

## Northamptonshire Safeguarding Adults Board

### Training Strategy 2021-2023

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## 1. Introduction

The governance arrangements for Northamptonshire Safeguarding Adults Board (NSAB) places a responsibility on NSAB's Learning & Development (L&D) Sub Group to identify mechanisms for promoting, monitoring and reviewing the implementation and impact of policy and training across the partnership. The Care Act 2014 - [Care & Support Statutory Guidance](#), October 2018 – 14.139 states: *There is a duty to promote multi-agency training, and to consider jointly commissioning specialist training with other partnerships.*

## 2. Purpose

The NSAB Training Strategy sets out our approach to support the Inter-Agency Policies and Procedures and associated legislation. All partner agencies: statutory, independent and voluntary, have a duty to ensure their own staff are appropriately trained, and it is the responsibility of NSAB via the Learning & Development Sub Group, to receive assurance from these agencies that their staff receive the appropriate level of training required to safeguard people with care and support needs. The strategy highlights workforce safeguarding training requirements for the statutory, private, voluntary and independent sectors to promote good quality safeguarding.

Training is integral to safeguarding adults at risk of harm and abuse, and in this regard, NSAB have agreed the safeguarding training expectations for individual's working with adults in Northamptonshire. This Strategy has been developed using the Adult Safeguarding Roles and Competencies for Health Care Staff, and the Bournemouth University/Learn to Care - National Competency Framework for Safeguarding Adults.

The following guidance has also been considered when developing this strategy and the training requirements:

- [NSAB Strategic Plan \(including the six key principles of the Care Act\)](#)
- [NSAB Inter-Agency Policy & Procedures](#)
- [Care and Support Statutory Guidance](#) – Issued under the Care Act 2014
- [Making Safeguarding Personal Guide 2014](#) – LGA & ADASS
- [National Competency Framework for Safeguarding Adults](#) – Bournemouth University
- [Adult Safeguarding: Roles and Competencies for Health Care Staff](#) – August 2018 – Royal College of Nursing
- [Care Quality Commission](#) – Regulations for service providers and managers including the fundamental Standards
- [Care Certificate Standards](#) – Skills for Care

## 3. Aims of the NSAB Training Strategy

The aims of the NSAB Training strategy 2021-2023 are to:

- Support the development of good multi-agency practice to prevent and respond to local adult safeguarding issues within partner agencies.
- Act as a conduit for sharing learning for best practice and the lessons learned across the partnership at all levels, for example, from Safeguarding Adult Reviews (SARs) and other local and national learning.
- Seek assurance that training is being offered across the partnership and delivered to ensure consistent, high quality adult safeguarding practice is achieved.
- Seek assurance that all partner agencies embed Making Safeguarding Personal (MSP) as business as usual.
- Whilst NSAB is not a provider of training, the Group will promote multi-agency learning & development opportunities when made available.

- Undertake a biennial analysis of member agencies safeguarding training.

#### 4. Key Drivers

NSAB's vision is 'working together to help keep people safe'. The six key safeguarding principles of the Care Act 2014 underpin this vision:

	Key Principle	Description	What this means to the people who live in Northamptonshire
1.	<b>Empowerment</b>	People being supported and encouraged to make their own decisions and informed consent.	"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
2.	<b>Prevention</b>	It is better to take action before harm occurs	"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
3.	<b>Proportionality</b>	The least intrusive response appropriate to the risk presented.	"I am sure that the professionals will work in my best interests, as I see them, and they will only get involved as much as needed."
4.	<b>Protection</b>	Support and representation for those in greatest need	"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
5.	<b>Partnership</b>	Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse	"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
6.	<b>Accountability</b>	Accountability and transparency in delivering safeguarding.	"I understand the role of everyone involved in my life and so do they."

This strategy reflects NSAB's key priorities in the Strategic Plan:

- Local safeguarding arrangements are in place and fully comply with the Care Act (2014) and its associated statutory guidance.
- In accordance with 'Making Safeguarding Personal', practice is person-centred, and outcome focused.
- There is visible collaborative working with a strong focus on prevention and early intervention.
- There is a timely and proportionate response when abuse or neglect has occurred.
- Safeguarding practice is continuously improving and enhancing the quality of life of adults in Northamptonshire.

## 5. Legislation and Guidance

The overarching purpose of the Safeguarding Adults Board (SAB) is to help and safeguard adults with care and support needs. It does this by gaining assurance that local safeguarding arrangements are in place to protect adults in their area in order to meet the criteria set out in Chapter 14 of the Care Act 2014 supporting statutory guidance.

The Care Act 2014 requires SABs to seek assurance that partner agencies provide appropriate training for their staff on local multi-agency policy and procedures to reflect their roles and responsibilities in safeguarding adults at risk of harm and abuse, taking in account relevant legislation. Additional legislation pertinent to Safeguarding Adults are included in the links below (*this list is not exhaustive*):

- [The Care Act \(2014\)](#) and [supporting statutory guidance](#)
- [Mental Capacity Act \(2005\)](#)
- [The Mental Health Act \(1983\)](#)
- [Deprivation of Liberty Safeguards](#)
- [Making Safeguarding Personal \(MSP\)](#)
- [The Health and Social Care Act and Regulations \(2012\)](#)
- [Safeguarding Vulnerable Groups Act 2006](#)
- [Human Rights Act \(1998\)](#)
- [Modern Slavery Act \(2015\)](#)
- [Domestic Violence, Crime and Victims Act \(2004\)](#)
- [Domestic Abuse Act 2021](#)
- [Serious Crime Act 2015 \(s76 coercive and controlling behaviour offence\)](#)
- [Forced Marriage \(Civil Protection\) Act \(2007\)](#)
- [Policing & Crime Act \(2017\)](#)
- [Female Genital Mutilation Act \(2003\) \(amended in 2015\)](#)
- [Sexual Offences Act \(2003\)](#)
- [Counter-Terrorism and Security Act \(2015\) and the PREVENT strategy](#)
- [Disability and Discrimination Act \(1995\)](#)
- [Equality Act \(2010\)](#)
- [Fraud Act \(2006\)](#)

## **6. Audit and Evaluation**

Member agencies of the Learning & Development Sub Group will provide analysis for the biennial NSAB Agency Safeguarding Training Assurance Audit Return in respect of training delivered within their own organisation; the next audit is scheduled for period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022 with an expectation of audit completion in Q1 2022. The audit is in line with self-assessment audit requested by the Quality & Performance Sub Group.

Agencies will present their audit at the first Learning & Development Sub Group in Quarter 1 (April to June), and the Sub Group Chair will provide a full report of the findings to the Delivery Board.

Statutory agencies (Local Authorities, CCGs and Police) will be expected to have a benchmark in place as to what percentage of staff must be trained at any given time (this takes into account joiners and leavers). In consultation with the statutory partners, the Learning & Development Sub Group will agree what this level should be.

The Training Assurance Audit includes the Competency Framework Levels 1-4 (as outlined in pages 7 and 8). The Training Assurance Audit outlines specific courses relevant to safeguarding adults including:

- Safeguarding Adults including domestic abuse
- Mental Capacity Act 2005 (MCA)
- Deprivation of Liberty Safeguards (DoLS). *(Note - this training will change to Liberty Protection Safeguards in line with government legislation changes).*
- Making Safeguarding Personal
- Decision Making Framework
- Prevent
- Other relevant courses to be determined by the Learning & Development Sub Group

## **7. Competency Framework & Levels of training**

All staff should be trained to appropriate levels in accordance with their occupational role. This should be monitored via regular training needs analysis carried out by safeguarding leads/managers within each organisation.

To ensure a consistent approach, NSAB recommend that all safeguarding adult related training is measured against the national competency framework(s) (see below) in order to measure skills and capability which will lead to greater agency accountability.

## Competency Framework & Levels of Training – Recommended by NSAB

Training Level	Target audience	Including (but not limited to)	Minimum Requirement	Frequency
<b>Level 1 / Group A</b>	This is the minimum level of competence required of ALL staff working in any of the multi-agency organisations who have a responsibility to contribute to safeguarding adults but do not have specific organisational responsibility or statutory authority to intervene.	<ul style="list-style-type: none"> <li>• All support staff in health &amp; social care settings</li> <li>• Carers</li> <li>• Day Service/drivers/transport staff</li> <li>• HR/Clerical/Admin</li> <li>• Domestic and ancillary staff</li> <li>• Health &amp; Safety Officers</li> <li>• Fire &amp; Police Officers</li> <li>• Housing Officers</li> <li>• Voluntary Sector/Charity Trustees</li> <li>• Elected Members</li> <li>• Board level executives and non-executives</li> </ul>	<p><b>Must include:</b> Safeguarding Adults (including an understanding of abuse types; Where abuse can happen; Who abuses; How to report concerns); Knowledge of Mental Capacity Act (MCA), Deprivation of Liberty Safeguards (DoLS), Decision Making Framework, Prevent, Making Safeguarding Personal (MSP) and awareness of consent, information sharing, data protection legislation.</p>	Within 6 months of employment and updated every 3 years.
<b>Level 2 / Group B</b>	This group has considerable professional and organisational responsibility for safeguarding adults, and an ability to act on concerns and contribute appropriately to national and local policies, legislation and procedures. This group needs to work within an inter-agency or multi-agency context. They have regular contact with patients and their families, carers or the public.	<ul style="list-style-type: none"> <li>• All practitioners who have regular contact with patients, their families/carers or the public including allied health care professionals</li> <li>• Social Workers</li> <li>• Care Managers/Senior Assessment Enablement Workers and Assessment and Enablement Workers</li> <li>• Doctors/Nurses</li> <li>• Frontline Managers/Provider Managers</li> <li>• Staff in the Quality team and Commissioning staff (Contract manager and above)</li> <li>• Health and Social Care Provider Managers</li> <li>• Safeguarding Champions</li> <li>• Social Worker or Care Manager who has received joint training with the Police on adult protection</li> <li>• Occupational Therapists</li> <li>• Achieving Best Evidence (ABE) Interviewers</li> </ul>	<p><b>Must include:</b> In addition to Level 1: Relevant legislation; professional curiosity; understanding multi-agency approach to safeguarding; self-neglect; neglect; domestic abuse; record keeping and data protection; recording the wishes and feelings of the adult at risk; understanding of safeguarding enquiries and reviews; decision making in a person's best interests; and ensuring immediate protection plans are in place to safeguard adults at risk.</p> <p><i>This can be topic-based training specific to job role and responsibilities.</i></p>	Within 6 months of employment and updated every 3 years.

<b>Level 3 / Group C</b>	This group is responsible for ensuring the management and delivery of safeguarding adult services is effective and efficient. In addition, they will have oversight of the development of systems, policies and procedures within their organisation to facilitate with allied agencies to ensure consistency in approach and quality of service.	<ul style="list-style-type: none"> <li>• Registered health care staff working with adults who engage in assessing/planning/intervening and evaluating needs of adults where there are safeguarding concerns</li> <li>• Operational Managers</li> <li>• Principal Social Workers and Principal Care Managers</li> <li>• Team Managers</li> <li>• Heads of Assessment and Care Managers</li> <li>• Heads of Service (Levels 3 &amp; 4)</li> <li>• Professional Leads from Police, Probation and Prison Service</li> <li>• Named Safeguarding Professionals</li> </ul>	<p><b>Must include:</b> In addition to Levels 1 &amp; 2 requirements; Risk assessment and management; Information sharing duties; Understanding multi-agency approach to safeguarding; Safeguarding within legal, policy and professional context; Legal powers and remedies; Understanding legislation not limited to Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS); Workshop Raising Awareness of Prevent (WRAP); Undertakes and contributes to inter-agency assessments and S42 enquiries; Contributes to/coordinates protection planning; Interpersonal skills; Supervisory skills; Evidence gathering; Auditing and monitoring.</p>	Within 6 months of employment and updated every 3 years.
<b>Level 4 / Group D</b>	This group is responsible for ensuring their organisation, at all levels, is fully committed to safeguarding adults, and have in place appropriate systems and resources to support this work in an inter-agency context.	<ul style="list-style-type: none"> <li>• Designated Leads for Adults at Risk</li> <li>• Executive Directors</li> <li>• Named Nurse/Doctor (specialist roles)</li> <li>• Designated Safeguarding Leads for adult safeguarding</li> <li>• Heads of Assessment and Care Management Services</li> <li>• Safeguarding Adult Board Independent Chair</li> </ul>	<p><b>Must include:</b> In addition to Levels 1-3 requirements; should also include legislative updates; Undertakes chronologies and the development of action plans; Provides specialist advice about safeguarding; Leads/oversees safeguarding quality assurance and improvement; Undertakes risk assessments to safeguard adults at risk; Understands the roles and procedures of Coroner's Courts/Court of Protection and Regulators.</p>	Updated every 3 years
<b>Other</b>	This group will have an excellent understanding of their own agency's policies and procedures, section 42 safeguarding enquiries and high level knowledge of national legislation and guidance.	<ul style="list-style-type: none"> <li>• NSAB Board Members</li> </ul>	<p><b>Should include:</b> Board members will be deemed to be experts in respect of corporate safeguarding in their relevant agencies. In addition, the Independent Chair will have appropriate experience of Health and Adult Social Care. Note: <i>some EMAS reps are trained to level 3 but safeguarding experts are trained to level 4.</i></p>	