

Scarborough Borough Council

Training Plan

Safeguarding Children and Adults

1st October 2019

Introduction

This training plan is to be read in conjunction with Scarborough Borough Councils Safeguarding Adults, Children and Young Peoples Policy.

This plan is aligned with the requirements of the North Yorkshire Safeguarding Boards, in relation to children and adults.

Section 11 of the Children Act 2004 places a duty on organisations to have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children. This includes

“ appropriate supervision and support for staff, including undertaking safeguarding training....employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role”

The Council also has responsibilities in terms of safeguarding adults who may be at risk.

How to use this training plan

The purpose of this document is to provide a framework to support safeguarding training in North Yorkshire, so that those staff who work with children, young people or adults (and their managers) are appropriately skilled, competent and confident in carrying out their responsibilities in regard to safeguarding.

Managers should assess the training requirements of their staff, in terms of safeguarding at least annually, for example, during the appraisal process and ensure that staff attend the appropriate training courses.

Alongside the training courses below, the plan indicates who should attend. This is based on the type of roles and duties that staff undertake, rather than specific job titles. This provides an indication of who the course is suitable for, however, is not an exhaustive list and managers should assess the training needs of their staff based on their knowledge of their roles and responsibilities and the types of safeguarding situations they are likely to encounter.

Recording Training

Any safeguarding training undertaken by staff should be recorded on DASH. It is the responsibility of the staff member and their manager to ensure appropriate records of training attended are kept.

Further Information

North Yorkshire Children Safeguarding Board <http://www.safeguardingchildren.co.uk/>

North Yorkshire Adult Safeguarding Board <http://www.safeguardingadults.co.uk>

Training sent directly to Scarborough Borough Council by the Safeguarding Boards will be made available to all staff by the designated safeguarding officer.

In addition the designated safeguarding officer will provide/arrange training and awareness raising on emerging trends and issues.

For further information or advice about training please contact the designated safeguarding officer. (Community Safety and Safeguarding Manager).

Sandra.rees@scarborough.gov.uk

Induction Training

All staff should be made aware of the safeguarding policy, where to find it, a brief overview of its contents and who to contact if they have an issue. Depending on the type of role, appropriate safeguarding training should be arranged as soon as possible.

Training Courses Available

Core Training

Course	Overview of course content	Who should attend?
<p>Basic Single Agency Safeguarding Awareness Children, Young People and Adults</p> <p>Delivered by SBC – Designated Safeguarding Officer</p>	<ul style="list-style-type: none"> • Signs and Indicators of Abuse and Neglect: • Child Sexual Exploitation • Modern Slavery • County Lines • Domestic abuse and the impact on children • What to do in response to Concerns: • Guidelines for Good Practice: 	<p>This training is mandatory for all staff (and their managers) who deal with the public, either face to face or on the telephone within 6 months of their employment commencing.</p> <p>Specific sessions can be arranged for large staff teams e.g. customer first, cleansing, parking staff.</p> <p><u>Booking</u></p> <p>Access the training by contacting Sandra.rees@scarborough.gov.uk</p>
<p>Home Office Prevent Training</p> <p>E learning training</p>	<p>This is introductory training and addresses all forms of terrorism and non-violent extremism, including far right wing and Islamist extremism.</p> <p>It provides an introduction to the Prevent duty, and explains how it aims to safeguard vulnerable people from being radicalised to support terrorism.</p> <p>A link to the prevent duty guidance is available at the end of this e-Learning.</p>	<p>The on line training (Prevent) is mandatory for all staff (and their managers) who deal with the public, face to face including those who visit people’s homes. To be completed within 6 months of their employment commencing.</p> <p>Specific F2F briefing sessions can be arranged for large staff teams e.g. customer first, cleansing, parking staff. Contact Sandra Rees to discuss.</p> <p><u>Booking</u></p> <p>Free e learning training</p> <p>https://www.elearning.prevent.homeoffice.gov.uk</p> <p>In addition further on-line training about the Channel programme is available (link below).</p> <p>https://www.elearning.prevent.homeoffice.gov.uk/channelawareness</p>
<p>Safeguarding Adults under the Care Act</p> <p>E learning Training (NYCC)</p>	<p>This course is suitable for those who require an awareness about safeguarding adults but only have limited or infrequent</p>	<p>This is recommended for staff who work with adults, particularly those who provide advice and support face to face or visit people in their homes e.g. housing/HIA, community safety,</p>

	<p>contact with vulnerable adults</p> <p>Important note: A record of your completion will not be recorded and a certificate is not automatically generated. If you would like to record proof of completion you may do so by taking a screenshot of the quiz results slide. You must achieve a <u>minimum score of 80%</u>. <i>This package should be completed every 2 years.</i></p>	<p>community development, environmental health and benefits staff.</p> <p>Also recommended for managers of the above teams and Customer First Manager/team leaders.</p> <p><u>Booking</u></p> <p>https://breeze.northyorks.gov.uk/p2mafnlncm0/</p> <p>free training (takes about 45 minutes)</p>
<p>Mental Capacity Act</p> <p>E learning Training (NYCC)</p>	<p>This course is suitable for those who require an awareness of the Mental Capacity Act but only have limited and infrequent contact with vulnerable adults.</p> <p><i>Important note: A record of your completion will not be recorded and a certificate is not automatically generated. If you would like to record proof of completion you may do so by taking a screenshot of the quiz results slide. You must achieve a minimum score of 80%.</i> This package should be completed every 2 years.</p>	<p>This is recommended for staff who work with adults, particularly those who provide advice and support face to face or visit people in their homes e.g. housing/HIA, community safety, community development, environmental health and benefits staff.</p> <p>Also recommended for managers of the above teams and Customer First Manager/team leaders.</p> <p><u>Booking</u></p> <p>https://breeze.northyorks.gov.uk/p3jyq2d3l97/</p> <p>free training (takes about 60 minutes)</p>
<p>Domestic Abuse Awareness Training</p> <p>On line (IDAS)</p>	<p>IDAS is a specialist service that provides support, accommodation and advice to adults and children who are victims of domestic abuse.</p> <p>This training package is aimed at individuals in organisations and voluntary groups who work with adults and children or young people, to give a basic awareness of issues surrounding domestic abuse.</p> <p>Depending on your role, this may be the only level of training you need, although some people will need further</p>	<p>This is mandatory for staff who regularly deal with domestic abuse as part of their role e.g. housing and community safety staff. (unless staff have attended other domestic violence training).</p> <p>This is recommended for other staff who work with adults, particularly those who provide advice and support face to face or visit people in their homes e.g. housing/HIA, community safety, community development, environmental health and benefits staff.</p> <p>Also recommended for managers of the above teams and Customer First Manager/team leaders.</p>

	training. Further courses are available through IDAS if more specialist knowledge is required.	<p><u>Booking</u></p> <p>Free on-line training. Staff need to register with IDAS to access. https://www.idas.org.uk/training</p>
<p>Safer Recruitment</p> <p>NYCC</p>		<p>This is mandatory for HR staff involved in recruitment.</p> <p>Managers who regularly recruit staff are also recommended to attend</p> <p>How to Book http://www.safeguardingchildren.co.uk/ http://www.safeguardingadults.co.uk</p>
<p>LSCB Managing allegations against staff</p> <p>NYCC – on line training</p>		<p>Recommended for HR and other staff who may be involved in investigating allegations against staff.</p> <p>How to Book http://www.safeguardingchildren.co.uk/ http://www.safeguardingadults.co.uk</p>

Specialist Training

In addition, more detailed training courses are available as listed below for staff who require more detailed or specialist knowledge. These would be particularly useful for staff who deal regularly with safeguarding issues and would like to increase their knowledge and confidence.

1. NYCC Comprehensive Child Protection Pathways (CCPP)

A full day course, to promote effective safeguarding practices through developing knowledge and skills in relation to the Comprehensive Child Protection Pathway, following the 'Signs of Safety' conferencing model.

Delegates will become an effective member of CP Conferences by...

- Developing understanding of the child protection process, including each step on the pathway.
- Identifying and understanding their responsibilities, and those of others involved in the process.
- Developing their understanding of report writing requirements, and attendance.
- Recognise what is meant by "significant harm", becoming familiar with the Vulnerability Checklist, Thresholds, and Common Assessment Framework.

- Increasing confidence in participating effectively in Initial and Review CP Conferences and Core Groups

Book online at: <http://nyestraining.co.uk/Search/comprehensive>

2. NYCC Comprehensive Child Protection Pathway (CCPP) Refresher

A half day course, to promote effective safeguarding practices through developing knowledge and skills for the Designated Safeguarding Lead and their Deputies. Please note that this is not the only course available for DSLs: NYCC Toxic Trio; NYCC Safeguarding Children; NYCC Child Sexual Exploitation; NYCC Young People and Risky Behaviour are also classed as refresher training.

- To identify the role and responsibilities of the Designated Safeguarding Lead
- To identify current guidance, documentation and legislation with regards to safeguarding children
- To review the safeguarding process when a referral meets thresholds for s17 and s47 enquiries
- To review the role of the DSL within the child protection case conferencing process
- To review retention of child protection records

Book online at: <http://nyestraining.co.uk/Search/comprehensive>

3. NYCC Safeguarding Children

A half day course, to update knowledge of child protection issues, including: definitions, indicators, legislation, guidance, and processes

Delegates will:

- Increase understanding of the legislation and guidance under-pinning 'safeguarding children' work including:
 - Working Together to Safeguard Children 2018
 - Keeping Children Safe In Education 2018
 - Children Act 1989/ 2004
- Establish basic understanding of the types of abuse which can be experienced by children and young people
- Increase awareness of the indicators abuse
- Increase awareness of 'peer pressure', including links with CSE and unhealthy relationships
- Start to explore perpetrators behaviour in order to work preventatively.
- Understand responsibilities to record, report and share information through appropriate processes.

Book online at: <http://nyestraining.co.uk/Search/safeguarding%20children>

4. Deprivation of Liberty Safeguards

This course is suitable for those who require an awareness of Deprivation of Liberty Safeguards but only have limited and infrequent contact with vulnerable adults.

Important note: A record of your completion will not be recorded and a certificate is not automatically generated.

If you would like to record proof of completion you may do so by taking a screenshot of the quiz results slide. You must achieve a minimum score of 80%.

This package should be completed every 2 years.

Access from: <https://breeze.northyorks.gov.uk/p9f88o8u702/>

5. Supporting Adults (age 16+) to make decisions within the Mental Capacity Act

Content

To be aware of the principles of the Mental Capacity Act

To be aware of the key definitions in the Mental Capacity Act and implications on practice

How to undertake a capacity assessment: 2 stage capacity test

How to record best interest decisions: best interest checklist, support planning and daily records

Importance of recognising people may have capacity to make some decisions and not others,

Importance of recognising fluctuating capacity

Use of advanced decisions and statements when someone has capacity and within best interest decision making process

Be aware of the public bodies roles and responsibilities

Have an awareness of the role of the IMCA, Lasting Power of Attorney.

Access from: <https://learningzone.northyorks.gov.uk/lzcs/home>

6. Forced Marriage Awareness

Content

A free e-learning course has been developed by the Forced Marriage Unit of the Foreign and Commonwealth Office and Home Office. It aims to raise awareness, challenge perceptions and inform you of the correct actions to take should you suspect someone is at risk.

- After completing this training you will be able to:
- Recognise the warning signs of forced marriage
- Take the right actions to help protect the potential victim

– Co-operate effectively with other agencies

Access online

<http://www.safeguardingchildrenea.co.uk/resources/awareness-of-forced-marriage-register-for-training>

7. Female Genital Mutilation (FGM)

The Home Office has launched a free online training package dealing with female genital mutilation (FGM), developed with Virtual College. It gives teachers, police, doctors, social workers and Border Force staff the training they need to help them identify and assist girls who are at risk of FGM.

Access online <https://www.fgmelearning.co.uk/>

8. Health Education England Suicide Prevention E-Learning

The e-learning resource ‘We Need to Talk About Suicide’ has been developed alongside Public Health England (PHE) and has been supported by families who have lived through suicide, as well as health care professionals who work in mental health services. *We need to talk about suicide is specifically available to support volunteers and health care professionals who don’t specialise in mental health care.*

Access online at: <https://www.hee.nhs.uk/news-blogs-events/news/new-health-education-england-learning-tool-help-health-professionals-spot-early-warning-signs>