

Calderdale Multi-Agency Safeguarding Adults and Children Learning Guide

Introduction

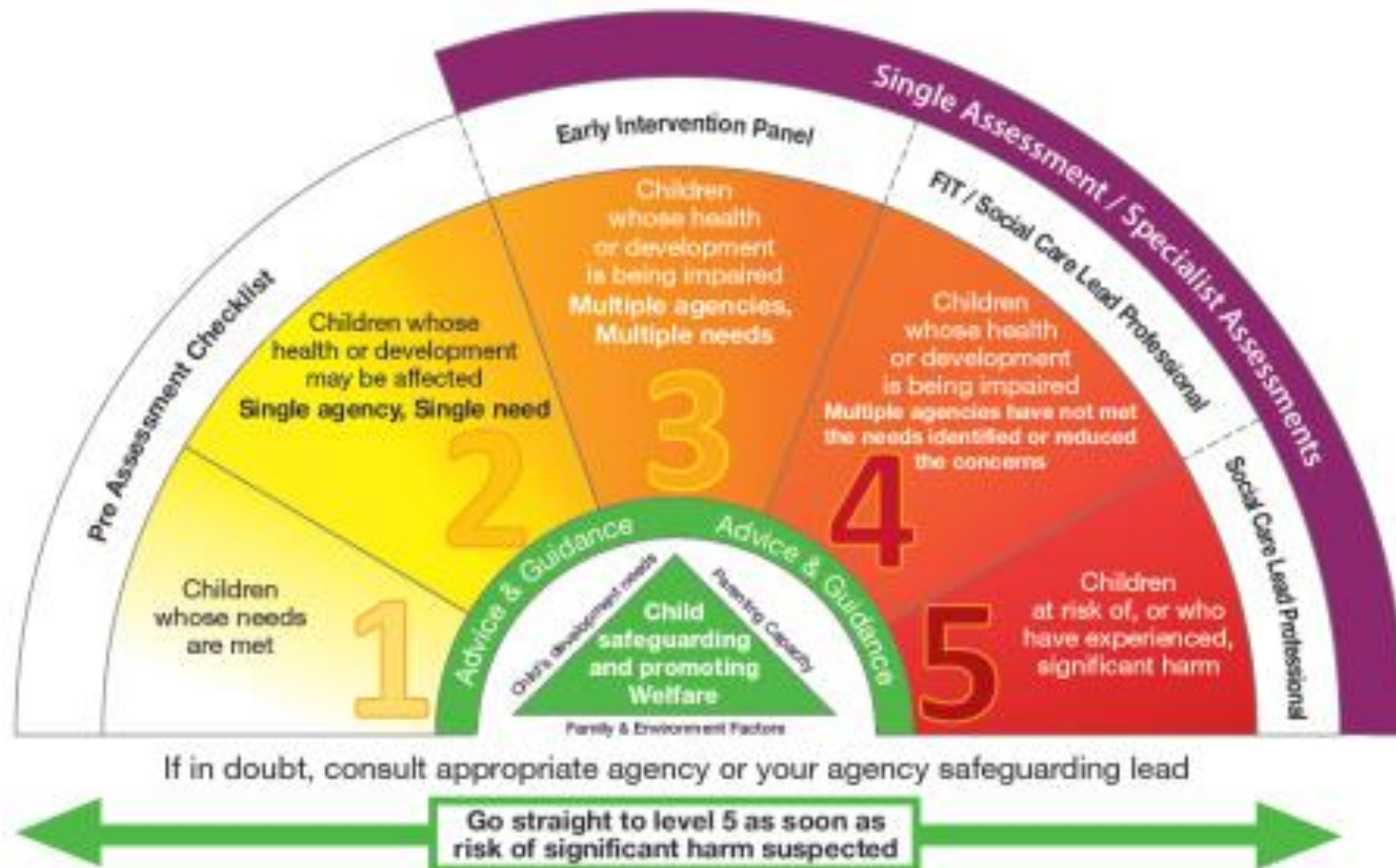
All the knowledge and skills linked with each course/workshop contribute to the overall competence required to undertake safe Safeguarding practice.

The [eLearning](#) provided by Calderdale Safeguarding Adults Board (CSAB) and Safeguarding Children Partnership (CSCP) provides a good foundation of awareness of a range of subjects. There is a requirement that all participants will have a basic understanding of safeguarding prior to undertaking any direct learning – this may be acquired via e-learning or similar foundation training provided by the employing agency. Additionally, Masterclasses and Conferences are held at regional and local level to address more complex or specialist issues.

Clear learning outcomes underpin every training course. In this way, learners will be assisted by their managers to select the most appropriate event or course to meet their specific learning needs having consideration to the level of training, skills and knowledge required by that individual learner. This would normally link to what level of safeguarding practice the learner operates, for children's workforce this is relevant to the Continuum Of Need (figure 1) and for the adults workforce the Skills and Knowledge table set out in figure 3.

Most of the live training virtual or face-to-face training offered by Calderdale Safeguarding Adult Board and Safeguarding Children Partnership is at an intermediate level relevant to the topic covered.

Figure 1 - [Continuum-of-Need-and-Response](#)



Level 1 represents children with no identified additional needs. Their needs are met through accessing universal services.

Level 2 represents children with additional needs that can be met by targeted support by a single practitioner or agency - universal services.

Level 3 represents children with additional needs that can be met by targeted support by a multi-agency integrated support package - mainly universal services coordinating their approach.

Level 4 represents children with significant additional needs that have not been met following a co-ordinated, multi-agency response from the Early Intervention Panel and for whom significant concerns remain. This is when Children’s Social Care may become involved.

Level 5 represents children with complex needs at the highest level of vulnerability which will be met by multi-agency support from specialist services. (Social Care will always be the lead professional when a child protection enquiry is necessary, S47)

Figure 2 - Skills and Knowledge Required - Children’s Services Staff - At a Glance

N.B. Staff who work across all levels of the Continuum of Need will require underpinning knowledge and skills at all levels dependent on their role and the requirements of the organisation.

What you do	Level of Training and Skills and Knowledge Required	Frequency
<p>If you work with children and families at level one or two of the Continuum of Need or if you have not undertaken any single, multi-agency training or e-learning in Safeguarding during the last three years</p>	<p>Foundation – requires awareness of : Underpinning legislation, government guidance and local procedures Principles and Concepts of Safeguarding ‘Everyone’s Responsibility’; ‘Early Intervention’; ‘Child Protection’; Significant Harm’ ‘Children who are Looked After’ Learning from Serious Case Reviews Definitions and Indicators of Abuse (including CSE, FGM) Child Development (and vulnerability); Impact of Abusive and Neglectful Parenting on children and young people; Thresholds of need and risk; Roles and responsibilities Allegations against staff; Support for staff Skills in: Responding to a concern about a child; managing a disclosure; making a referral</p>	<p>At Induction</p> <p>Minimum of 3 years if not completed any other Safeguarding or e-learning Safeguarding training</p> <p>Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.</p>
<p>If you work at level two, three or four of the Continuum of Need with children, young people and/or their parents/carers and you could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns. Or you are a Senior Manager with responsibility for the strategic management of services; or an NHS board member or member of the LSCB.</p>	<p>Intermediate – requires application of all of the above and knowledge of: Impact of adult mental ill health, substance misuse, domestic abuse, physical ill-health and disability on family functioning and social circumstances; risks to children; EISA, Early Intervention planning and processes (EI panel); Current thinking in safeguarding, local and national initiatives and developments Skills in: Engaging and developing working relationships with children and families; Gathering information from different sources for assessment purposes; Reflective practice and analysing information on which to base decisions and make plans for children and young people; Applying evidenced based strategies to work with families to overcome resistance to intervention, family difficulties and to build resilience; Multi-agency working (including work with adult services); Giving/receiving safeguarding supervision dependent on role and organisation.</p>	<p>Minimum of 3 years</p> <p>Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.</p>

If you work at level four or five of the Continuum of Need or undertake specialist or child protection work	Advanced – requires skills and knowledge in all of the above plus specialist knowledge and skills associated with the specific professional discipline.	Minimum of 3 years Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.
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Figure 3 – Skills and Knowledge Required - Adult Services Staff – At a glance

What you do	Level of Training and Skills and Knowledge Required	Frequency
If you work with adults at risk or in need of services and you are new to the role or if you have not undertaken any single, multi-agency training or e-learning in Safeguarding during the last three years	Foundation – requires awareness of : Underpinning legislation, government guidance and local procedures – West Yorkshire, North Yorkshire & York Procedures, Care Act 2014 Principles and Concepts of Safeguarding ‘Everyone’s Responsibility’; ‘making safeguarding personal; consent/permission to act, MCA Purpose of and Learning from Serious Adult Reviews Definitions and Indicators of Abuse (including DV, FGM, forced marriage) Roles and responsibilities Allegations against staff; Support for staff Skills in: Responding to a concern about an adult; managing a disclosure; making a referral	At Induction Minimum of 3 years if not completed any other Safeguarding or e-learning Safeguarding training Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.
If you work with adults at risk or in need of services, and you could potentially contribute to assessing, planning, intervening and reviewing the needs of adult where there are safeguarding concerns. Or you are a Senior Manager with responsibility for the strategic management of services; or an NHS board member or member of the CSAB.	Intermediate – requires application of all of the above and knowledge of: Impact of adult mental ill health, substance misuse, domestic abuse, physical ill-health and disability on family functioning and social circumstances; risks to adults at risk; Current thinking in safeguarding, local and national initiatives and developments Skills in: Engaging and developing working relationships with adults at risk; Gathering information from different sources for assessment purposes; Reflective practice and analysing information on which to base decisions and make plans for adults at risk; Applying evidenced based strategies to work with families to overcome resistance to intervention, family difficulties and to build resilience; Multi-agency working (including work with Children’s services); Giving/receiving safeguarding supervision dependent on role and organisation.	Minimum of 3 years Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.

If you work or undertake specialist or adult protection work	Advanced – requires skills and knowledge in all of the above plus specialist knowledge and skills associated with the specific professional discipline.	Minimum of 3 years Some staff will require more frequent safeguarding training dependent on their role, legal and organisational requirements and regulatory body.
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