



**Dorset  
Clinical Commissioning Group**

NHS Dorset Clinical Commissioning Group

# Safeguarding Children, Young People and Adults Training Framework



**Supporting people in Dorset to lead healthier lives**

## **PREFACE**

This framework sets out to outline the mandatory training requirements for Children and Adult Safeguarding training across Dorset CCG.

All managers and staff (at all levels) are responsible for ensuring that they are viewing and working to the current version of this procedural document. If this document is printed in hard copy or saved to another location, it must be checked that the version number in use matches with that of the live version on the CCG intranet.

All CCG procedural documents are published on the staff intranet and communication is circulated to all staff when new procedural documents or changes to existing procedural documents are released. Managers are encouraged to use team briefings to aid staff awareness of new and updated procedural documents.

All staff are responsible for implementing procedural documents as part of their normal responsibilities, and are responsible for ensuring they maintain an up to date awareness of procedural documents.

<b>A</b>	<b>SUMMARY POINTS</b>
This framework sets out to outline the mandatory training requirements for Children and Adult Safeguarding training across Dorset CCG.	

<b>B</b>	<b>ASSOCIATED DOCUMENTS</b>		
<b>Title of Evidence</b>	<b>Amendment made by</b>	<b>Date of amendment</b>	
Safeguarding intercollegiate document	WT / HDJ	April 2014	
NHS England PREVENT and the Care Act	VC	Feb 2015	
PREVENT duty guidance	VC	April 2015	
Domestic Abuse	VC / HDJ	Feb 2016	
NHS England Adult Safeguarding Intercollegiate Document	VC	March 2016	
RCN Adult Safeguarding Roles and competencies for health care staff	VC	October 2018	
Safeguarding Children and young People: Roles and competencies for Healthcare staff	HDJ /VC	February 2019	

<b>C</b>	<b>DOCUMENT DETAILS</b>	
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5	27/06/2019	Helen Duncan-Jordan Designated Deputy Nurse for Safeguarding and LAC	Safeguarding team

<b>E VERSION CONTROL</b>					
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<b>F SUPPORTING DOCUMENTS/EVIDENCE BASED REFERENCES</b>		
<b>Evidence</b>	<b>Hyperlink (if available)</b>	<b>Date</b>
Safeguarding Children and young People: Roles and competencies for Healthcare staff	<a href="https://www.rcpch.ac.uk/resources/safeguarding-children-young-people-roles-competencies">https://www.rcpch.ac.uk/resources/safeguarding-children-young-people-roles-competencies</a>	Jan19

<b>G DISTIBUTION LIST</b>			
<b>Internal CCG Intranet</b>	<b>CCG Internet Website</b>	<b>Communications Bulletin</b>	<b>External stakeholders</b>
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## 1. INTRODUCTION

- 1.1 Dorset Clinical Commissioning Group (CCG) is committed to commissioning services that identify safeguarding and promoting the welfare of children and young people, and adults who may be at risk from harm.
- 1.2 As a commissioning and employing organisation, the CCG has developed this framework to ensure that their employees and staff working in commissioned services understand the level of training they are required to undertake to fulfil their responsibilities regarding safeguarding children and young people, and adults.
- 1.3 As a delegated commissioner of Primary Care, the CCG supports GP practices to be aware of their safeguarding duties and training requirements.
- 1.3 The aim of this framework is to ensure the CCG meets its legislative responsibilities to equip people to work effectively with those from other agencies to safeguard and promote the welfare of children, young people and adults.
- 1.4 The framework also aims to engender a culture of corporate responsibility towards safeguarding which also includes safer recruitment measures. It will support training which creates an ethos that values working collaboratively with others (valuing different roles, knowledge and skills), respects diversity (including culture, race, religion and disability) promotes equality and encourages the participation of the client and their family in safeguarding processes.
- 1.5 The vision for safeguarding, is that the voice of the person or child is heard and that choice and control is embraced – “no decision about me, without me”: This can be achieved by the understanding and application of the **Safeguarding principles** in to core business:

	What does this mean?	What does this mean for the person?
<b>Principle 1: Empowerment</b>	<p>People should be supported and encouraged to make their own decisions. This should be done by:</p> <ul style="list-style-type: none"> <li>• making services more personal</li> <li>• giving people choice and control over decisions</li> <li>• people have a voice and are heard as to what they want and what they want the outcome to be</li> </ul>	<p>People are asked what they want to happen and services plan safeguarding round this.</p>

<p><b>Principle 2: Prevention</b></p>	<p>Organisations should work together to stop abuse before it happens by:</p> <ul style="list-style-type: none"> <li>• raising awareness about abuse and neglect</li> <li>• training staff</li> <li>• making sure clear, simple and accessible information is available about abuse and where people can get help</li> </ul>	<p>People will get clear and simple information about what abuse is and who to ask for help.</p>
<p><b>Principle 3: Proportionality</b></p>	<p>When dealing with abuse situations services must ensure that they always think about the risk. Any response should be appropriate to the risk presented. Services must respect the person, think about what is best for them and only get involved as much as needed.</p>	<p>Services think about what is best for the person and Will only get involved when they need to.</p>
<p><b>Principle 4: Protection</b></p>	<p>Organisations must ensure that they know what to do when abuse has happened by:</p> <ul style="list-style-type: none"> <li>• what to do if there are concerns</li> <li>• how to stop the abuse</li> <li>• how to offer help and support for people who are at risk</li> </ul>	<p>People can get help and support to know about abuse and can get involved in the safeguarding as much or as little as you want.</p>
<p><b>Principle 5: Partnership</b></p>	<p>Organisations should work in partnership with each other and local communities. Local people also have a part to play in preventing, detecting and reporting abuse.</p>	<p>Staff look after People's personal information and only share it when this helps to keep them safe.</p>
<p><b>Principle 6: Accountability</b></p>	<p>Safeguarding is everybody's business. Everyone must accept that we are all accountable as individuals, services and as organisations.</p>	<p>People will be aware of the roles of different professionals and what they should do to help keep them safe.</p>

	Roles and responsibilities must be clear so that people can see and check how safeguarding is done.	
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- 1.6 The care act promotes well-being and the prevention of abuse and neglect from happening in the first place. **Making Safeguarding Personal (MSP)** focuses on the desired outcomes the individual wishes to achieve from the safeguarding and if they lack capacity, consideration to an advocate will need to be given to act in the individual's best interest.
- 1.7 Safeguarding Adult Reviews, Safeguarding Practice Reviews and Domestic Homicide Reviews and Multi Agency Audits are an opportunity to learn lessons and make changes that could prevent similar abuse or neglect happening to others.
- 1.8 The CCG will also have responsibilities to support the Draft Domestic Abuse Bill as it passes through parliament during 2019, to recognise the importance of improving awareness of domestic abuse amongst health staff by responding effectively to disclosures of abuse. The Bill will focus on
- Partnership working
  - Supporting children and young people
  - Coercive and controlling behaviour
  - Prevention and Early help
  - Holding perpetrators to account
- Locally a DA multi agency training framework is being developed as guidance which reflected within this document.
- 1.9 The CCG has the responsibility to support the Home Office counter terrorism strategy CONTEST. The PREVENT strategy is being an integral element of CONTEST with the aim to reduce the threat to the UK from terrorism by stopping people becoming radicalised into or supporting terrorism. PREVENT is key element of the safeguarding agenda.

## 2. KEY ROLES AND RESPONSIBILITIES FOR SAFEGUARDING

Role	Responsibility
CCG Accountable Officer	Overarching responsibility to ensure that arrangements are in place so that staffs are trained to recognise and respond to safeguarding concerns and that they are fully aware of their individual and corporate responsibilities for safeguarding both adults and children. The Chief Accountable Officer also provides additional leadership at Board level in collaboration

Role	Responsibility
	<p>with the Executive Director who has the lead for Safeguarding:</p> <ul style="list-style-type: none"> <li>• To ensure that the statutory role and responsibilities of the NHS Board in relation to safeguarding both child and adult are met;</li> <li>• To understand the potential causes and consequences of gross negligence</li> <li>• To ensure that the organisation adheres to relevant national guidance and standards for Safeguarding / Child and Adult protection;</li> <li>• To promote a positive culture of safeguarding to include: ensuring there are procedures for safer staff recruitment whistleblowing; appropriate policies for safeguarding and child protection (including regular updating) chaperoning and that staff, and volunteers and patients are aware that the organisation takes safeguarding seriously and will respond to concern about the welfare and wellbeing of adults and children at risk. Staff and patients are aware that the organisation takes child protection seriously and will respond to concern about the welfare of children;</li> <li>• To appoint an Executive Director lead for safeguarding;</li> <li>• To ensure good Child / Adult Protection and Safeguarding practice is recognised throughout the organisation;</li> <li>• To ensure there is appropriate access to advice from dedicated named and designated professionals;</li> <li>• To ensure that operational services are resourced to support/respond to the demands of Safeguarding and Child / Adult protection effectively;</li> <li>• To ensure that an effective Safeguarding and Child / Adult Protection training and supervision strategy is resourced and delivered;</li> <li>• To ensure and promote appropriate, safe, multi-agency / inter-agency partnership working practices and information sharing practices and protocols operate within the organisation.</li> </ul>
CCG Governing Body Members / Non-	To ensure that all localities recognise that “safeguarding” is everyone’s business and to

Role	Responsibility
Executive members and lay members	ensure that commissioning intentions include safeguarding practice within all commissioning contracts.
CCG Director of Quality and Nursing (Executive lead)	<p>Overall executive lead with a clinical background for safeguarding, and is responsible for ensuring the safeguarding agenda is progressed and monitored within the organisation. The executive lead is a participating member of the Adult Safeguarding Board and Safeguarding Children Partnership, which has statutory responsibility for adult safeguarding. The executive director lead will report to the board on the performance of their delegated responsibilities and will provide leadership in the long-term strategic planning for safeguarding services for the organisation supported by named and designated professionals.</p> <p>Key responsibilities</p> <ul style="list-style-type: none"> <li>• To ensure that safeguarding is positioned as core business in strategic and operating plans and structures.</li> <li>• To understand the potential cause and consequences of gross negligence.</li> <li>• To oversee, implement and monitor the ongoing assurance of safeguarding arrangements.</li> <li>• To ensure the adoption, implementation and auditing of practice, policy and strategy in relation to safeguarding.</li> <li>• Within commissioning organisations to ensure the appointment of dedicated designated children and adult safeguarding professionals.</li> <li>• Within commissioning organisations to ensure that provider organisations are quality assured for their safeguarding arrangements.</li> <li>• Within both commissioning and provider organisations to ensure support of named/ designated lead professionals across primary and</li> </ul>

Role	Responsibility
	<p>secondary care and independent practitioners to implement safeguarding arrangements.</p> <ul style="list-style-type: none"> <li>• To seek assurance that there is a programme of safeguarding training and continuous professional development, including recognised specific mentoring to support for formal safeguarding leads.</li> <li>• Working in partnership with other groups including commissioners/providers of health care (as appropriate), local authorities and police to secure high quality, best practice in safeguarding.</li> <li>• To seek assurance that serious incidents relating to safeguarding are reported immediately and managed effectively including the sharing of lessons learnt.</li> <li>• To ensure that any allegations against staff members are appropriately investigated and managed.</li> <li>• To ensure the organisation has robust safeguarding policies in place for managing appointment for that are not attended.</li> </ul>
<p>CCG Quality Assurance team</p>	<p>Responsibility to ensure that services commissioned are safe and promote wellbeing, whilst meeting the essential / fundamental standards of care for service users through contractual monitoring. To ensure that lessons learnt from Safeguarding practice reviews, Safeguarding Adult Reviews and Domestic Homicide Reviews and Multi Agency Audits are embedded into service provision.</p>
<p>CCG Designated Nurse Consultant for Safeguarding Children</p>	<p>To ensure the CCG fulfils its statutory responsibilities to safeguarding and promote the welfare of children by:</p> <ul style="list-style-type: none"> <li>• assuring the quality of safeguarding across all provider health services.</li> <li>• Providing local and national leadership, support and expert advice on all safeguarding issues.</li> </ul>

Role	Responsibility
	<ul style="list-style-type: none"> <li>• Facilitating the implementation of legislation and Safeguarding Practice reviews and safeguarding multi agency audits Recommendations.</li> <li>• Advising the CCG on the services required to be commissioned to safeguard children. Working in partnership with all relevant agencies and specifically the Safeguarding Children Partnership(SCP).</li> </ul>
<p>CCG Designated Adult Safeguarding Manager</p>	<ul style="list-style-type: none"> <li>• To lead the adult safeguarding agenda across the CCG through the provision of specialist advice, leadership and guidance.</li> <li>• To assure the quality of safeguarding across all provider health services.</li> <li>• To work with providers to ensure they have robust safeguarding processes and training is in place to report abuse and focused on the outcomes for service users. To quality assure the safeguarding arrangements within all NHS provided services.</li> <li>• To influence and provide advice to ensure the range of commissioned health services take account of the need to safeguard and promote the welfare of adults at risk.</li> <li>• To promote, influence and develop relevant training, on both a single and inter-agency basis, to ensure the training needs of health staff are addressed.</li> </ul>
<p>CCG Integrated Care Pathway Leads</p>	<p>To ensure that all localities within the ICP recognise that “safeguarding” is everyone’s business.</p>
<p>CCG Commissioning Managers and Workforce</p>	<p>To ensure that “safeguarding” is everyone’s business and that service development includes the lessons learnt from Domestic Homicide Reviews / Safeguarding Adult Reviews / Safeguarding Children Practice Reviews / multi-agency case audits.</p>

- 2.1 The CCG Accountable Officer will assure there is executive leadership from a clinical background who takes responsibility for safeguarding issues. The executive director lead will report to the board on the performance of their delegated responsibilities and will provide leadership in the long-term strategic planning for safeguarding services for safeguarding across the organisation supported by the named and designated professionals.
- 2.2 The CCG Board should consider the appointment of a non-executive director (NED) board member to ensure the organisation discharges its safeguarding responsibilities appropriately and to act as a champion for adults, children and young people. statutory responsibility for Children and Adult Safeguarding.
- 2.3 The key responsibilities of the Non-executive director board lead is to:
  - To ensure appropriate scrutiny of the organisation's safeguarding performance
  - To provide assurance to the board of the organisation's safeguarding performance
- 2.4 All Governing Body members including non-executive members must have a level of knowledge equivalent to all staff working within healthcare settings as well as additional knowledge-based competencies by virtue of their Governing Body membership. All boards should have access to safeguarding advice and expertise through designated or named professionals.
- 2.5 Commissioning bodies have a critical role in quality assuring provider's systems and processes, and thereby assuring they are meeting their safeguarding responsibilities. Designated safeguarding professionals within commissioning organisations will provide expert advice to commissioners and providers.
- 2.6 All commissioners should be able to:
  - a) Demonstrate an awareness and understanding of safeguarding where children and adults are considered to be at risk of harm, abuse and neglect;
  - b) Demonstrate an understanding of the identification of harm, abuse, and neglect, the appropriate referral mechanisms into safeguarding and their legal responsibilities around information sharing under the General Data Protection Regulations (GDPR);
  - c) Demonstrate clear lines of accountability and governance across commissioning organisations, and have an awareness of governance arrangements within the service providers to safeguard and promote the welfare of children / adults considered to be at risk;

- d) Demonstrate an awareness and understanding of effective safeguarding board level leadership for the organisations safeguarding arrangements;
  - e) Demonstrate an awareness and understanding of effective arrangements in place for the safe recruitment and appointment of staff;
  - f) Demonstrate an awareness of duty of candour and whistleblowing procedures within the commissioning and providing organisations;
  - g) Demonstrate an awareness and understanding of the need for appropriate safeguarding supervision and support for staff;
  - h) Demonstrate collaborative working with lead and nominated professionals across agencies;
- 2.7 It is envisaged that Chief Accountable Officer of the CCG should take overall (executive) responsibility for safeguarding including safe staffing levels.
- 2.8 The CCG is responsible for the effective operation of their board with regard to safeguarding considered to be at risk. The key responsibilities of the role will include:
- To ensure that the role and responsibilities of the organisation board in relation to safeguarding/child protection are met.
  - To promote a positive culture of safeguarding across the board through assurance that there are procedures for safer recruitment; restricted access to children's areas; unaccompanied children and young people, whistle blowing as well as appropriate policies for safeguarding (including child protection and section 42 adult safeguarding) Mental Capacity, Domestic Abuse, Prevent Modern slavery are being followed;

### **3 MONITORING AND ASSURANCE FOR SAFEGUARDING**

- 3.1 Assurance will be required by the commissioner that all staff within the CCG and provider organisations have been trained to an appropriate level in safeguarding children, young people and adults at risk.
- 3.2 The assurance from the CCG workforce should be obtained through the appraisal process.
- 3.3 The assurance from providers should be obtained through relevant organisational quality and performance monitoring processes, internal and external audit, outcomes from inspections (e.g. CQC, Ofsted) as well as providers participating and co-operating with quality assurance processes such as Section 11 of the Children Act (2004) and Safeguarding Adult audits. In order to provide assurance

to the CCG, all contracted practitioners/services will record and provide information including:

- a) The numbers of staff receiving each level of training as set out in the training matrix below;
- b) Attendance figures for all levels of training;
- c) Evidence that outcomes for patients with vulnerabilities have improved as a result of training attended;
- d) Evidence of case reflection and examples of best practice.

3.4 The CCG named safeguarding GP's will need to provide assurance that their training compliance is in line with both the RCN intercollegiate documents for safeguarding children (2019) and Adults (2018).

3.5 The safeguarding lead GP and Practice Manager for each Practice will share their training compliance as part of the safeguarding assurance visits.

3.6 Quality Assurance of providers training provision will be carried out by the safeguarding leads. Deep dive audits will be undertaken by the commission in collaboration with the provider to assure the commissioner that the knowledge and skills acquired through the training programme are being embedded in practice.

#### **4.0 TRAINING REQUIREMENTS FOR SAFEGUARDING INCLUDING CROSS CUTTING THEMES**

4.1 This training framework places safeguarding at its centre and promotes the importance of wellbeing and understanding of an individual's daily life experiences, ascertaining their wishes and feelings, listening to the individual and never losing sight of his / her needs in accordance with Working Together to Safeguard Children (DfE, 2018) and the Care Act (2014). Section 11 of the Children Act (2004) places a duty on all health care services to safeguard and promote the welfare of children (unborn to under 18 years).

4.2 To be assured that the CCGs is able to fulfil their statutory safeguarding duties, all staff employed by the CCG or within any General Practice must have an appropriate level of safeguarding children and adult training

4.3 The following Safeguarding Training is mapped against the RCN Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff Fourth edition: January 2019 and the RCN Adult Safeguarding: Roles and Competencies for Health Care Staff First edition: August 2018.

5.1 The learning from Safeguarding Reviews, Domestic Homicides and safeguarding LeDeR reviews will be disseminated across the CCG and should influence the commissioning cycle.

## Safeguarding Training Matrix

Level	Staff Groups	Requirement	How to access training
<b>Level One</b>	All staff working in healthcare settings	Within 4 weeks all staff should undertake level 1 children and adults safeguarding should undertake the level one e-learning on the national skills academy	<b>Via statutory and mandatory training on the intranet</b>
<b>Level Two</b>	All clinical and non-clinical staff who have any contact with children, young people and / or parents, adult at risk and carers	Within 4 weeks all clinical and commissioners staff should undertake level 2 children and adults safeguarding should undertake the level one e-learning on the national skills academy	<b>Via statutory and mandatory training on the intranet</b>
<b>Level Three (Core) (Additional)</b>	All clinical staff working with children, young people and adults/ or their parents /adults at risk and carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child, young person or adult where parenting	<p>Training at level 3 will include the training required at level 1 and 2 and will negate the need to undertake refresher training at levels 1 and 2 in addition to level 3.</p> <p>Training, education and learning opportunities should be multi-disciplinary with some inter-agency input desirable, and delivered internally and externally. It should include personal reflection and scenario-based discussion, drawing on case studies, serious</p>	<p><b>See Appendix 1</b></p> <p>Updates and special interest sessions provided throughout the year via LMC</p> <p>Where face to face training or e-learning packages do not meet the stated time requirement, learning can be augmented by topic-related reading i.e. published local or national Safeguarding Children Practice Reviews,</p>

Level	Staff Groups	Requirement	How to access training
	<p>capacity or mental capacity where there are safeguarding concerns</p> <p>Examples</p> <p><b>Core –</b> Practice Nurses, Dentists</p> <p><b>Additional –</b> GPs, Dentists with lead safeguarding role</p>	<p>case reviews, and lessons from research and audit. This should be appropriate to the speciality and roles of participants.</p> <p>Organisations should consider encompassing safeguarding and/or multi-agency staff meetings, vulnerable child and family meetings, clinical updating, clinical audit, reviews of critical incidents and significant unexpected events and peer discussions.</p> <p><b>Professionals will complete the equivalent of a minimum of 8 hours education, training and learning related to safeguarding. Those requiring role specific additional knowledge, skill and competencies should complete a minimum of 16 hours</b></p> <p><b>Minimum of eight hours</b> Over a three-year period, professionals should receive safeguarding (Children and Adult) refresher training equivalent to a <b>minimum</b> of eight hours (for those at Level Three</p>	<p>Safeguarding Adult Reviews, Domestic Homicide Reviews SCP / SAB safeguarding articles, or by participation in SCP/ SAB case audits.</p> <p>Recorded and monitored by annual personal appraisal process</p>

Level	Staff Groups	Requirement	How to access training
		<p>core this equates to a <b>minimum</b> of two hours per annum) and a <b>minimum</b> of 12-16 hours (for those at Level Three requiring specialist knowledge and skill)</p> <p>For those individuals moving into Level 3 safeguarding posts who have as yet not attained the relevant knowledge, skills and competence required at level 3 it is expected that within twelve months of appointment additional tailored education will be completed equivalent to a minimum of eight hours of education and learning related to adult safeguarding and have an appropriate supervision in place. Training at level 3 will include the training required at level 1 and 2 and will negate the need to undertake refresher training at levels 1 and 2 in addition to level 3.</p>	
<b>Level Four</b>	For Named Professionals and Named GPs	<b>Minimum of 24 hours</b> of education, training and learning over a three-year period. This should include leadership, appraisal, and supervision training, support groups or peer	<b>Training sourced via national forums</b>  Recorded and monitored by annual personal appraisal process

Level	Staff Groups	Requirement	How to access training
		<p>support networks for specialist professionals at a local and national level</p> <p>Named professionals should complete leadership education with a focus on clinical leadership and change management within three years of taking up their post.</p> <p>Training at level 4 will include the training required at levels 1 – 3 and will negate the need to undertake refresher training at Levels One to Three in addition to Level Four</p>	
<b>Level Five</b>	Designated Professionals	<p><b>Minimum of 24 hours</b> of education, training and learning over a three-year period. This should include leadership, appraisal, supervision training and the context of another professional's work. Designated professionals should participate regularly in support groups or peer support networks for specialist professionals at a local, regional, and national level.</p> <p>Executive level management programme with a focus</p>	<p><b>Training sourced via national forums</b></p> <p>Recorded and monitored by annual personal appraisal process</p>

Level	Staff Groups	Requirement	How to access training
		<p>on leadership and change management should be completed within three years of taking up the post.</p> <p>Levels One to Four and will negate the need to undertake refresher training at Levels One to Four in addition to Level Five.</p> <p><b>within one year of taking up post</b> for Designated Doctors for children</p> <p>are required to undertake the Royal College of Paediatric and child health level 4 – 5 training</p>	
<p><b>Board Level for Chief Executive Officers, Trust and Health Board Executive and Non-Executive Directors / Members, Commissioning Body Directors</b></p>	<p>All Board members / commissioning leads</p>	<p>Over a three-year period, staff at level 1 should receive refresher training equivalent to a minimum of two hours. This should provide key safeguarding guidance.</p> <p>Board members will require a tailored package to be delivered annual which encompasses level 1 knowledge, skills and competences, and should have an understanding of the statutory role of the Board in safeguarding including partnership</p>	<p>All Boards should have access to safeguarding advice and expertise through Designated or Named Professionals.</p> <p>Competencies should be reviewed annually as part of appraisal</p>

Level	Staff Groups	Requirement	How to access training
		arrangements, policies, risks and performance indicators; staff's roles and responsibilities in safeguarding; and the expectations of regulatory bodies in safeguarding.	

Useful links:

[HTTPS://WWW.RCN.ORG.UK/PROFESSIONAL-DEVELOPMENT/PUBLICATIONS/007-366](https://www.rcn.org.uk/professional-development/publications/007-366)

<https://www.rcn.org.uk/professional-development/publications/pub-007069>

## 6. DOMESTIC VIOLENCE AND ABUSE

- 6.1 Domestic abuse occurs across society regardless of age, gender, race, sexuality, wealth and geography (Home Office 2006). It is becoming a key concern for central and local Government. Domestic abuse is a factor in a relatively large proportion of homicides, and is particularly harmful because it has an extremely high rate of repeat victimisation. Victims experience an average of 20 incidents of domestic abuse in a 12-month period, which can often increase in severity each time (HM Government 2008).
- 6.2 The definition for Domestic abuse changed in 2012 to include young people aged 16 and 17, recognising that 16-19-year-olds were the group most likely to suffer abuse from a partner. With 12.7 per cent of women and 6.2 per cent of men in this age group suffer abuse, compared to seven per cent of women and five per cent of men in older groups.
- 6.3 Nationally two women a week are murdered and at least 750,000 children in England and Wales are living with Domestic Abuse (Scottish Government 2008). The majority of deaths related to domestic abuse are preventable (Home Office 2006).
- 6.4 Most cases of domestic abuse do not reach the criminal justice system and even for those that do; individuals still need a broad range of services and support. Preventing and responding effectively to domestic abuse is a priority for all agencies. All practitioners should have a basic awareness of domestic abuse, which should result in a shared understanding of the complex issues surrounding

domestic abuse. This ultimately should result in appropriate assessments, referral to MARAC (Multi Agency risk assessment conference) and responses being made.

6.5 Useful links:

[HTTPS://WWW.RCN.ORG.UK/PROFESSIONAL-DEVELOPMENT/PUBLICATIONS/PUB-007069](https://www.rcn.org.uk/professional-development/publications/pub-007069)

[HTTPS://WWW.RCGP.ORG.UK/CLINICAL-AND-RESEARCH/RESOURCES/A-TO-Z-CLINICAL-RESOURCES/DOMESTIC-VIOLENCE.ASPX](https://www.rcgp.org.uk/clinical-and-research/resources/a-to-z-clinical-resources/domestic-violence.aspx)

## 7. PREVENT

7.1 The 2011 **CONTEST** strategy which includes the **Prevent** strategy has three specific strategic objectives:

- respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support;

and

- to work with sectors and institutions where there are risks of radicalisation that we need to address.

7.2 All NHS staff, health care students or volunteers who are in contact with patients, the public or staff in commissioning (Clinical Commissioning Group or Area Team) and provider organisations should have PREVENT training:

- Staff requiring **Level 1** safeguarding training require PREVENT Basic training This will include all staff working in healthcare settings;
- Staff requiring **Level 2** safeguarding training require full awareness raising PREVENT training either face to face or e-learning and then 3 yearly e-learning for either mental health or health professionals

This will include all clinical staff who have any contact with adults, children and young people and/or parents/carers including administrators for looked after children and safeguarding teams, health care students, clinical laboratory staff, phlebotomists, pharmacists, ambulance staff, dentists and dental care practitioners, audiologists, optometrists, contact lens and dispensing opticians, adult physicians, surgeons, anaesthetists, radiologists, nurses working in adult/community services (including practice nurses), allied

health care professionals and all other adult orientated secondary care health care professionals including technicians and GP receptionists.

- 7.3 It is the role of the Clinical Commissioning Group to hold the providers to account on the NHS Standard Contract requirements.

## APPENDIX A

### HOW TO ACCESS TRAINING

#### Child Safeguarding

Children's safeguarding				
Provider	Product	Levels Covered	Cost	How to Access
Royal College of General Practitioners (RCGP)	This toolkit produced by the Royal College of General Practitioners (RCGP) and the NSPCC is intended to support GPs in the UK who wish to increase their awareness and skills regarding child protection. Produced in 2007 and revised in 2009 and 2011.	Level 1 Level 2	Free	<a href="http://www.rcgp.org.uk/~media/Files/CIRC/Safeguarding%20Children%20Module%20One/Safeguarding-Children-and-Young-People-Toolkit.ashx">http://www.rcgp.org.uk/~media/Files/CIRC/Safeguarding%20Children%20Module%20One/Safeguarding-Children-and-Young-People-Toolkit.ashx</a>  <a href="http://www.rcgp.org.uk/clinical-and-research/clinical-resources/domestic-violence.aspx">http://www.rcgp.org.uk/clinical-and-research/clinical-resources/domestic-violence.aspx</a>
E-Learning for Healthcare	Safeguarding Children and Young People	Level 1 Level 2 Level 3	Free	<a href="http://www.e-lfh.org.uk/programmes/safeguarding-children/">http://www.e-lfh.org.uk/programmes/safeguarding-children/</a>  <a href="http://www.rcpch.ac.uk/safeguarding">http://www.rcpch.ac.uk/safeguarding</a>
The National Skills Academy	Safeguarding Children for Health Organisations	Level 1 Level 2 Level 3	Free	<a href="http://www.nsahealth.org.uk/e-learning/courses-we-offer/60-safeguarding-children-nhs-organisations">http://www.nsahealth.org.uk/e-learning/courses-we-offer/60-safeguarding-children-nhs-organisations</a>  <a href="https://elearning.nsahealth.org.uk/local/sfadmin/login/index.php">https://elearning.nsahealth.org.uk/local/sfadmin/login/index.php</a>

Provider	Product	Levels Covered	Cost	How to Access
Pan Dorset Safeguarding Children Partnership	A range of face to face safeguarding courses  Safeguarding Children Training Directory	Levels 3 and 4	Range of prices but most around £50	<a href="https://www.dorsetscb.co.uk/training/">https://www.dorsetscb.co.uk/training/</a>
NSPCC	Safeguarding Children Training Directory	Levels 1 - 5	Ranging from £60 to tailored consultancy	<a href="https://www.nspcc.org.uk/what-you-can-do/get-expert-training/">https://www.nspcc.org.uk/what-you-can-do/get-expert-training/</a>
Pan Dorset Safeguarding Children Partnership	A range of face to face safeguarding courses  Safeguarding Children Training Directory	Levels 3 and 4	Range of prices but most around £50	<a href="https://www.dorsetscb.co.uk/training/">https://www.dorsetscb.co.uk/training/</a>
Wessex LMC	Educational and reflective sessions covering updates or special interest topics	Levels 1 – 3	Free to members	<a href="https://www.wessexlmcs.com/education">https://www.wessexlmcs.com/education</a>
Wessex Deanery	Safeguarding Children and Young People in General Practice	Level 3 training for GPs	Range of prices	<a href="https://www.wessexlmcs.com/safeguardingonlinetrainingforchildsafeguarding">https://www.wessexlmcs.com/safeguardingonlinetrainingforchildsafeguarding</a>

<b>ADULT SAFEGUARDING</b>				
<b>Provider</b>	<b>Product</b>	<b>Level Covered</b>	<b>Cost</b>	<b>How to Access</b>
British Medical Association	This toolkit, produced by the British Medical Association (BMA) is intended to support GPs in the UK who wish to increase their awareness and skills regarding adult protection	All GPs	Free	<a href="https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-1-what-is-adult-safeguarding">https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-1-what-is-adult-safeguarding</a>  <a href="https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-3-your-safeguarding-responsibilities">https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-3-your-safeguarding-responsibilities</a>  <a href="https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-4-the-six-safeguarding-principles">https://www.bma.org.uk/advice/employment/ethics/adult-safeguarding-ethics-toolkit/card-4-the-six-safeguarding-principles</a>
E-Learning for Healthcare	Safeguarding adults	Induction Level 1 Level 2	Free	<a href="http://www.nsahealth.org.uk/">http://www.nsahealth.org.uk/</a>
E-Learning for Social Care	This website is the Social Care Institute of Clinical Excellence – Safeguarding Adults	Induction Level 1 Level 2	Free	<a href="http://www.scie.org.uk/publications/elearning/adultsafeguarding/resource/index.html">http://www.scie.org.uk/publications/elearning/adultsafeguarding/resource/index.html</a>
Dorset, Bournemouth Christchurch and Poole Adult Safeguarding Boards	A range of face to face safeguarding courses are available via the local authorities	For all adult safeguarding training	Range of prices but most around £50	<a href="HTTPS://WWW.DORSETCOUNCIL.GOV.UK/CARE-AND-SUPPORT-FOR-ADULTS/INFORMATION-FOR-PROFESSIONALS/DORSET-SAFEGUARDING-ADULTS-BOARD/SUPPORTING-THE-WORKFORCE.ASPX">HTTPS://WWW.DORSETCOUNCIL.GOV.UK/CARE-AND-SUPPORT-FOR-ADULTS/INFORMATION-FOR-PROFESSIONALS/DORSET-SAFEGUARDING-ADULTS-BOARD/SUPPORTING-THE-WORKFORCE.ASPX</a>
SCIE MCA resources	A range of resources pertaining to the mental capacity act	For all staff	Free	<a href="http://www.scie.org.uk/publications/mca/">http://www.scie.org.uk/publications/mca/</a>

Provider	Product	Level Covered	Cost	How to Access
Dorset for you – MCA resources	A range of resources pertaining to the mental capacity act	For all staff	Range of prices	<a href="https://www.dorsetcouncil.gov.uk/care-and-support-for-adults/information-for-professionals/mental-capacity-act-and-dols-team/mental-capacity-act-mca-and-deprivation-of-liberty-safeguards-dols-team.aspx">HTTPS://WWW.DORSETCOUNCIL.GOV.UK/CARE-AND-SUPPORT-FOR-ADULTS/INFORMATION-FOR-PROFESSIONALS/MENTAL-CAPACITY-ACT-AND-DOLS-TEAM/MENTAL-CAPACITY-ACT-MCA-AND-DEPRIVATION-OF-LIBERTY-SAFEGUARDS-DOLS-TEAM.ASPX</a>  <a href="https://www.dorsetcouncil.gov.uk/care-and-support-for-adults/information-for-professionals/mental-capacity-act-and-dols-team/mca-dols-pdfs-powerpoints/mca-and-dols-training-booklet-for-staff.pdf">HTTPS://WWW.DORSETCOUNCIL.GOV.UK/CARE-AND-SUPPORT-FOR-ADULTS/INFORMATION-FOR-PROFESSIONALS/MENTAL-CAPACITY-ACT-AND-DOLS-TEAM/MCA-DOLS-PDFS-POWERPOINTS/MCA-AND-DOLS-TRAINING-BOOKLET-FOR-STAFF.PDF</a>
Royal College of General Practitioners (RCGP)	This toolkit, produced by the Royal College of General Practitioners (RCGP) is intended to support GPs in the UK who wish to increase their awareness and skills regarding the Mental Capacity Act and Domestic Abuse	All GPs	Free	<a href="http://www.rcgp.org.uk/clinical-and-research/resources/toolkits/safeguarding-adults-at-risk-of-harm-toolkit.aspx">http://www.rcgp.org.uk/clinical-and-research/resources/toolkits/safeguarding-adults-at-risk-of-harm-toolkit.aspx</a>  <a href="http://www.rcgp.org.uk/clinical-and-research/resources/a-to-z-clinical-resources/domestic-violence.aspx">http://www.rcgp.org.uk/clinical-and-research/resources/a-to-z-clinical-resources/domestic-violence.aspx</a>
Wessex LMC	Educational and reflective sessions covering updates or special interest topics	All levels	Free to members	<a href="https://www.wessexlmcs.com/education">https://www.wessexlmcs.com/education</a>  <a href="http://www.mentalcapacitylawandpolicy.org.uk/new-mcadols-online-resource-for-medical-professionals/">http://www.mentalcapacitylawandpolicy.org.uk/new-mcadols-online-resource-for-medical-professionals/</a>

<b>DOMESTIC ABUSE TRAINING</b>			
	<b>Staff Group</b>	<b>Requirement</b>	<b>How to access training</b>
<b>Awareness</b>	<p>Staff who need awareness of domestic abuse but do not have face to face contact with service users.</p> <p>Reception and administration staff, support staff</p>	<p>Non-clinical staff is Level One = staff should know what to do in response to disclosure of DV</p> <p>Clinical staff is Level Two = staff are able to assess and respond to DV situations - MARAC awareness training</p>	<p><b>Led by the Local Authority</b></p> <p><a href="https://www.dorsetcouncil.gov.uk/your-community/community-safety/domestic-abuse/help-for-those-who-have-experienced-domestic-abuse.aspx">HTTPS://WWW.DORSETCOUNCIL.GOV.UK/YOUR-COMMUNITY/COMMUNITY-SAFETY/DOMESTIC-ABUSE/HELP-FOR-THOSE-WHO-HAVE-EXPERIENCED-DOMESTIC-ABUSE.ASPX</a></p> <p><a href="https://www.dorsetcouncil.gov.uk/your-community/community-safety/domestic-abuse/marac-multi-agency-risk-assessment-conference.aspx">HTTPS://WWW.DORSETCOUNCIL.GOV.UK/YOUR-COMMUNITY/COMMUNITY-SAFETY/DOMESTIC-ABUSE/MARAC-MULTI-AGENCY-RISK-ASSESSMENT-CONFERENCE.ASPX</a></p> <p><a href="https://www.survivorpathway.org.uk/dorset/">https://www.survivorpathway.org.uk/dorset/</a></p>
<b>E-Learning</b> Violence Against Women and Children	GPs	Two hour online training	<p><a href="http://www.nice.org.uk/guidance/PH50">http://www.nice.org.uk/guidance/PH50</a></p> <p><a href="http://www.safelives.org.uk/training">http://www.safelives.org.uk/training</a></p>

<b>NHS ENGLAND PREVENT TRAINING AND COMPETENCIES FRAMEWORK</b>			
	<b>Staff Groups</b>	<b>Requirements</b>	<b>How to access training</b>
<b>Basic awareness</b>	All staff working across any health environment	All staff working within a health setting must receive basic PREVENT awareness as part of the introduction to the workplace. This should be renewed every 3 years.	Through induction from the organisation and every 3 years via e learning
<b>Prevent Awareness Training</b>	All clinical and non-clinical providing who have contact with children and adults	All clinical and non-clinical staff who have contact with children and adults must receive basic PREVENT awareness as part of the introduction to the workplace. This should be renewed every 3 years.	Through -e-earning

<b>ADDITIONAL SAFEGUARDING TRAINING</b>		
<b>Modern Day slavery/Honor based violence /human trafficking</b>		<a href="https://modernslavery.co.uk/">https://modernslavery.co.uk/</a> <a href="HTTPS://WWW.DORSET.POLICE.UK/HELP-ADVICE-CRIME-PREVENTION/ABUSE-EXPLOITATION-NEGLECT/HUMAN-TRAFFICKING-MODERN-SLAVERY/">HTTPS://WWW.DORSET.POLICE.UK/HELP-ADVICE-CRIME-PREVENTION/ABUSE-EXPLOITATION-NEGLECT/HUMAN-TRAFFICKING-MODERN-SLAVERY/</a>
<b>FGM</b>		<a href="https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack/female-genital-mutilation-resource-pack">https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack/female-genital-mutilation-resource-pack</a>
<b>CSE CHILD SEXUAL EXPLOITATION</b>	<b>DOH</b>	<a href="http://seenandheard.org.uk/?utm_source=Partnership%2BPack&amp;utm_medium=Print&amp;utm_campaign=Seen%2Band%2BHeard">http://seenandheard.org.uk/?utm_source=Partnership%2BPack&amp;utm_medium=Print&amp;utm_campaign=Seen%2Band%2BHeard</a>

