

TRAINING STRATEGY 2018-2020

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1. INTRODUCTION:

The Training Subgroup of Leicester Safeguarding Adults Board is chaired by a member of one of the Board's partners. Whilst it is the responsibility of partner organisations to ensure their own staff are appropriately trained in matters of adult safeguarding, it is the responsibility of the Training Subgroup receive assurance from organisations that they know what levels of training are expected for their staff, have audited their needs, and that they are delivering the right training. The Training Subgroup is also responsible for promoting multi-agency training within the partnership, promoting learning from Safeguarding Adults Reviews (SARs) and considering any specialist multi-agency training that may be required across the partnership relating to the Board's priorities. This training strategy aims to provide an overview of how the Training Subgroup plans to meet its objectives under the current LSAB 2017-2020 Strategic Plan.

2. BACKGROUND:

In 2005, 10 years prior to the implementation of the Care Act 2014, Standard 5 of the Safeguarding Adults – National Framework (ADSS, 2005) recommended the following with regards to training across the 'Safeguarding Adults' partnership:

'It is the responsibility of each organisation to ensure that it has a workforce development plan that includes appropriate competencies of staff and volunteers in relation to 'Safeguarding Adults' work. Staff will need different competencies depending on whether, for example, they are frontline staff or managers. All people working in the organisation must be able to recognise abuse and neglect and know how to make effective reports.'

Whilst this is an individual organisational responsibility, 'Safeguarding Adults' is a multiagency task. It is therefore of great benefit if staff who will be liaising with colleagues in other agencies can take part in multi-agency courses that promote understanding of the roles of other partners. The 'Safeguarding Adults' partnership can play a key role in enabling organisations to plan and commission such training together'.

Leicester Safeguarding Adults Board (LSAB) was created in 2010/2011 and via its Training Effectiveness Subgroup (TEG) set about developing an inter-agency training programme that provided partners with the opportunity to take part in multi-agency courses that promote understanding of each other's roles.

In 2012/2013 LSAB worked with counterparts in Leicestershire and Rutland to develop the Leicester, Leicestershire and Rutland (LLR) competency framework. This framework laid out the training expectations for staff across LLR and outlined the level of safeguarding training required dependant on an individual's role and responsibilities. The framework continues to be used across LLR and a copy of the

current version can be found at: leicester.gov.uk/health-and-social-care/adult-social-care/what-support-do-you-need/safeguarding-adults-board/policies-and-procedures/

The development of our LLR competency framework coincided with the Local Government Association (LGA) and Association of Directors of Adult Social Services (ADASS) 2013 publication 'Safeguarding Adults: Advice and Guidance to Directors of Adult Social Services' which encouraged the use of competency based frameworks within Safeguarding Adults Boards, to support partners in ensuring that their workforces are appropriately developed.

3. LEGISLATION, GUIDANCE:

The implementation of the Care Act 2014 set a legal statutory framework for adult safeguarding and placed LSAB and its work on a statutory basis. It placed in legislation, the objective of an SAB which is to help and protect adults in its area who have needs for care and support, are experiencing or at risk of abuse or neglect and as a result of those needs is unable to protect themselves against the abuse or neglect or the risk of it. Section 43(3) of the act states, 'The way in which an SAB must seek to achieve its objective is by co-ordinating and ensuring the effectiveness of what each of its members does'.

Whilst the Care Act itself does not state anything specific about an SAB's responsibilities in relation to training, the corresponding statutory guidance (Department of Health, 2016) does highlight the following:

14.139 "Each SAB should... 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 Partnership"

14.151 "The SAB ...will promote multi-agency training that ensures a common understanding of abuse and neglect, appropriate responses and agree how to work together... The SAB should also consider any specialist training that is required..."

14.157 "The annual report must set out how the SAB is monitoring progress against its policies and intentions to deliver its strategic plan. The SAB should consider the following in coming to its conclusions: ...the impact of training carried out in this area and analysis of future need"

Furthermore, according to Social Care Institute for Excellence (SCIE, 2016) a staff development and training strategy should describe how a SAB and its member organisations will:

- ✓ *Work in partnership across agencies to provide joint learning opportunities*
- ✓ *Set benchmarks on required content and levels of training*
- ✓ *Involve people with care and support needs and carers in training and development*
- ✓ *Establish a range of training materials*

- ✓ *Establish a culture of learning for practitioners – for example, supported by multi-agency adult practitioner forums*
- ✓ *Establish processes to monitor and evaluate the uptake of training and its impact on practice*

4. LOCAL APPROACH & GOVERNANCE:

Locally, LSAB's 2017-2020 Strategic Plan includes a core priority of 'enhancing everyday business' which outlines the expectation that each agency will ensure that its own staff have the core safeguarding training that they need in order to do their jobs effectively and safely. It also confirms that LSAB will take a lead in ensuring that there is enhanced training for the partnership. Furthermore, our 2018-2020 Engagement Strategy 'Safer Together' outlines how LSAB plans to involve people with care and support needs and carers in training and development:

'4.3 To afford authenticity and depth to safeguarding training we will explore ways in which safeguarding ambassadors can be involved in the co delivery of training'

LSAB priorities relating to staff training and awareness will be achieved through the Training Subgroup, which provides quarterly updates on progress to the board in the form of a written 'chair's report' and verbal updates. The board will, at the beginning of each financial year, allocate an amount available to the Training Subgroup for the work of the subgroup to be progressed. The use of 'in house' specialists along with joint commissioning of training with other multi-agency partnerships locally and across the region should be considered to ensure that duplication is avoided and training remains cost effective. To this end LSAB Training Subgroup will, on a quarterly basis, extend a meeting invitation to representatives from other relevant partnerships (i.e. Safer Leicester Partnership, Leicestershire and Rutland Safeguarding Adults Board, Leicester Safeguarding Children Board) with a view to exploring options for joint work.

5. THE WORK OF LSAB'S TRAINING SUBGROUP

5a SEEKING ASSURANCE:

The Training Subgroup will maintain oversight of and report training performance to Performance Subgroup in the form of an exceptions report. In order to do this, the Training Subgroup will receive from across the partnership, safeguarding training related core data from the core data set as well as quarterly narratives. In addition, the Training Subgroup will utilise staff training events to capture staff feedback on safeguarding practice and confidence and report this into the Performance Subgroup. Furthermore, the Training Subgroup will receive from the Review Subgroup, copies of all single agency learning from Safeguarding Adults Reviews relating to training. The training subgroup will collate this information and use it to feed into information around key knowledge gaps / assurance around safeguarding adults training.

5b MULTI-AGENCY TRAINING FROM SARs

The Review Subgroup will refer in any **multi-agency** training related recommendations from Safeguarding Adults Reviews (SARs) to the Training subgroup for action. It will be the responsibility of the training subgroup to action these recommendations by commissioning multi-agency training. The Training Subgroup will provide feedback of outcomes to the Review Subgroup who will then sign them off as complete.

5c AWARENESS-RAISING FROM SARs:

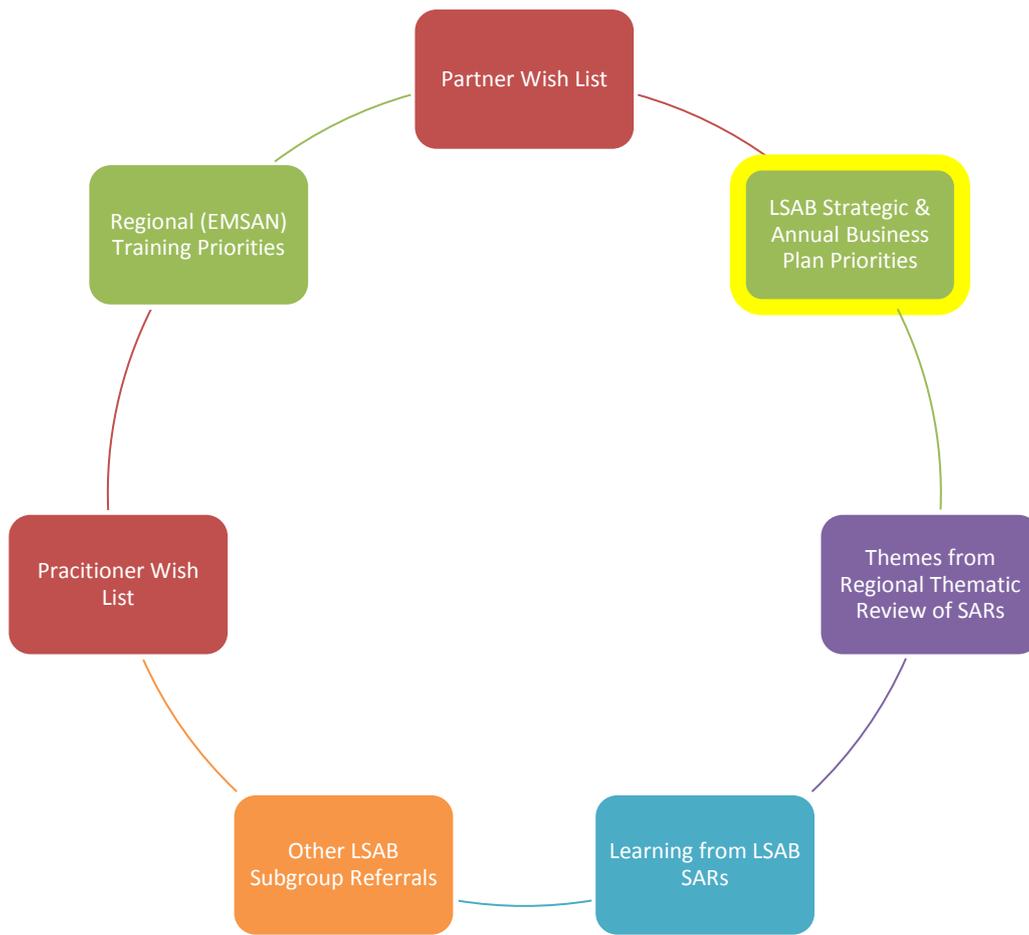
Each partner will be responsible for sharing the learning from SARs within their own agency. The Training Subgroup will be responsible for collating assurance that this has been completed.

In addition, awareness-raising from SARs will be facilitated to multi-agency staff by the Training Subgroup through a variety of methods i.e. conferences, workshops, briefing papers, presentations at relevant meetings. Opportunities for collaboration across Leicester, Leicestershire and Rutland as well as the rest of the East Midlands region will be sought as appropriate.

Awareness-raising from SARs in relation to the local community, service users, carers and families will be co-ordinated by the Engagement Subgroup. Opportunities will be sought for collaboration between the Training subgroup and Engagement subgroup.

5d ENHANCED MULTI-AGENCY SAFEGUARDING TRAINING:

Each financial year within its allocated budget, Training subgroup will commission multi-agency safeguarding training above and beyond the core safeguarding training provided by individual agencies to their staff. When deciding upon what specialist training is required, the group will consider the following:



By taking the above into account when considering any scope to jointly commission training with other partnerships, the Training Subgroup will ensure that LSAB’s safeguarding priorities remain at the heart of its work (see Appendix B for the associated matrix).

Specialist multi-agency safeguarding training commissioned by the Training Subgroup on behalf of LSAB will be made available across partner agencies as well as across voluntary, third sector and commissioned services as deemed appropriate, with the key aim being to enhance effective safeguarding practice across Leicester.

5e LLR COMPETENCY FRAMEWORK

LSAB Training Subgroup will work with partners across Leicester, Leicestershire and Rutland to ensure that the competency framework remains relevant and accessible.

5f LINKS WITH OTHER FORUMS:

Trainers' Network – This network of training leads from private and voluntary organisations across Leicester, Leicestershire and Rutland meets quarterly. The content of the meetings is decided upon and facilitated jointly by LSAB and LRSAB. The Training Subgroup will have a standing agenda item in relation to the Trainers' Network to ensure that key messages from the Board are being fed into the network.

MCA Forum – This forum is an opportunity for providers to reflect upon Mental Capacity Act (MCA) in their work and receive advice as appropriate. It has strong links with contracts assurance and is facilitated by a member of Leicester City Council Adult Social Care. The forum is funded by the MCA money provided by NHS England which is looked after by LSAB and to be used for MCA related training and courses.

References

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