



## **Dorset and Bournemouth, Christchurch & Poole Safeguarding Adult Boards Safeguarding Adult Training Strategy March 2022**

This Strategy should be read in conjunction with relevant guidance and references listed in section 6.

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Review Date June 2024

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## 1. Introduction

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1.1. This document sets out the safeguarding adults training strategy for the Dorset and Bournemouth, Christchurch & Poole (BCP) Safeguarding Adults Boards for the period 2022 – 2024. It applies to staff and volunteers in all organisations across Dorset who have safeguarding duties as set out in the Care Act (2014) and its Supporting Statutory Guidance (Revised 2018).

1.2. National Context

The Care Act 2014 includes requirements for Safeguarding Adults Boards (SABs) to seek assurance from partners to:

- identify mechanisms for monitoring and reviewing the implementation and impact of policy and training and
- promote multi-agency training and consider any specialist training that may be required. Consider any scope to jointly commission some training with other partnerships, such as the Community Safety Partnerships and Pan Dorset Safeguarding Children’s Partnership
- consider that members might also support the work of the SAB by providing administrative help, premises for meetings or holding training sessions.

1.3. Local Context

Members of the Safeguarding Adults Boards are committed to safeguarding and promoting the wellbeing of adults who may be at risk of abuse or neglect. Partner organisations must ensure that employees, volunteers and staff understand their roles and responsibilities in respect of safeguarding adults, their families or carers as well as the wider safeguarding agenda. It is important that they are competent and well-trained in meeting their overarching safeguarding duty of care to those for whom they care and support, and, where necessary, understand what action to take to safeguard people and prevent abuse.

1.4. Regardless of how a safeguarding concern is identified, everyone should understand what to do and where to go locally to get help and advice. It is vital that professionals, staff and volunteers, as well as members of the public have the information they need to be vigilant on behalf of those people who are unable to protect themselves.

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## 2. Purpose

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2.1 The purpose of this strategy is to provide a framework which ensures that the Dorset and BCP Safeguarding Adults Boards and all partners are able to meet their legal requirement to ensure people who work with adults, with care and support needs, work effectively to reduce the likelihood of harm occurring and promote their wellbeing.

2.2 The strategy aims to provide information on the required safeguarding training for all partners of the SABs, enabling them to undertake their roles as either commissioners of services, service providers, carers, or volunteers. Defining the required training will

enable the Dorset and BCP SABs to seek assurance from partners that the workforce is trained to the specified standards, in accordance with their roles.

- 2.3 The level of safeguarding training required is relevant to the role and responsibility of individuals and details that which is mandatory training where staff are working with people with care and support needs.
- 2.4 **All training will value and respect diversity (including culture, race, religion disability, sexuality, gender), will promote equality and encourage the participation of all individuals in any safeguarding process, in line with ‘Making Safeguarding Personal’.**
- 2.5 The Safeguarding Adult Training Strategy enables the SABs to demonstrate that measures are in place to seek assurance on available training in line with good practice and the business priorities for 2021-24. There is an expectation that safeguarding adults training is flexible so that individual organisations can determine their own method of delivery which most effectively meets the needs of their workforce. Training can be delivered using a variety of ways and methods. In some cases, the SABs will deliver training where a specific issue has been identified as a SAB priority e.g., on an issue arising from trends and themes identified within performance data or from Safeguarding Adults Reviews.
- 2.6 **Appendix 1- Safeguarding Adult Training Matrix**, describes the current arrangements for safeguarding adult training.

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### **3. Governance**

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- 3.1 All partners have a responsibility to ensure that their staff are competent to undertake their roles and that any training packages developed and/or delivered in-house or commissioned externally, should be reviewed, and amended in line with any national or local changes.
- 3.2 SABs have a responsibility to understand how partner agencies comply with their safeguarding duties and ensure that their staff are competent to undertake their roles. This involves challenging and holding partner agencies to account.
- 3.3 The Dorset and BCP Safeguarding Adults Boards will seek assurance that safeguarding training (whether commissioned by the SABs or delivered by partners) is compliant with the Standards for Essential Safeguarding Adults Skills training.

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## 4. Implementation

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- 4.1 Individual organisations can determine how to deliver training to achieve the best outcome for their organisation.
- 4.2 To ensure effective implementation the SABs recommends the following:
- Each partner organisation should map the specific roles of their staff/ volunteers against the generic role types and functions described in Appendix 1 and the Adult Safeguarding: Roles and Competencies for Health Care Staff Intercollegiate Document (First edition: August 2018) – unless already mapped against existing competency frameworks.
- 4.3 The impact and effectiveness of the strategy will be monitored with individual organisations, by the Dorset and BCP SAB, seeking assurance that safeguarding training delivered or attended is appropriate to the needs of their staff.

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## 5. Frequency of Training

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- 5.1 Safeguarding adults training is recommended to be renewed with staff every 3 years, following the initial training. Updates to safeguarding training must include changes in safeguarding legislation and statutory guidance with relevant updates provided by the Dorset and BCP SABs.

It is recognised that learning is pivotal to the role of those working with vulnerable people and so updates to learning and application to practise may be undertaken on a more regular basis, i.e., annually.

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## 6. References and relevant guidance

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Multi-Agency Safeguarding Adults Policy 2017

[https://www.bcpsafeguardingadultsboard.com/uploads/7/4/8/9/74891967/bpdsab\\_multi\\_agency\\_policy\\_v2.0\\_final\\_13.02.17\\_for\\_pdf.pdf](https://www.bcpsafeguardingadultsboard.com/uploads/7/4/8/9/74891967/bpdsab_multi_agency_policy_v2.0_final_13.02.17_for_pdf.pdf)

Multi-Agency Procedures for the Protection of Adults with Care and Support Needs in Bournemouth, Christchurch, Poole and Dorset 2021

<https://creativestudios.myzen.co.uk/bcpsab/BCP-Dorset-procedures/>

[Skills for Health - Statutory/Mandatory Core Skills Training Framework \(CSTF\), 2018](#)

[Care Act 2014](#)

[Care and support statutory guidance](#)

Standards for the Essential Safeguarding Adults Skills Training

[https://www.bcpsafeguardingadultsboard.com/uploads/7/4/8/9/74891967/standards\\_for\\_essential\\_safeguarding\\_adults\\_skills\\_training\\_v4.1\\_final\\_jan\\_2020.pdf](https://www.bcpsafeguardingadultsboard.com/uploads/7/4/8/9/74891967/standards_for_essential_safeguarding_adults_skills_training_v4.1_final_jan_2020.pdf)

[Mental Capacity Act 2005](#)

[Mental Capacity Act Code of practice](#)

[Care Quality Commission – Safeguarding People](#)

[Equality and Human Rights Commission](#)

## Safeguarding Adult Training Matrix

### Safeguarding Adult Training Levels

The identification of the level of safeguarding training required is dependent on the staff member's role and responsibility:

Level	Description	Course	Frequency
<b>Induction for new starters</b>	All new staff directly employed/locums or volunteers/ or contracted	As per partner agencies mandatory training policies.	On Induction
<b>1</b>	Staff that have limited contact with adults at risk of abuse and neglect. They may become aware of allegations of abuse or neglect.	E learning <i>Partner Agencies.</i> National resources: - such as the Social Care institute of Excellence (SCIE), Research in Practice (RIP) and Professional Bodies such as the Nursing and Midwifery Council, General Medical Council, the College of Policing the National Centre for Applied Learning Technologies (NCALT), Social work England etc	Every 3 years
<b>2</b>	Staff with regular contact or periods of intense irregular contact with adults at risk of abuse and neglect. They are in a position of identifying concerns.  This includes health & care and police employees, private/independent contractors or practitioners and volunteers.	E learning or Face to Face <i>Partner Agencies.</i> National resources: - such as the Social Care institute of Excellence (SCIE), Research in Practice (RiP) and Professional Bodies such as the Nursing and Midwifery Council, General Medical Council, the College of Policing the National Centre for Applied Learning Technologies (NCALT), Social work England etc	Every 3 years

3	<p>Staff who work predominately work with adults at risk of abuse and neglect.</p> <p>Suitable for all registered / qualified staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns</p>	<p>Face to face training is available via partners inhouse training</p>	<p>Every 3 years</p>
4	<p>Specialist Staff who are responsible for undertaking or overseeing Care Act, 2014 s42 safeguarding enquiries or staff that are designated safeguarding leads or managers within their organisation.</p> <p>This group may lead Safeguarding Enquiries or whole Service Safeguarding Enquiries</p>	<p>Must be competent up to level 3 with additional training as outlined in Local Authority guidance or intercollegiate guidance.</p>	<p>Every 3 years</p>

5	<p>Leadership with strategic management and delivery responsibilities.</p> <p>Suitable for specialist and designated roles within Safeguarding Adults</p>	<p><i>Those in wider, strategic specialist roles</i> should participate regularly in support groups or peer support networks for safeguarding professionals at a local, regional, and national level according to professional guidelines (attendance should be recorded).</p> <p><i>Professionals new to undertaking roles at this level should complete additional management training with a focus on leadership and change management within three years of taking up the post.</i></p>	<p><i>Those working in wider, strategic specialist roles influencing change across the health and social care community,</i> should attend a minimum of 24 hours of education, training and learning over a three-year period. This should include leadership, appraisal, supervision training and the context of other professionals' work.</p>
6 Governance and Board roles	<p>Chief executive officers, trust and health board executive and non-executive directors/members, commissioning body directors. This includes boards of private, independent and charitable health care and voluntary community and social enterprise sector as well as statutory providers.</p>	<p>Attend bespoke Training as determined by Democracy</p>	<p>3 yearly</p>