

SAFEGUARDING ADULTS

Update on Training Strategy January 2014

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The Workforce Development Sub Group (Task & Finish Group) was established in 2013 and has met twice (August and September 2013).

Julian Mouland has been appointed as Independent Chair and his portfolio will include strategic oversight of the Safeguarding Adults training strategy. The training strategy and budgets are currently under review in order to reflect key lessons from recent SCRs, the revised multi-agency policies and procedures and any gaps in knowledge identified through internal Management Reviews and the SIRI reporting. Where we identify specific gaps in learning and development as a result of the review, we will be developing and commissioning additional courses in order to improve safeguarding practice, for example the Leadership Programme for Registered Managers (Safeguarding Module) and Systems Learning for SCRs (SCIE) . We have additionally commissioned training for people who chair conferences and complex strategy meetings to be delivered in January 2014.

Training Currently Delivered and Budgets

Training	2011-12	2012-13	2013-14 (estimated)
Full day alerter	950	1439	1725
½ day refresher	350	179	660
Investigator	71	0	150
Registered Managers	46	39	45

Current Safeguarding Adults training budget

The training budget allocated for 2013/14 was £33,000. This is a historic allocation from Adult Social Care baseline budgets and is not a true reflection of the resource required. The full day Alerters Training is always oversubscribed. Several agencies have requested increased availability of places which has not been possible.

As a budget comparison, the total PSCB training expenditure budget for 2013/14 is approximately £95k. Children's social care has an additional budget of £128,000 from the professional development budget for training related to safeguarding children which includes 28 topics. (See appendix 1)

There is a higher demand for alerters than 3-yearly refresher, possibly due to turnover of staff or organisations' record-keeping which leads to requests for alerter training rather than refresher training when training records are not available. This training is well received. There has been some discussion of charging organisations to attend, however we may see a fall in numbers and we are keen to secure a good response to the training and to improve reporting.

Proposal

Level 1: The Social Care Institute for Excellence Safeguarding Adults e-learning has been loaded onto the Plymouth City Council Learning Pool (e-learning platform) and can be made available free of charge to all health, social care and 3rd sector provider staff working with vulnerable adults. At present, the registration of learners is coordinated in the workforce development office.

Level 2: Those who are identified as requiring face to face Safeguarding Adults training should complete the e-learning and also attend a 3-hour Alerters workshop. This workshop can be repeated every 3 years, removing the need for the distinction between alerter and refresher. This will include, at minimum, all Plymouth City Council Adult Social Care staff and staff providing care or support to vulnerable adults employed by an agency commissioned by Health or Adult Social Care. The board and training sub-group can advise further; however it will no longer be the intention to provide free face to face alerters training to anyone in the city working with vulnerable adults. Plymouth Community Healthcare has elected to provide this level of training to their own staff. Some training at this level is also offered reactively in response to safeguarding investigations in provider organisations where this is a recommendation of a case conference.

Level 3: This multi-agency training will include investigators training, chairing training and other topics as agreed by the board or training sub-group. It can also include training for registered managers, as agreed with the Quality Assurance & Improvement Team.

Strategic Managers and Elected Members will continue to have an annual update tailored to their requirements to ensure they are updated and competencies are covered for their roles.

Mental Capacity Act and DOLS

Mental Capacity Act and DOLS training is currently provided by the Deprivation of Liberty Safeguards officer and includes 'Introduction to MCA' and 'DOLS awareness' for care home staff, DOLS for managers of care homes and regular updates for DOLS Best Interest Assessors. An annual legal update for best interest assessors should also be commissioned. Further workshops for application of the MCA in care homes and MCA awareness for domiciliary and supported living staff should also be commissioned separately.

Adult Social Care Safeguarding Training

All Social Workers, Support Planners and Occupational Therapists to attend alerters training.

All Social Workers and OTs to attend Investigators training.

Support planners to attend alerter refresher every 3 years.

No requirement for SW and OT to attend alerter refresher once they have attended investigator.

Investigator or other level 3 training should be undertaken annually.

All staff should attend Introduction to Mental Capacity, Introduction to DOLS, Training on assessing capacity and training on Best interest decisions. Workshops were delivered in 2013/14 to all staff; however there is a need for further training and a rolling programme for new staff.

There is a gap in respect of safeguarding training for GPs and any training will need to reflect specific recommendations falling out of a current SCR. We are proposing that training to this cohort involves oversight from the Safeguarding Adults Board in order to be assured that this is delivered in accordance with Plymouths Multi-Agency Policies & Procedures and SCR action plans.

Appendix I

Children's Social Care.

Children's Social Care has an approximate budget of £128,000 from the professional development budget for training related to safeguarding children which includes the topics listed below.

Safeguarding

Assessing Families Training (3 days)

Assessing Parenting (3 days – Home Inventory)

Safeguarding and Assessment Analysis Framework (2 days – currently on hold whilst other training is compared).

Assessing Families Refresher (half day)

Assessment Skills (level 1, incorporating 4 factor risk assessment)

Staying Safe (5 days)

Early Brain Development for Newly Qualified Social Workers

Good Practice in Case Recording

What do we know about non offending Partners?

What do we know about male sex offenders?

What do we know about female sex offenders?

Sexual Exploitation Training

Supervision of Workers undertaking Assessment of Adolescents Harmful Sexual Behaviours.

Sexual Behaviours in Pre-pubescent Children

Understanding Sexual Behaviour in Pre-pubescent Children & Learning Facilitation training (for advanced practitioners)

Professional Dangerousness (Newly Qualified Programme only)

Child Protection with Disabled Children (Newly Qualified Programme only)

Child Protection and the Reviewing Process (Newly Qualified Programme only)

Linked to Safeguarding

Attachment Focused Parenting Training (3 days)

Direct Work with Children and Young People (2 days)

Direct work with children and young people for core assessments (2 days)

Communicating and Undertaking Direct Work with Children and Young People (2)

Essential Best Practice in Court for Newly Qualified Social Workers (2 days)

Public Law Outline training

Supervision training (3 days)

Traffic Light Assessment Training (2 days)

Practice with challenging service users

In My Shoes (2 days) (There is a CP option and a Child in Need option)