



Doncaster

Safeguarding Joint Workforce Strategy

2020-2023

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1. Introduction

- 1.1 Safeguarding and the protection children of adults at risk and from abuse and neglect is everyone's business and a shared responsibility.
- 1.2 The Doncaster Safeguarding Adults Board (DSAB) and Doncaster Safeguarding Children Partnership (DSCP) understands that the responsibility under the Care Act 2014 and Working Together 2018 to ensure that the workforce in Doncaster has the required skills and knowledge to protect children and adults at risk of abuse and neglect.
- 1.3 Safeguarding is everybody's business and this is reflected in the wide joint workforce included in this strategy. The strategy is aimed at all roles and responsibilities to have a basic level of understanding of safeguarding. This also includes volunteers and staff from third sector organisations.
- 1.4 In order to achieve this, DSAB and DSCP has developed the Safeguarding Joint Workforce Strategy for 2020-2023. This strategy will support the workforce to demonstrate the required skills and knowledge to empower and protect children and adults at risk.
- 1.5 Safeguarding workforce development in Doncaster is underpinned by the following set of principles:
 - All multi-agency safeguarding joint workforce development activity will reflect the appropriate national legislation and local policy and procedures in relation to joint Safeguarding.
 - All multi-agency safeguarding workforce development activity will create an ethos that values working collaboratively with others, respects diversity, promotes equality and encourages the participation of individuals, families and unpaid carers in safeguarding processes.
 - All multi-agency safeguarding workforce development should reflect the needs of individuals taking account of the Equality strands or any other marginalised groups of our local community.
- 1.6 This strategy proposes the introduction and implementation of **Core Principles of Working with Children and Adults in Need of Care and Support** (*appendix 1*). The principles are aimed across the workforce who work with vulnerable children and adults and provide guidance of required competencies.
- 1.7 All 3 Boards; Doncaster Safeguarding Adults Board (DSAB), Doncaster Safeguarding Children's Partnership (DSCP) and Safer Stronger Doncaster Partnership (SSDP), have agreed the joint working and will work towards jointly commissioned training that meets the required standards (please see appendix 2 for membership across 3 Boards).

- 1.8 It is the responsibility of Managers/Senior Leaders to identify the training needs of staff and ensure that they are able to access the required courses in order to meet the Core Principles.
- 1.9 The responsibility sits with partner agencies to identify individual training needs during the Induction, PDR/1:1 and the supervision process to ensure staff are competent in safeguarding adults

2. Purpose of the document

- 2.1 The purpose of the workforce strategy is to outline how the Joint DSCP and DSAB proposes to ensure that the workforce in Doncaster has the required competencies to safeguard children and adults. This will be through ensuring that the right training courses are available and the implementation of the Core Principles of Working with Children and Adults in Need of Care and Support.
- 2.2 All courses should be mapped to the National Competency Framework (for Safeguarding Adults and meet the minimum standards as outlined by the Core Principles for both adults and children.
- 2.3 Health partners are required to adhere the intercollegiate documents - Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff & Adult Safeguarding: Roles and Competencies for Health Care Staff. They provide internal training which meets national requirement and assurance of training compliance to the executive lead within the hospital and both CCGs, local safeguarding children partnerships and adult boards. This is assured by quarterly reports, safeguarding declarations and Section 11 completion.
- 2.4 Training will meet the relevant national standards that health and social care staff (and other occupations) are expected to meet such as the Common Induction Standards or Care Certificate
- 2.5 Safeguarding training is relevant to employees and volunteers from a wide spectrum of services and agencies, and is available on a multi-agency basis that is co-ordinated through the Doncaster Safeguarding Joint Workforce Development Subgroup
- 2.6 This strategy is subject to annual refresh and content may flex or change to respond to emerging local issues and changing political, social, legislative or financial environments.

3. Evidencing Skills & Knowledge

- 3.1 In order to have a competent workforce, skills and knowledge need to be mapped against job roles and responsibilities. This will show the success of the training and whether it is fit for purpose.

- 3.2 The DSCP and DSAB recognises that certain roles work across services such as children, adults and families and the workforce are required to have similar competencies.
- 3.3 The DSAB, DSCB and SSDP with core standards across the partnerships. This will make it easier for organisations to evidence required competencies for job roles.

4. Competency Standards for Safeguarding Adults and Children

Core Principles of Working with Children and Adults in Need of Care and Support

- 4.1 The Core Principles support a shift in thinking from the idea that learning is centred on training activity to a blended learning approach of which training is a part, but is supported by wider learning opportunities.
- 4.2 Assessing competencies in practice seeks to provide assurance to the respective Boards by evidencing consistent good practice where this is being practiced, and sharing this across the workforce.
- 4.3 The Core Principles combine a general understanding of required competencies across the 3 Boards. Further understanding of skills and knowledge will be required depending on service and job role and responsibilities. These are covered under the following frameworks.

4.4 Adults

National Competency Standards for Adult Safeguarding
(<http://www.ncpqsw.com/publications/national-competency-framework-for-safeguarding-adults-comprehensive-and-concise/>)

National Mental Capacity Act Competency Framework
(<http://www.ncpqsw.com/financial-scamming-publications/national-mental-capacity-act-competency-framework/>)

4.5 Children

DSCB Training Plan 2018



DSCB Training Plan
2018.docx

4.6 Domestic Abuse

DVA Joint Competency Framework



- 4.7 The application of the required frameworks will also identify areas of learning and provide evidence for the development of relevant and effective learning opportunities.
- 4.8 The Joint Workforce Development Sub Group will support the implementation of the Core Principles, providing support and guidance to organisations about how to evidence a competent workforce.
- 4.9 Organisations will be expected to provide evidence about workforce development competencies against these that will form part of the Safeguarding Adults Performance Framework on an annual basis. Organisations will begin the implementation by identifying which competencies should be achieved according to job role. Competencies that are identified **MUST** be commensurate with job role and responsibility within the organisation.
- 4.10 The Core Principles take a whole family approach to supporting child and adult victims, as well as challenging and supporting perpetrators to change their behaviour as many families stay together, or perpetrators often go on to abuse in other relationships. The principles seek to reinforce knowledge and good practice at a basic level and provide a benchmark across organisations.

5. Training Provision

- 5.1 The DSCP and DSAB support the development of a positive learning environment through an effective multi-agency Safeguarding training provision.
- 5.2 The Joint Safeguarding Workforce Development sub group has responsibility to oversee the implementation of the core principles and that adequate training is provided.
- 5.3 The sub group will oversee the development and delivery of a full programme of Safeguarding multi-agency training, available for the workforce in Doncaster.

- 5.4 Multi-agency training is for employees, volunteers and communities from different agencies who either work together formally or come together for training or development.
- 5.5 Where required the safeguarding boards will commission to deliver joint training in areas that cut-cross services.
- 5.6 The sub group is responsible for the development of a training quality assurance programme. The programme is designed to ensure training programmes provide consistent, high quality learning about Safeguarding that reflects the values/priorities of the Boards.
- 5.7 Where necessary the DSCP and DSAB will challenge and hold agencies to account for their training provision.
- 5.8 Individual services or professional bodies may identify the need for specialist training or other learning and development opportunities. The DSCP and DSAB may assist in the development of bespoke packages in this instance, or give consideration to the inclusion into the multi-agency training provision if appropriate for multiple professional groups.
- 5.9 For Safeguarding courses please refer to the Training Programme:
- Safeguarding Adults <http://www.doncaster.gov.uk/services/adult-social-care/what-safeguarding-adults-training-is-available>.
- Safeguarding Children <http://buy.doncaster.gov.uk/>
- 5.10 **South Yorkshire Safeguarding Adults Working Together Programme**

DSAB is also a partner of the Working Together Programme that delivers regional training and conferences across South Yorkshire. Other partners of the programme are Sheffield Safeguarding Adults Board, Barnsley Safeguarding Adults Board and South Yorkshire Police.

The aim of the programme is for agencies across the region to work together in safeguarding adults and address common issues across the region.

The programme delivers a 2 day training course and a conference rotationally within each area and aims to cover common themes across the region.

The programme will also jointly commission specific training requirements identified.

6. The Care Act 2014

- 6.1 The Care Act 2014 is the most significant piece of legislation in our sector since the establishment of the welfare state. It builds on a patchwork of legislation built up since the 1948 National Assistance Act.
- 6.2 Significant change has been implemented and is still evolving in line with the Care Act 2014. The most significant being the shift from process to outcomes for adults at risk using the principles of 'Making Safeguarding Personal'. The Act states 'safeguarding is everyone's business' empowering Local Authorities to request other agencies to undertake section 42 enquiries on their behalf which is a significant change across both the statutory and independent sector.
- 6.3 The Care Act has also brought in new categories of abuse in relation to Modern Slavery, Domestic Abuse, and Self Neglect which will fall under the umbrella of safeguarding adults and the three stage test which identifies when an adult is deemed an 'adult at risk'.
- 6.4 These new categories of abuse require a partnership approach with other services to ensure that adults at risk receive the right support. The 3 Boards will work joint to deliver training where required. At present SSDP and Safeguarding Adults deliver the Coercive and Controlling Behaviour course. There are future plans to jointly deliver Forced Marriage, Honour Based Violence and FGM course with SSDP and Signs of Safety with DSCB.

7. Working Together to safeguard children 2018

- 7.1 This statutory guidance sets out how organisations and individuals should work together to safeguard and promote the welfare of children under section 11 of the Children Act (2007).
- 7.2 It highlights the need for effective safeguarding arrangements underpinned by 2 key principles:
- Safeguarding is everyone's responsibility
 - Safeguarding requires a clear child centred approach
- 7.3 It sets out organisations responsibilities to safeguard and promote the welfare of children. It is statutory guidance and applies to all professionals who work with children. Areas covered within the guidance include:
- Assessing need and providing help
 - Organisational responsibilities
 - Multi-agency safeguarding arrangements
 - Improving child protecting and safeguarding practice
 - Child death reviews
- 7.4 All training and learning activity offered by DSCP underpin the principles from Working Together with the aim of evaluating learning against this.

8. Communication and Engagement

The DSCP and DSAB will engage with organisations to communicate workforce training and learning. Any communication will be GDPR compliant, accurate, up to date and concise.

Audience	Communication and engagement needs	How	Accountable
DSCP/DSAB Partnership Members	New legislation, national guidance	Email Board meeting papers	Board Business Unit
Safeguarding service practitioners	Policies and procedures Learning from case reviews Training and development opportunities	DSCP web pages for Professionals Board members disseminate using their own internal communications Practitioners Forum Conferences and Events	Board Business Unit
General social care workforce	General signs of abuse, neglect, exploitation General safeguarding responsibilities How to make a referral Basic training opportunities	Conferences/Events Practitioner Forum Training courses Briefings	
Professionals outside social care	General signs of abuse, neglect, exploitation	Board members disseminate using their own internal communications	Board partners with oversight of specific groups of

	<p>General safeguarding responsibilities</p> <p>Safeguarding issues specific to their working environment</p> <p>How to make a referral</p> <p>Basic training opportunities</p>		professionals e.g. taxi drivers, etc.
People currently engaged in safeguarding services	How safeguarding systems operate, what their rights are, who to contact	Web sites pages for children, families, people using services	Keeping Safe Sub-group
People/families who may be affected by safeguarding/ social care services	How safeguarding systems operate, what their rights are, who to contact	Web sites pages for children, families, people using services	Keeping Safe Sub-group
General public	Awareness campaigns	Web sites pages for children, families, people using services	
Media, local politicians		Press releases	Safeguarding partners, chair

8. Due Regard Statement

This strategy has considered and given due regard to equality and diversity as described in the Doncaster Joint Safeguarding Board Policy for the Development and Management of Procedural Documents.

Safeguarding is Everyone's Business

Core Principles of Working with Children and Adults in Need of Care and Support

Principle 1

BE AWARE

- a) Demonstrate an awareness of relevant children and adults safeguarding legislation.
- b) Demonstrate an awareness of the types of abuse and neglect.
- c) Demonstrate an awareness of the factors that increase risk.
- d) Demonstrate an awareness of whole family working and the importance of promoting the health and well-being of adult and children at all times

Principle 2

RECOGNISE

- a) Recognise signs and indicators of abuse and neglect.
- b) Recognise a child or adult in need of care and support who may be experiencing one or a combination of types of abuse and neglect (eg, physical, emotional, sexual).
- c) Recognise indicators that a child or adult in need of care and support is or at risk of being exploited by others including child sexual exploitation, criminal exploitation, modern day slavery and rogue traders.

Principle 3

RESPOND

- a) Apply duty of care to children and adults in need of care and support.
- b) Demonstrate awareness of organisational safeguarding policies (ie, who to report concerns to) including whistleblowing and policies for referring People in a Position of Trust ;PIPOT).
- c) Demonstrate awareness of how to report concerns through your organisational safeguarding procedures to protect children and adults in need of care and support.
- d) Demonstrate awareness of how to record concerns and action taken.
- e) Demonstrate awareness of how

Principle 4

COMMUNICATE

- a) Demonstrate awareness of data protection and third party confidentiality.
- b) Demonstrate awareness of how to maintain confidentiality.
- c) Demonstrate awareness of how to recognise when information must be shared to keep people safe.
- d) Demonstrate awareness of how to share information when appropriate.

Members of the Doncaster Safeguarding Adults Board, Doncaster Safeguarding Childrens Partnership and Safer Stronger Partnership

Healthwatch Doncaster	St Leger Homes
Doncaster CCG	Doncaster Children's Service Trust
National Probation Service	DSCB
HMPs (Including HMP Doncaster and Hatfield)	DMBC
South Yorkshire Police	Cabinet Members
South Yorkshire Fire and Rescue	Safe@Last
Doncaster and Bassetlaw Teaching Hospital	CAFCASS
Care Quality Commissions	Public Health
NHS England	Yorkshire Ambulance Service NHS Trust
Community Rehabilitation Company	Richmond Hill Primary Academy
Doncaster College	Hall Cross Academy
RDaSH	Doncaster Youth Alliance

