Professional advisors, named and designated lead professionals. For example, Education Safeguarding Team advisory staff, Area Schools Officers, School Workforce Development Officer</p>	<p>Mandatory</p>	<p>What to Do if publication</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Keeping Children Safe in Education 2016</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Working Together to Safeguard Children</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training (web based available on My Learning) every 2 years</p>
		<p>Child Sexual Exploitation Awareness</p>	<p>My Learning or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>PREVENT Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Domestic Abuse</p>	<p>My Learning web based</p>	<p>Completed within the first 6 months of employment and refresher training every 2 years</p>
		<p>Female Genital Mutilation</p>	<p>Home Office or SSCB</p>	<p>Completed within the first 6 months of employment</p>

			e-learning www.fgmelearning.co.uk http://www.surreyscb.org.uk	and refresher training every 2 years
		Forced Marriage	E Learning Foreign Office or SSCB http://www.safeguardingchildren.co.uk/resources/awareness-of-forced-marriage-register-for-training/	Completed within the first 6 months of employment and refresher training every 2 years
		Foundation Module 1	SSCB Training http://www.surreyscb.org.uk	Completed within the first 6 months of employment
		Foundation Module 2	SSCB Training http://www.surreyscb.org.uk	Completed within the first 6 months of employment and refresher training every 2 years
		Early Help Training	SSCB Training http://www.surreyscb.org.uk	Completed within first year of employment
		Safer Recruitment	Surrey Skills Academy http://surreyskillsacademy.learningpool.com/index.php	Completed within the first 6 months of employment and refresher training every 3 years
Group D Professional advisors, named and designated lead professionals. For example, Education Safeguarding Team advisory staff, Area Schools Officers,		DSL Network Meetings	Education Safeguarding Team	Attendance at least twice per academic year
	Recommended Professional Development	DSL New to Role	Babcock (4S) International	As required
		Learning from Serious Case Reviews, Domestic	SSCB Training http://www.surreyscb.org.uk	As required

School Workforce Development Officer		Homicide Reviews and Audits		
		Serious Case Reviews – Methodologies and Participation	SSCB Training http://www.surreyscb.org.uk	As required
		Professional Challenge	SSCB Training http://www.surreyscb.org.uk	As required
		Disguised Compliance	SSCB Training http://www.surreyscb.org.uk	As required
		Healthy outcomes for children who are looked after	SSCB Training http://www.surreyscb.org.uk	As required
		Working together to safeguard Gypsy, Roma, Traveller children	SSCB Training http://www.surreyscb.org.uk	As required
		Modern Day Slavery Awareness	Short Video Link	As required
		Safeguarding Disabled Children	SSCB Training http://www.surreyscb.org.uk	As required
		Online Safety	SSCB Training http://www.surreyscb.org.uk	As required

Group E

Operational managers at all levels including: practice supervisors; front line managers

<p>Group E</p> <p>Operational managers at all levels including: practice supervisors; front line managers.</p>	<p>Mandatory</p>	<p>What to Do if publication</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Keeping Children Safe in Education 2016</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Working Together to Safeguard Children</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training (web based available on My Learning) every 2 years</p>
		<p>Child Sexual Exploitation Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>PREVENT Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>Domestic Abuse</p>	<p>My Learning web based</p>	<p>Completed within the first 6 months of employment</p>

				and refresher training every 2 years
		Female Genital Mutilation	Home Office or SSCB e-learning www.fgmelearning.co.uk www.surreyscb.org.uk	Completed within the first 6 months of employment and refresher training every 2 years
		Forced Marriage	E Learning Foreign Office or SSCB http://www.safeguardingchildren.co.uk/resources/awareness-of-forced-marriage-register-for-training/	Completed within the first 6 months of employment and refresher training every 2 years
		Safer Recruitment	Surrey Skills Academy http://surreyskillsacademylearningpool.com/index.php	Completed within the first 6 months of employment and refresher training every 3 years
	Recommended for professional development – dependent on role & responsibilities	DSL New to Role	Babcock (4S) International	As required
	DSL Network Meetings	Education Safeguarding Team	As required	
Group E Operational managers at all levels including: practice supervisors; front line managers.		Online Safety	SSCB Training http://www.surreyscb.org.uk	As required
		Learning from Serious Case Reviews, Domestic Homicide Reviews and Audits	SSCB Training http://www.surreyscb.org.uk	As required

		Serious Case Reviews – Methodologies and Participation	SSCB Training http://www.surreyscb.org.uk	As required
		Professional Challenge	SSCB Training http://www.surreyscb.org.uk	As required
		Disguised Compliance	SSCB Training http://www.surreyscb.org.uk	As required
		Healthy outcomes for children who are looked after	SSCB Training http://www.surreyscb.org.uk	As required
		Working together to safeguard Gypsy, Roma, Traveller children	SSCB Training http://www.surreyscb.org.uk	As required
		Safeguarding Disabled Children	SSCB Training http://www.surreyscb.org.uk	As required
		CSE Level 2 Training	SSCB Training http://www.surreyscb.org.uk	As required
		Children & Young People who harm sexually – An Introduction	SSCB Training http://www.surreyscb.org.uk	As required
		Safeguarding Disabled Children with a focus on autism	SSCB Training http://www.surreyscb.org.uk	As required
		Modern Day Slavery Awareness	Short Video Link	As required

Group F

Senior managers responsible for the strategic management of services.

<p>Group F Senior managers responsible for the strategic management of services.</p>	<p>Mandatory</p>	<p>What to Do if publication</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Keeping Children Safe in Education 2016</p>	<p>Safeguarding Induction with Line Manager /DSL (Discuss, read, sign for & keep document)</p>	<p>Provided within the first week of employment and thereafter annual circulation by Education Safeguarding Team</p>
		<p>Working Together to Safeguard Children</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training (web based available on My Learning) every 2 years</p>
		<p>Child Sexual Exploitation Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>
		<p>PREVENT Awareness</p>	<p>My Learning web based or Team/Service face to face delivery</p>	<p>Completed within the first 3 months of employment and refresher training every 2 years</p>

		Domestic Abuse	My Learning web based	Completed within the first 6 months of employment and refresher training every 2 years
		Female Genital Mutilation	Home Office or SSCB e-learning www.fgmelearning.co.uk www.surreyscb.org.uk	Completed within the first 6 months of employment and refresher training every 2 years
		Forced Marriage	E Learning Foreign Office or SSCB http://www.safeguardingchildren.co.uk/resources/awareness-of-forced-marriage-register-for-training/	Completed within the first 6 months of employment and refresher training every 2 years
		Safer Recruitment	Surrey Skills Academy http://surreyskillsacademy.learningpool.com/index.php	Completed within the first 6 months of employment and refresher training every 2 years
	Recommended for professional development – dependent on role & responsibilities	Learning from Serious Case Reviews, Domestic Homicide Reviews and Audits	SSCB Training http://www.surreyscb.org.uk	As required
		Serious Case Reviews – Methodologies and Participation	SSCB Training http://www.surreyscb.org.uk	As required
		Healthy outcomes for children who are looked after	SSCB Training http://www.surreyscb.org.uk	As required

	Working together to safeguard Gypsy, Roma, Traveller children	SSCB Training http://www.surreyscb.org.uk	As required
	Modern Day Slavery Awareness	Short Video Link	As required
	Online Safety	SSCB Training http://www.surreyscb.org.uk	As required
	Safeguarding Disabled Children	SSCB Training http://www.surreyscb.org.uk	As required
	Safeguarding Disabled Children with a focus on autism	SSCB Training http://www.surreyscb.org.uk	As required
	Children & Young People who harm sexually – An Introduction	SSCB Training http://www.surreyscb.org.uk	As required