



Dudley Safeguarding Adults Board  
(DSAB)

# **Safeguarding Learning and Development Strategy 2018-2019**

## **Introduction**

This document outlines the strategy for the delivery of multi-agency safeguarding adults training in Dudley. The purpose for this strategy is to review and develop multi-agency safeguarding adults training in Dudley as this was identified as a priority area by DSAB, partners and Dudley MBC.

Multi-agency training is integral to safeguarding adults, vulnerable adults and/or adults at risk in Dudley, offering opportunities to share and understand the roles and responsibilities of fellow professionals and volunteers who work to safeguard adults.

The purpose of multi-disciplinary training is to complement existing training currently being delivered within partner agencies (in terms of their single agency training) to ensure that our common goals (improved outcomes and safety for adults) are met. To make this vision a reality it is essential that agencies work together to:

- prevent harm and reduce the risk of abuse or neglect to adults with care and support needs
- ensure that they safeguard adults in a way that supports them in making choices and having control about how they want to live
- proactively take steps to stop abuse or neglect

### **Aims of the learning and development strategy**

- Support the development of good multi-agency practice in responding to and addressing safeguarding adults issues in partner agencies that is a conduit for sharing best practice and lessons learned
- Ensure consistency and standardisation of practice in safeguarding adults
- Ensure all agencies promote a Making Safeguarding Personal (MSP) approach at all times
- Work towards a Safeguarding Adults competency framework endorsed by DSAB and the West Midlands SABs/LAs so that all partner agencies can development and deliver training in their organisations to ensure a consistently high standard of up-to-date training is delivered
- Effectively communicate learning & development opportunities to all partner agencies ensure awareness of training and to ensure

## **DSAB business plan 2017-19**

This document reflects DSAB's key strategic priorities in the business plan 2017-19:

- 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 Dudley

### Competency Framework & Levels of training

All staff should be trained to the relevant levels in accordance with their occupational role. This should be achieved through training needs analysis carried out by safeguarding leads/managers within each organisation. It is essential that all safeguarding related training is measured against the national competency framework which will provide consistency and standardisation across practice settings in measuring competency leading to greater accountability.

**\*\*NB The training levels below are the DSAB equivalent to individual organisations' different levels of training (e.g. Health's five levels)\*\***

Training levels	Target audience	Including, but not limited to:	Minimum requirement	Occurrence
<b>Level 1/Staff Group A</b>	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>• Carers</li> <li>• Day Service/drivers/transport staff</li> <li>• HR/Clerical/Admin/Domestic and ancillary staff inc Health &amp; Safety Officers</li> <li>• Volunteers / SG Champions</li> </ul>	Must include – what is abuse (types), where abuse can happen, who abuses and how to report concerns.	Within 6 months of employments – updated every 3 years
<b>Level 2/ Staff Group B</b>	This group has considerable professional and organisational responsibility for Safeguarding Adults. Ability to act on concerns and contribute appropriately to local and national policies, legislation and procedures. This group needs to work within an interagency- or multiagency context. They have regular contact with patients and their families, carers or the public.	<ul style="list-style-type: none"> <li>• Social Workers/Nurses</li> <li>• Frontline Managers/ Provider Managers</li> <li>• Health and Social care Provider Managers</li> <li>• SG champions</li> <li>• Social Worker or care Manager who has received training on adult protection</li> <li>• Occupational Therapists</li> </ul>	<p>Must include - relevant legislation, MSP, professional curiosity, multi-agency approach.</p> <p>May also be topic based training specific to job role and responsibilities</p>	Within 6 months of employments – updated every 3 years
<b>Level 3/ Staff Group C</b>	This group is responsible for ensuring the management and delivery of Safeguarding Adults Services is effective and efficient. In addition they will have oversight of the development of systems, policies & 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>• Operational Managers</li> <li>• Heads of Service (<b>Levels 3 &amp; 4</b>)</li> <li>• Professional Leads</li> <li>• Named Safeguarding Professionals</li> </ul>		Within 6 months of employments – updated every 3 years
<b>Level 4/ Staff Group D</b>	This group is responsible in ensuring their organisation is at all levels, fully committed to Safeguarding Adults, and have in place appropriate systems and resources to support this work in an interagency context.	<ul style="list-style-type: none"> <li>• Vulnerable Adults Lead</li> <li>• Executive Directors</li> <li>• Named Nurse/Doctor (specialist roles)</li> <li>• Designated Safeguarding Lead</li> <li>• Elected Members</li> </ul>	Should include legislative updates and learning from significant reviews.	Updated every 3 years

## **Legislation**

### **The Care Act (2014)**

The Care Act (2014) has established statutory Safeguarding Adults Boards (SABs) from April 2015, along with requirements to develop shared strategies for safeguarding and accountability to their local communities on their progress. The Care Act requires SABs to ensure that relevant partners provide training for staff on the policy, procedures and professional practices that are in place locally, which reflects their roles and responsibilities in safeguarding adult arrangements.

#### **Section 44 of the Care Act (2014) – Safeguarding Adult Reviews (SARs)**

With our partners we will promote awareness of SARs and plan workshops to disseminate and embed learning from SARs and Domestic Homicide Reviews.

**Mental Capacity Act 2005** – ensure at the centre of practice application of the principles of the Mental Capacity Act: Assume Capacity; Provide all practicable steps to assist capacity; Recognise unwise decisions; Operate in peoples best interests and look for the Least restrictive aspect of any intervention to the person's rights and liberties. Support Legal literacy and defensible decision making that is person centred.

**Deprivation of Liberty safeguards and Deprivation of liberty in the community** – recognise the difference between restriction and deprivation and role of the main Mental Capacity Act. Prepare for the possible new legislation and the Liberty Protection Safeguards.

**Serious Crime Act 2015 (coercive and controlling behaviour offence)** –recognising the interface between mental capacity and coercion and control and choice.

### **Making safeguarding personal (MSP)**

The MSP initiative is a national project set out to develop person-centred responses to safeguarding circumstances. A successful approach is to ask the person at the beginning what outcomes they wanted to achieve, to check these midway and then review whether or not the outcomes had been met at the end. It's clear that people want to feel in control and are more likely when an outcome-focused, person-centred approach is used.

This document supports the work of the board and the application of its policies and procedures, and takes forward the key principles of MSP. It demonstrates our plan for the learning & development of the workforce so that those working with adults at risk are appropriately skilled and competent and for MSP to be embedded in all of our training (where possible).

### **Additional legislation pertinent to Safeguarding Adults:**

- Modern Slavery Act (2015)
- Domestic Violence Crime and Victims Act (2004)
- Forced Marriage (Civil Protection) Act (2007) includes protection orders; Anti-social behaviour, Crime and Policing Act (2014) makes it a criminal offence to force marriage.
- Female Genital Mutilation Act (2003), FGM Protection Orders
- Sexual Offences Act (2003)
- Criminal Justice and Courts Act (2015); (ill treatment and wilful neglect by a carer)
- Counter-Terrorism and Security Act (2015) and the PREVENT strategy.
- Human Rights Act (1998)
- The Mental Health Act (1983)/(2007)
- Care Standards Act (2000); The Health and Social Care Act and Regulations
- Public Interest Disclosure Act (1998) – [Whistle Blowing]
- Disability and Discrimination Act (2005)
- Equality Act (2010)
- Fraud Act (2006)

In addition, a number of key national frameworks exist to provide guidance on Safeguarding Adults competency/capabilities, including “National Competency Framework for Safeguarding Adults” (Revised 2015), “Mental Capacity Act Knowledge and Competencies” (2011), “Care Certificate Standards” (2015), CQC “Guidance for Providers on meeting the regulations” (2015) and the NHS Knowledge and Skills Framework.

### **Safeguarding key principles**

What is also necessary is that all learning & development has the six key principles that underpin all adult safeguarding work:

- **Empowerment:** 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.
- **Prevention:** 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.
- **Proportionality:** The least intrusive response appropriate to the risk presented. I am sure that the professionals will work in my interest, as I see them and they will only get involved as much as needed.
- **Protection:** 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.
- **Partnership:** 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.
- **Accountability:** Accountability and transparency in delivering safeguarding. I understand the role of everyone involved in my life and so do they.

### **Equality and Diversity**

DSAB is committed to ensuring that the active promotion of equality and anti-discriminatory practice is a part of all aspects of the planning and delivery of Safeguarding Practice and Professional Development. Learning & Development opportunities will be targeted to meet specific areas of need and will be mindful to address issues which predominantly affect specific disadvantaged or targeted groups e.g. FGM, Honour Based Abuse. The DSAB partners will work together through this strategy to raise awareness and highlight so-called ‘hidden crimes’.

All trainers are required to promote equality within the context of training sessions. All courses must reflect an understanding of how issues of equality (i.e. race, religion, disability, class, sexuality, age, gender and lifestyle choices) can impact on the vulnerable person’s life and the risk of abuse to them. In addition to this, there is an expectation that all courses, training venues, course materials and visual aids are made accessible to all delegates.

There is an expectation that (where applicable) training courses are to have service user experience input where possible to aid learning & development for all learners.

## **Professional Development & National Safeguarding Agenda**

Professional Development will be linked to key national safeguarding agendas and the current climate for adult social work. This will include an emphasis on: MSP and The Care Act [2014].

In order to aid, assist and accomplish continuous professional development for all staff members across the multi-agencies, there will be a planned programme of learning & development opportunities targeted and accessible to specific staff groups. In conjunction with this, the feedback from all channels of communication within the multi agencies will also provide assistance in relation to training needs.

The emphasis for 2018-19 is the following:

- Continue partnership work with DSCB to support the development & delivery of a multi-agency first level safeguarding training that covers safeguarding adults and children
- To address the need for on-going modern day slavery awareness across adults and children's services to include an awareness of how to access support and the (NRM).
- To embed best practice and develop multi-agency learning & development for MHA, MCA, DoLS and Community DoLS and the interface with Safeguarding Adults and Children.
- To deliver multi-agency safeguarding training on Self-Neglect & Hoarding which links into revised multi-agency local policy and procedures
- Raise awareness and develop best practice in relation to Domestic Abuse including developing knowledge and skills amongst practitioners in relation to Coercive & Controlling Behaviour.
- Raise awareness and develop best practice in relation to Stalking and Harassment and partnership working e.g. with WM Police, Children's services etc.
- Raise awareness and develop best practice in relation to FGM, Forced Marriage and Honour Based Violence. This will include developing knowledge and skills in relation to the use of relevant legislation, National Referral Mechanism & Protection Orders.
- To ensure the PREVENT (WRaP) agenda continues within the borough of Dudley working in collaboration with Safe & Sound (Dudley's Community Safety Partnership)
- To work collaboratively with the Trading Standards division to continue on-going work in relation to learning & development training in safeguarding financial abuse and scams
- To ensure any training identified within the Online Safety subgroup is incorporated into the training programme and is established and any existing training is on-going.

### **Success criteria of the learning and development strategy will be measured as:**

- Increased number and multi-agency mix of practitioners attending training and development appropriate to their role (based on competency framework)
- Evaluations from delegates including impact on multi-agency working
- Staff development embedded in appraisal process
- Positive outcomes on practice from all agencies via feedback (when applicable)