

# Which Training is Right for Me?

Cumbria Safeguarding Children Partnership (CSCP) expects that as a professional and a practitioner working with children and young people that you have undertaken the necessary mandatory safeguarding training and that you possess the essential standards of competence required to safeguard children and young people. The CSCP maintains training levels in line with guidance in Working Together to Safeguard Children, Keeping Children Safe in Education and the Intercollegiate Document and has organised its training into different levels of knowledge and skills. The level required depends on the degree of contact you have with children and families and your professional role.

Individual agencies remain responsible for ensuring that their staff are competent and confident to carry out their roles safely including their safeguarding children responsibilities. The table below is not an exhaustive list and should be used as a guide; any additional training should be provided by the employer to ensure staff attain the competences appropriate to their role.

The following graphic highlights which type of safeguarding training is most appropriate, what that training should cover; depending on your role (which group you belong to).

Group 1	Group 1- suggested staff
<p>Staff who have infrequent contact with children, young people and/or parents and carers, who may become aware of possible abuse or neglect.</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p> <p>School staff should refresh their training every two years.</p>	<ul style="list-style-type: none"> <li>• Housing staff-</li> <li>• Estate management,</li> <li>• Caretakers</li> <li>• Adult Community groups</li> <li>• Sports and leisure staff</li> <li>• GP receptionists</li> <li>• Volunteers</li> <li>• School governors</li> </ul>
<p><b>Training requirements</b></p> <ul style="list-style-type: none"> <li>• Definitions of abuse</li> <li>• The possible signs and symptoms of abuse and neglect</li> <li>• The organisation's basic safeguarding children procedures</li> <li>• Who within the organisation should be contacted regarding any concern about a child's safety or welfare (including who to contact if that person is unavailable)</li> <li>• Who within the organisation should be contacted regarding any concern about a colleague's behaviour towards a child or potential risk that they may present</li> <li>• The expected standards of behaviour by staff towards children</li> </ul>	<p><b>Suggested Training Course</b></p> <ul style="list-style-type: none"> <li>• Staff must sign up to updates from <b>CSCP website</b></li> <li>• Basic Awareness Training (Mandatory)</li> <li>• Elearning Early Help (Mandatory)</li> <li>• Elearning Child Exploitation (Mandatory)</li> <li>• Regular updates from line manager/Designated Safeguarding Lead (DSL)</li> <li>• Agencies own policy and procedures</li> <li>• Have read the CCC PREVENT Leaflet and know where to go to get support</li> </ul>

### Group 2

Staff/volunteers in regular contact or in intensive but irregular contact with children, young people and/or parents and carers who may be in a position to identify concerns about maltreatment.

Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.

School staff should refresh their training every two years.

- Housing support staff
- Uniformed Police officers
- Play service staff
- Librarians
- Faith groups
- Play scheme volunteers
- Child Minders
- Youth workers
- Disability specialists Hostel managers
- Hospital staff Community youth groups
- YOS staff

#### **Training requirements**

**To Note** – staff would need to complete training requirements in Group 1

- Aware of the Early Help process and understand their role within it
- Understand the process to make referrals to social care and their role within the assessment
- Understand what to do if a child tells them they are being abused or neglected, understand and maintain appropriate confidentiality
- Understand their responsibility in reporting concerns to DSL
- Documentation and sharing of information regarding concerns

#### **Training Course**

- Staff must sign up to updates from **CSCP website**
- Basic Awareness Training (Mandatory)
- Elearning Early Help (Mandatory)
- Elearning Child Exploitation (Mandatory)
- Level 2 Child Exploitation and Disruption Training
- Early Help Training A and B
- Multi Agency Level 2 Safeguarding Course
- Attendance at case learning events and workshops
- Regular updates from line manager/DSL
- PREVENT eLearning

### Group 3

Staff/volunteers who work predominantly with children and young people and /or parents and carers and could potentially contribute to assessing planning intervening and reviewing the needs of children and parenting capacity where there are safeguarding concerns. These staff should be designated safeguarding leads (DSLs).

Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.

School staff should refresh their training every two years.

- Teachers
- Adult learning disability staff
- Foster carers
- Mental health staff
- Learning support assistants School nurses
- Substance misuse service staff
- Early years staff
- Paediatricians
- Probation staff GP's
- Residential staff
- Health visitors
- Midwives Youth workers
- Early Help

<p><b>Training requirements</b></p> <p><b>To Note</b> – staff would need to complete training requirements in Group 1 and 2</p> <ul style="list-style-type: none"> <li>• Working together to identify, assess and meet the needs of children where there are safeguarding concerns</li> <li>• Contribute to assessments</li> <li>• The impact of parenting issues, such as domestic abuse, substance misuse on parenting capacity</li> <li>• Recognising the importance of family history and functioning</li> <li>• Working with children and family members, including addressing lack of cooperation and superficial compliance within the context of role.</li> </ul>	<p><b>Training Course</b></p> <ul style="list-style-type: none"> <li>• Basic Awareness Training (Mandatory)</li> <li>• eLearning Early Help (Mandatory)</li> <li>• eLearning Child Exploitation (Mandatory)</li> <li>• Early Help Training A and B</li> <li>• Multi-Agency level 2 Safeguarding Course</li> <li>• Multi-Agency Level 3 Safeguarding Course</li> <li>• Attendance at practice learning events and workshops</li> <li>• Regular updates from line manager/DSL</li> <li>• Safeguarding Enhance Specialist Training /Workshops</li> <li>• Attendance at case learning events and workshops</li> <li>• PREVENT eLearning</li> </ul>
<p><b>Group 4</b></p>	
<p>Members of the workforce who have particular responsibilities in relation to undertaking Section 47 enquiries, including designated safeguarding leads/officers (in Early Years Settings this also includes their Deputies), professionals from health, education, police and children’s social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p> <p>School staff should refresh their training every two years.</p>	<ul style="list-style-type: none"> <li>• Children’s Social Workers</li> <li>• CE Champions</li> <li>• Health staff involved in Section 47 enquires</li> <li>• Education staff involved in section 47 enquiries</li> </ul>
<p><b>Training requirements</b></p> <p>To Note – staff would need to complete training requirements in Group 1, 2 and 3</p> <ul style="list-style-type: none"> <li>• Section 47 enquiries, roles, responsibilities and collaborative practice</li> <li>• Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm</li> <li>• Working with complexity</li> <li>• Conducting Section 47 enquiries</li> <li>• Taking emergency action.</li> <li>• Communicating with children in line with interviewing vulnerable witness guidance</li> </ul>	<p><b>Training Course</b></p> <ul style="list-style-type: none"> <li>• Staff must sign up to updates from <b>CSCP website</b></li> <li>• eLearning Early Help (Mandatory)</li> <li>• eLearning Child Exploitation (Mandatory)</li> <li>• Tier 3 - Thematic/Specialist Child Exploitation Training</li> <li>• Own agency’s safeguarding/CP training course</li> <li>• Safeguarding Refresher for Senior Staff</li> <li>• Dedicated social work training</li> <li>• Safeguarding Enhance Specialist Training /Workshops</li> <li>• Attendance at case learning events and workshops</li> <li>• PREVENT Advanced knowledge</li> </ul>

### Group 5

<p>Professional advisors, named, nominated and designated persons for child protection and their deputies in all services who offer guidance and advice to colleagues in respect of appropriate levels of intervention when a concern about a child arises.</p> <p>Ensuring that their agency responds appropriately to concerns and allegations regarding children within their families.</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p> <p>School staff should refresh their training every two years.</p>	<ul style="list-style-type: none"> <li>• Designated safeguarding leads/officers (in Early Years Settings this also includes their Deputies)</li> <li>• Professionals from health</li> <li>• Education</li> <li>• Police</li> <li>• Those who work with complex cases</li> </ul>
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<p><b>Training requirements</b></p> <p><b>To Note</b> – staff would need to complete training requirements in Group 1, 2, 3 and 4</p> <ul style="list-style-type: none"> <li>• Understand their role in supporting staff to understand the process for reporting concerns re statutory intervention</li> <li>• Record keeping</li> <li>• Staff responsibilities</li> <li>• Competency of staff</li> <li>• Management oversight of children on plans</li> <li>• Ensuring professional challenge is undertaken</li> <li>• Be aware of their own agency and how to access CSCP safeguarding policy and procedures</li> </ul>	<p><b>Training Course</b></p> <ul style="list-style-type: none"> <li>• Staff must sign up to updates from <b>CSCP website</b></li> <li>• Basic Awareness Training (Mandatory)</li> <li>• eLearning Early Help (Mandatory)</li> <li>• eLearning Child Exploitation (Mandatory)</li> <li>• Early Help Training A and B</li> <li>• Multi-Agency level 2 Safeguarding Course</li> <li>• Multi-Agency level 3 Safeguarding Course</li> <li>• Attendance at case learning events and workshops</li> <li>• Safeguarding Enhance Specialist Training /Workshops</li> <li>• Attendance at case learning events and workshops</li> </ul>
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### Group 6

<p>Operational managers at all levels where children are involved including practice supervisors; front line managers and managers of child protection units</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p> <p>School staff should refresh their training every two years.</p>	<ul style="list-style-type: none"> <li>• Operational managers at all levels including:</li> <li>• Practice supervisors</li> <li>• Front line operational managers</li> </ul>
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<p><b>Training requirements</b></p> <p><b>To Note</b> – staff would need to complete training requirements in Group 1, 2 and 3</p> <ul style="list-style-type: none"> <li>• Promoting effective, professional practice</li> <li>• Advising others</li> <li>• Supervising child protection cases</li> <li>• Management oversight</li> <li>• Section 11 audit</li> </ul>	<p><b>Training Course</b></p> <ul style="list-style-type: none"> <li>• Staff must sign up to updates from <b>CSCP website</b></li> <li>• Basic Awareness Training (Mandatory)</li> <li>• eLearning Early Help (Mandatory)</li> <li>• eLearning Child Exploitation (Mandatory)</li> <li>• Management of allegations of staff</li> <li>• Multi-Agency level 2 Safeguarding Course</li> <li>• Attendance at case learning events and workshops</li> <li>• Safeguarding Enhance Specialist Training /Workshops</li> <li>• Attendance at case learning events and workshops</li> </ul>
<b>Group 7</b>	
<p>Senior managers responsible for the strategic management of services for children and/or parents/carers.</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p>	<ul style="list-style-type: none"> <li>• Senior managers responsible for the strategic leadership of services</li> </ul>
<p><b>Training requirements</b></p> <p>Section 11 audit expectation</p>	<p><b>Training Course</b></p> <ul style="list-style-type: none"> <li>• Staff must sign up to updates from <b>CSCP website</b></li> <li>• Own agency safeguarding training course</li> <li>• Management of allegations of staff</li> <li>• Multi-Agency level 2 Safeguarding Course</li> <li>• Attendance at case learning events and workshops</li> <li>• Safeguarding Enhance Specialist Training /Workshops</li> <li>• Attendance at case learning events and workshops</li> </ul>
<b>Group 8</b>	
<p>Members of the CSCP</p> <p>Training should be covered in the induction phase and within the first six months of employment and 3 yearly thereafter.</p> <p>School staff should refresh their training every two years.</p>	<ul style="list-style-type: none"> <li>• Board members, Independent Chair</li> <li>• Directors of Children’s Services</li> <li>• Elected member</li> <li>• Lay members</li> <li>• Members of executive and sub/task groups</li> <li>• Inter-agency trainers</li> </ul>

**Training requirements**

- Expectations on members to promote the effective cooperation that improves effectiveness
- Current policy, research, and practice developments
- Lessons from serious case reviews /safeguarding practice reviews
- Local and national learning

**Training Course**

- Own agency safeguarding training course
- Multi-Agency level 2 Safeguarding Course
- Attendance at case learning events and workshops
- Safeguarding Enhance Specialist Training /Workshops
- Attendance at case learning events and workshops
- CSCP annual conferences and events
- External Safeguarding Conferences