

Multi-Agency Training Plan

2023 - 24

Version 13

Our safeguarding arrangements will effectively prevent and respond to adult abuse

Contents

Introduction	3
Purpose	3
Teeswide Adult Safeguarding Training Competencies	4
Cultural Competence	6
Training Programme	7
How to Apply for Training	7
Charging for Non-Attendance or Cancellations	7
Teeswide Safeguarding Adults Board Training Programme 2021-22	9
Level 1: Foundation	9
Level 2: Intermediate	11
Level 3. Advanced	12

Introduction

The Learning, Training and Development Sub-Group of the Teeswide Safeguarding Adults Board (TSAB) has produced this Training Plan as part of the multi-agency Training Strategy to ensure that everyone who comes into contact with adults who are experiencing or are at risk of abuse and neglect can respond in an appropriate way as determined by the TSAB inter-agency Safeguarding Adults policy and procedures.

The sub-group comprises of workforce and operational staff from TSAB partner organisations and some of the key functions of this group are shown below:

- To identify the training requirements of all levels of staff across statutory agencies, independent provider organisations and other relevant organisations.
- To develop competency requirements for all levels of staff across statutory agencies and other relevant organisations in accordance with national and occupational standards.
- To make recommendations to the Teeswide Safeguarding Adults Board (TSAB) on how the training element of the TSAB budget should be used and to be responsible for monitoring the allocation of the budget.
- It is agreed that learning and development activities will:
- Be based on current, evidence- based knowledge and research
- Include reference to the Teeswide inter-agency Safeguarding Adults policy and procedures and local practice guidance, where applicable
- Include appropriate links to safeguarding children
- Promote a multi-agency approach to Adult Safeguarding training
- Include Mental Capacity Act, Deprivation of Liberty Safeguards (until replaced by the Liberty Protection Safeguards) and Best Interest Assessor
- Reflect anti- discriminatory practice through its content and delivery
- Have learning outcomes that are competency based and clearly link to roles and responsibilities
- Be evaluated to ensure that effective learning has taken place
- Respond flexibly to organisation and learners' needs

Purpose

The purpose of this training plan is to outline the multi-agency learning and development activities available across the Teeswide area. It is recognised that in addition to this multi-agency plan, each partner organisation of the TSAB provides a range of learning and development activities for their workforce.

Teeswide Adult Safeguarding Training Competencies

The Teeswide competencies outlined below are aligned with nationally recognised competencies and based on the Bournemouth University National Competency Framework for Safeguarding Adults, reviewed in 2016. These competencies have been mapped against the Adult Safeguarding Roles and Competences for Health Care Staff- Intercollegiate Document published August 2018 and the NICE guideline for Safeguarding Adults in Care Homes.

LEVEL 1	FOUNDATION: Links to Teeswide competencies 1-6			
Staff Groups (Includes NHS Level 1 & 2 (part))	All staff and volunteers in health and social care settings including clerical and administration staff, domestic and ancillary staff. All frontline staff in Fire and Rescue, Police and Neighbourhood Teams, Prisons and custodial settings, including support staff. All frontline staff who may come into contact with vulnerable adults, for example: those working for housing providers, drug and alcohol services, health and safety officers, environmental health officers. Elected Members and members of Governing Boards.			
Competencies	 Understand and demonstrate what Adult Safeguarding is Recognise the different forms of abuse and neglect, including organisational abuse, and know how to differentiate these from poor practice Understand dignity, respect and the principles of Making Safeguarding Personal when working with individuals Understand how to act on and report suspected abuse and/or neglect, to raise a Safeguarding concern and how to access the organisation's whistleblowing policy and procedures Have knowledge of policy, procedures and legislation that supports Safeguarding Adults activity Ensuring effective administration and quality of safeguarding processes 			
Refresher	Refresher activity will be within 3 years of the initial training and every 3 years thereafter. For health care staff the refresher training must be equivalent to a minimum of 2 hours			

LEVEL 2	INTERMEDIATE: Links to Teeswide competencies 1-13
Staff Groups: Responders and Specialist staff. (Includes NHS Levels 2 & 3)	Qualified professionals including: social workers, senior practitioners, social work team managers, nurses, therapists, dentists, audiologists, nursing associates, health students. Managers of health and social care services, GP practices, police officers, probation officers, community safety managers, prison managers. MCA Lead, Best Interests assessors (including DoLS), advocates, Fire and Rescue Officers, staff working in Multi-Agency Safeguarding Hubs.
Competencies	On completion of the Intermediate Level, in addition to the Foundation level, the learner will be able to: 1. Ensure adults are informed and supported in their decision making around Safeguarding Adults 2. Ensure information is shared appropriately and all relevant partners are involved

	 Demonstrate skills and knowledge to contribute effectively to the safeguarding process Have awareness and application of legislation, local and national policy and procedural frameworks Maintain accurate and complete records and achieve best evidence Demonstrate appropriate responses to Safeguarding Adult concerns Manage Safeguarding Adult concerns and enquiries
Refresher	Refresher activity will be within 3 years of the initial training and every 3 years thereafter. For health care staff the refresher training must be equivalent to a minimum of 3 to 4 hours.

LEVEL 3	ADVANCED and SPECIALIST: Links to Teeswide competencies 1-18
Staff Groups: Decision Makers and NHS Level 3 & 4	Service Managers, Independent Chairs, Operations Managers, Heads of Assessment and Care Management. Lead doctors, Named and Designated professionals working in health care provider or commissioned services.
Competencies	On completing the Advanced and Specialist Level of training, in addition to the Foundation and Intermediate Level, the learner will be able to: 1. Develop and promote the provision of safeguarding training and supervision within Safeguarding Adults 2. Engage robust inter-agency and multi-agency systems to promote best practice 3. Support the development of robust internal systems to provide a consistent, high quality Safeguarding Adults service 4. Chair safeguarding adult meetings or discussions 5. Ensure recording systems are robust and fit for purpose.
Refresher	Refresher activity will be within 3 years of the initial training and every 3 years thereafter. For health care staff the refresher training must be equivalent to a minimum of 8 hours. Named and Designated professionals should attend 24 hours of training over a three year period.

LEVEL 4	GOVERNANCE: Links to Teeswide Competencies 1-22
Staff Groups: Governance and Board Roles and NHS Level 5/ Board Level	Chief Executives, Directors, Executive and senior managers, owner/managers of Care Services, Local Safeguarding Adult Board members. Chairs of Health Trusts, Safeguarding Adults Board, Health Boards.
Competencies	In addition to completing Levels, 1,2 & 3 the learner will be able to:

	 Lead the development of effective policy and procedures for Safeguarding Adult services in your organisation Ensure plans and targets for 'Safeguarding Adults' are embedded at a strategic level across your organisation Develop and maintain systems to ensure the involvement of those who use your services in the evaluation and development of your Safeguarding Adults services Promote awareness of Safeguarding Adults systems within your organisation and outside of your organisation 			
Refresher	Refresher activity will be within 3 years of the initial training and every 3 years thereafter. For health care staff the refresher training must be equivalent to a minimum of 2 hours dependent on role.			

Cultural Competence

Cultural competence is a key aspect of professional practice which describes the knowledge, values and skills required to work in an inclusive manner that reflects the diversity of local communities. To achieve this there are three key attributes that professionals require:

1. Knowledge and understanding of:

- a. Their own culture
- b. Any culture bias they may have
- c. The concept of culture and how this can affect beliefs and behaviours
- d. Specific cultural knowledge.

2. A range of values and attitudes, including a commitment to:

- a. Valuing individuality and the role which culture plays in this
- b. Respecting individuality and the role which culture plays in this.

3. A range of skills including:

- a. Culturally competent communication
- b. Culturally competent assessment
- c. Culturally competent delivery of person-centred care.

Professionals should consider any gaps in their knowledge and development needs in relation to this subject. This NHS resource provides a further useful insight:

https://www.e-lfh.org.uk/programmes/cultural-competence/

Training Programme

Organisations will provide single-agency Safeguarding Adults training for their workforce. However, it is recommended that the training delivered meets the Teeswide Adult Safeguarding Competency Framework as well as any relevant professional standards as required.

The Teeswide Safeguarding Adults Board offers further learning opportunities which meet with the requirements of the competency framework and are available to partners, voluntary agencies, providers of health and social care services, directly employed staff (personal assistants), carers and volunteers.

How to Apply for Training

All training events are displayed on the Teeswide Safeguarding Adults Board's (TSAB) website. These can be viewed along with the Board's other training resources at https://www.tsab.org.uk/professionals/training-resources/

Also, taught courses can be viewed along with other events and key dates at https://www.tsab.org.uk/professionals/events-key-dates/ Interested parties can apply for training by completing the booking form attached to the course information.

To apply for a place on a taught course, learners are required to create a user record via the TSAB website. Learners are then able request a place, track the status of their request and view the courses applied for. It is advised that learners fully complete the booking form with as much detail as possible as this information is used to prioritise the allocation of places.

When learners complete the online request form for the first time, they will receive an email from 'WordPress' which will explain how to set up a password to enable access to their account in the future. Upon completion of the booking form, the learner will receive onscreen notification that their booking request has been received.

Applicants will be notified as to whether they have been allocated a place, by email, at least 14 days prior to the event.

Charging for Non-Attendance or Cancellations

The Teeswide Safeguarding Adults Board (TSAB) is committed to supporting the provision of free multiagency safeguarding adults training. The funding of learning, training and development opportunities is provided by our statutory partners and allocated on an annual basis to meet the identified training priorities. The TSAB has agreed that although multi-agency training will be provided free, a charge will be applied for late cancellations and non-attendance.

Procedure

Cancellation more than 7 days before the course date:

- All cancellations must be made in writing, preferably by email to: tsab.businessunit@stockton.gov.uk
- No telephone cancellations will be accepted
- No charge will be applied

Cancellation 7 days or less before the course date:

- Written notification must be received by the TSAB Business Unit from the delegate or their line manager.
- Where written notification is not received 7 days before the course start date or where there is
 insufficient reason for non-attendance, a nominal charge of £50 per day will be made.
- If any additional costs have been incurred these will also be charged in full, for example, interpreter services.
- If the learner is unable to attend the course on the day, due to unforeseen circumstances (such as illness) then written notification from the line manager must be sent to the TSAB Business Unit and consideration will be given to a waiver of the charges if this is deemed appropriate. Please note this is at the discretion of the TSAB Business Unit.
- If the employing agency is able to provide an appropriate substitute delegate to attend the training, the TSAB Business Unit must be informed in writing, and the charge will be waived.

It is the responsibility of all delegates to ensure they have signed the attendee list at the beginning of each training course day. Any delegates who have not signed the attendee list will be considered a non-attendee and will be charged accordingly.

The Board reserves the right to levy charges at a higher level for training commissioned from specialist training organisations, where the cost of the course exceeds £50 per delegate.

Teeswide Safeguarding Adults Board Training Programme 2022-23 Level 1: Foundation

Subject	Provider	Method	Location
	Trovidor	Metriod	Location
Abuse related to Beliefs in Witchcraft	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Adult Sexual Exploitation	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Become a friend against scams	Friends against scams	E-Learning	https://www.tsab.org.uk/professionals/training-resources/
Bullying and Cyber-Bullying	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Child Sexual Exploitation – Level 1	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Criminal Exploitation and County Lines	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Common Assessment Framework (CAF or Early Help)	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Dementia Awareness	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Dementia Awareness Course	Alzheimer's Society & SCIE	E-Learning	https://www.tsab.org.uk/professionals/training-resources/
Deprivation of Liberty Safeguards (DoLS)	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Domestic Abuse and Intimate Partner Violence	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Domestic Abuse Basic Awareness Training	Independent Domestic Abuse Service	E-Learning	https://www.tsab.org.uk/professionals/training-resources/
Domestic Abuse Training for Professionals	Safe Lives	E-learning	https://www.tsab.org.uk/professionals/training-resources/
Effective Communication with Children and Families	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Equality and Diversity	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Female Genital Mutilation	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Gangs and Youth Violence	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Hate Crime	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Hidden Harm: Parental Substance Misuse, Parental Mental III-Health and Domestic Abuse	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Honour-based Violence and Forced Marriage	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Human Rights Act 1998	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Human Trafficking and Modern	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Slavery			

Liberty Protection Safeguards	Me-Learning	E-Learning	On implementation
Loneliness & Isolation	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Mental Capacity Act	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Missing Children	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Modern Day Slavery Workbook	TSAB	Workbook	https://www.tsab.org.uk/professionals/training-resources/
Modern Slavery Linked to Homelessness and Covid-19		Recorded Webinar	https://www.tsab.org.uk/professionals/training-resources/
Multi-Agency Public Protection Arrangements (MAPPA)	MAPPA	E-Learning	http://mappa- elearning.co.uk/dashboard.php
Multi-Agency Working	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Neglect - Children	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Online Safety – Risks to Children	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Physical Abuse - Children	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Prevent	Home Office	E-Learning	https://www.tsab.org.uk/professionals/training-resources/
Privacy and Dignity for Health and Social Care	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Adults – Level 1	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Adults – Level 2	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Adults - Refresher	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Adults Awareness Workbook	TSAB	Workbook	https://www.tsab.org.uk/professionals/training-resources/
Safeguarding Adults in Health and Social Care	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding against Radicalisation - The Prevent Duty	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Children – for Education – Level 1	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Children - Foundation	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Children - Intermediate	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Children - Refresher	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Safeguarding Children with Disabilities	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Self-Harm	Me-Learning	E- Learning	https://www.tsab.org.uk/training/
Self-Neglect and SARs	Me-Learning	E-Learning	https://www.tsab.org.uk/training/

Sexual Abuse and Recognising Grooming - Children	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Substance Misuse	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Suicide Prevention	Me-Learning	E-Learning	https://www.tsab.org.uk/training/
Suicide Prevention	Zero Suicide Alliance	E-Learning	https://www.tsab.org.uk/professionals/training-resources/
Unconscious Bias	Me-Learning	E-Learning	https://www.tsab.org.uk/training/

Level 2: Intermediate

Training	Provider	Method	Planned Dates	Location
Safeguarding Adults Training for Managers of Services	Yo Dunn	2 day taught course	4 & 5 July 2023 4 & 5 Dec 2023	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Safeguarding Adults Training for Managers of Services – Refresher Course	Yo Dunn	1 day webinar	7 Feb 2024	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Making Safeguarding Personal, including legal aspects	Sidgwick Reid	2 x Half day webinar	12 & 19 Sept 2023 29 Feb & 7 March 2024	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Self-Neglect for Practitioners	Sidgwick Reid	2 x Half day webinar	12 & 19 July 2023 17 & 24 Oct 2023 16 & 23 Jan 2024	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Carrying out a S42 Enquiry (Level 1)	Sidgwick Reid	1 day taught course	20 June 2023 7 Dec 2023	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Safeguarding Adults Workbook: The Mental Capacity Act & Deprivation of Liberty Safeguards	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Safeguarding Adults Workbook: Domestic Abuse	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Safeguarding Adults Workbook: Forced Marriage	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Safeguarding Adults Workbook: Female Genital Mutilation	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Safeguarding Adults Workbook: Prevent	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Safeguarding Adults Workbook: Self Neglect	TSAB	Workbook		https://www.tsab.org.uk/pr ofessionals/training- resources/
Liberty Protection Safeguards	TBD	TBD	Pending date for implementation of legislation	https://www.tsab.org.uk/pr ofessionals/events-key- dates/

Essential Legal Literacy	Yo Dunn	2 hour webinar	18 Sept 2023 6 Feb 2024	https://www.tsab.org.uk/events-key-dates/
Safeguarding in a Multi- Agency Context	Yo Dunn	2 hour webinar	18 Sept 2023 6 Feb 2024	https://www.tsab.org.uk/e vents-key-dates/
Aftercare Under s.117 Mental Health Act	Yo Dunn	2 hour webinar	21 Sept 2023 8 Feb 2024	https://www.tsab.org.uk/events-key-dates/
Adult Safeguarding – Complex Cases	Yo Dunn	2 x Half Day Webinar	4 & 12 Oct 2023 26 & 27 Mar 2024	https://www.tsab.org.uk/events-key-dates/
Trauma Informed Practice	Me-Learning	E-Learning		https://www.tsab.org.uk/training/
Trauma Informed Practice	Amanda Chalmers	Half Day Webinar	26 th January 2024 28 th February 2024	https://www.tsab.org.uk/e vents-key-dates/
Adult Sexual & Criminal Exploitation	Talking Life	1 day webinar	28 June 2023 9 January 2024	https://www.tsab.org.uk/pr ofessionals/events-key- dates/
Modern Slavery	Hope for Justice	Half Day webinar	22 June 2023 7 Nov 2023	https://www.tsab.org.uk/events-key-dates/
Safeguarding Vulnerable Dependent Drinkers	Alcohol Change UK	Half Day webinar	10 July 2023 18 Jan 2024	https://www.tsab.org.uk/events-key-dates/

Level 3. Advanced

Training	Provider	Method	Planned Dates	Location
Legal Literacy for Board members and senior Managers	Yo Dunn	Half day taught course	5 March 2024	https://www.tsab.org.uk/events-key-dates/
Carrying out Section 42 Enquiry: Complex Cases	Sidgwick Reid	1 day taught course	27 June 2023 17 Jan 2024	https://www.tsab.org.uk/e vents-key-dates/