

KEEPING ADULTS SAFE IN SHROPSHIRE BOARD

Learning and Development Sub Group

TRAINING STRATEGY

INTRODUCTION

The training strategy of the KASiSB Learning and Development Sub Group aims to provide assurance that there are suitable learning opportunities available in Shropshire to work effectively with adults with care and support needs around adult safeguarding. Access to such learning opportunities will contribute to the prevention agenda and send a strong message that safeguarding is everybody's business. In terms of workforce training opportunities these will ensure individuals have access to information regarding training and learning so they are accountable and able to work in accordance with their organisational policy and procedure and the Adult Safeguarding: Multi-agency policy & procedures for the protection of adults with care & support needs in the West Midlands.

The Learning and Development Sub Group is responsible for agreeing the Learning and Development programme on behalf of the KASiSB. This strategy outlines the approach to developing the training programme with a particular focus on how organisations in Shropshire supported by the Learning and Development Sub Group can:

- Achieve a consistent approach so that people with comparable responsibilities in each organisation achieve the same level of competence and this is transferable;
- Promote a positive culture of learning with reference to SAR's and DHR's as well as ensuring local instances of good practice are shared through the KASiSB network;
- Ensure that learning and development reflects the principles of adult safeguarding and the Making Safeguarding Personal agenda as outlined in the Care and support statutory guidance;
- Identify any issues around capacity to meet demand for training;
- To identify and carry out reviews of course content (or seek assurance from training providers) to ensure the training and publicly shared slides from such training (i.e. Adult Safeguarding Awareness) are kept up to date with national and local legislation, statutory guidance and policy;
- Scope available training opportunities and identify gaps and address solutions, including raising such matter with the KASiSB Executive Group;
- Develop a rationale for deciding who requires particular skills, knowledge and competence via the Adult Safeguarding Competence Framework;

- To signpost to other competence frameworks including the Mental Capacity Act Staff Competency Framework;
- Develop mechanisms that managers can utilise to assure themselves of the competence of their workforce around adult safeguarding, including the safeguarding adults competency assessment tools;
- Ensure the safeguarding adults assessment tools aimed at supporting assurance of competence can be used in various mediums to meet the needs of various organisations (1:1 assessment, workbook, reflective logs for professional revalidation purposes etc.);
- Ensure that training has a focus on the prevention of the abuse or neglect of adults with care and support needs, as well as appropriate action once instances are identified;
- Identifying any barriers to accessing training.

REPORTING

This training strategy is a KASiSB Learning and Development Sub Group document and will be developed and reviewed by the sub group. The contents will be reported through the KASiSB Executive Group and the KASiSB.

DEVELOPMENT OF SKILLS, KNOWLEDGE AND COMPETENCIES

The development of a core set of skills, knowledge and competencies will be carried out by members of the Learning and Development Sub-Group and presented as the Adult Safeguarding Competency Framework. The review and updating of this framework will form part of the annual work programme for the sub group.

The development will involve:

- Consideration of skills, knowledge and behavioural competences that will be expected to be demonstrated by individuals in a range of roles;
- Ensuring the training programme offers opportunities to develop the identified skills and knowledge for a range of roles within the framework
- Ensure the framework is kept up to date, reflecting local and national developments;
- Development of a suite of assessment tools/workbooks/reflective logs to allow individuals and managers to evidence achievement of competence.

DEVELOPMENT OF THE TRAINING PROGRAMME

The training programme will be overseen by the sub-group.

Ongoing programme development will involve:

- Careful consideration of how the existing training programme meets skills, knowledge and competency outcomes as identified in the framework;
- Consideration of how to address any identified gaps in training;
- Consideration of learning interventions to supplement or as alternatives to the face to face delivery of training; this will include signposting to relevant

eLearning opportunities, national and local events, Conferences, Webinars and standalone Continued Professional Development (CPD) opportunities;

- Consideration of the transfer of learning and outcomes from training in practice and the means by which this might be achieved.

ACCESSIBILITY OF THE TRAINING PROGRAMME

Training should be available to all sectors supporting adults with care and support needs in whatever capacity in Shropshire. Training will take into account the requirements of all individuals including workers, personal assistants, service users and informal carers. It is also recognised that not all of the safeguarding training available to people working within the health and social care field in Shropshire will

be delivered by partners within KASiSB. Organisations and individuals can access other training that has been identified to meet their needs. This includes E Learning for Health and other on line training services as well as bespoke courses as commissioned by organisations. The sub group will consider how to support access to training and learning for individuals whom:

- Belong to specific community groups;
- Individuals who are in a position to identify abuse or neglect through their contact with individuals in their everyday life as opposed to through employment in the health and social care field;
- Cannot access training within a traditional working day structure;
- Do not have access to the internet;
- Have difficulties around transport, for instance due to remote rural location which present barriers to accessing training;
- Have other barriers which limit access to learning and development.

TRAINING STRATEGY REVIEW

The Learning and Development Sub Group will undertake reviews of the Training Strategy on an annual basis. Review may be necessary prior to the annual review date due to developments in case law, changes to underpinning legislation or guidance and learning from local or national Safeguarding Adults Reviews (SAR's).

LEARNING AND DEVELOPMENT SUB GROUP MEETINGS

The Learning and Development sub-group is part of the formal structure of the KASiSB. With regards to the training strategy and underpinning training programme it will:

- Develop and monitor the KASiSB Training Strategy.
- Ensure the continuation of delivery of the training programme, including Safeguarding Adults, Mental Capacity Act, Deprivation of Liberty Safeguards and related subjects.

- Promote attendance at multi-agency training sessions in order to develop good practice, challenging skills and consistency across agencies.
- Report to the KASiSB Executive Group Board on the impact of training carried out in this area through scoping out the range of training available within Shropshire and using this to support an analysis of future need.
- Where single agency training is being delivered, provide information to ensure delivery is in-line with information from multi-agency training sessions delivered as part of the KASiSB training programme, local information and practice.
- Devise and share objectives for agreed multi-agency training sessions in order to improve quality and support organisations to deliver a consistent safeguarding message in Shropshire.
- Ensure the KASiSB has an overview of the standards and content of training delivered via the training strategy and programme.
- Ensure all training delivered via the KASiSB strategy and recognised programme are up to date regarding legislation, national and local policies and guidelines. In addition, provide information via the KASiSB website in order to support training delivered outside of the KASiSB programme to also remain up to date.
- Consider the training implications arising from the work of the *other* KASiSB sub-groups and amend training programmes accordingly.
- Work closely with the relevant sub-groups of other Boards so that opportunities for shared learning can be identified and actioned.
- Contribute to the annual report of the KASiSB.
- Outline work connected to the training strategy in the annual business plan (each financial year) in-line with KASiSB strategic priorities.
- Inform the Executive Group, and through them the KASiSB, of any barriers to the delivery of the training programme.
- Identify what training statistics are required and determine how these will be gathered and reported.
- Devise, implement and review the Safeguarding Adults Competency Framework and associated Assessment Tools/Reflective Logs. This framework and tools are intended to support the identification of relevant training and learning opportunities for individuals and to support the transfer of learning via the assessment tools/workbooks/reflective logs.

KASiSB RECOGNISED LEARNING AND DEVELOPMENT PROGRAMME

The programme consists of formal training courses including those accessed via Joint Training (Shropshire Council), Shropshire Partners in Care and external providers. In addition the KASiSB recognises that there are a range of internal training courses which will be considered equivalent.

Training for New Social Care and Health Staff

- Care Certificate Training (Joint Training)
- Internal Care Certificate courses including eLearning

Adult Safeguarding

- Safeguarding Adult's Awareness (Joint Training and SPIC)
- Safeguarding Adults Community Briefings (Joint Training and SPIC)
- Safeguarding Adult's for Provider Managers (Joint Training and SPIC)
- Section 42 Enquiry Training (Joint Training)
- Safeguarding Adults and the Law (Joint Training)
- Keeping Safe, Understanding and Reporting Abuse (ALD) (Joint Training)
- [Blue Stream Academy](#)
- [ELearning for Health](#)
- **A range of organisational internal training courses including eLearning**

Mental Capacity Act (MCA)

- Mental Capacity Act Awareness level 1 (Joint Training)
- Mental Capacity Act Awareness (SPIC)
- Making Best Interest Decisions Level 2/3 (Joint Training)
- Mental Capacity Act - Refresher Level 1 (Joint Training)
- Assessing Mental Capacity level 2/3 (Joint Training)
- MCA Do Not Attempt Resuscitation Workshop Level 2/3 (Joint Training)
- Mental Capacity Act - Exploring the Legal Dimensions (Joint Training)
- Mental Capacity Act: IMCA Workshop Level 2/3 (Joint Training)
- Mental Capacity Act: Problem Solving Workshop level 2/3 (Joint Training)
- **A range of organisational internal training courses including eLearning**

Deprivation of Liberty Safeguards (DoLS)

- Deprivation of Liberty Safeguards Awareness Level 1 (Joint Training) (in hospitals and residential settings)
- Deprivation of Liberty Safeguards Awareness (SPIC)
- Deprivation of Liberty Safeguards Advanced Workshop Level 2/3 (Joint Training Shropshire) (in hospitals and residential settings)
- **A range of organisational internal training courses including eLearning**

Other Relevant Courses:

- Professional Boundaries in Social Care and Health Settings (Joint Training and SPIC)
- Risk Assessment – Risk Assessment and Care Planning (Joint Training)
- Recording – Recording Skills for Social Workers, Care Managers and Provider Managers (Joint Training)
- Record Keeping and Key Working (Joint Training)
- Effective Record Keeping (SPIC)
- Domestic abuse awareness (Joint Training)
- [Home Office FGM](#)
- [Channel General Awareness \(Police College\)](#)
- Prevent Basic Awareness (ELearning for Health)
- Workshop to Raise Awareness about Prevent (WRAP) (Health and Local Authority Staff) (DH accredited trainers/PREVENT Lead)
- **A range of organisational internal training courses including eLearning**

The KASiSB Learning and Development Sub Group recognises that a range of training in addition to those stated in the formal KASiSB Learning and Development Programme contribute to the prevention of abuse and neglect.

Employment and Managing Disciplinary Situations

- PEACE Interview Training (SPIC)
- Management – Performance Management and Effective Supervision (Joint Training)
- Management – Tackling Disciplinary and Grievance Issues (Joint Training)
- [Acas courses](#)