

SUBJECT: CORPORATE SAFEGUARDING POLICY – TRAINING

MEETING: ICMD

DATE: 29th November 2023

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

Following the launch of the National Safeguarding Training, Learning and Development Standards in October 2022, the Whole Authority Safeguarding Group agreed that these standards should be adopted by Monmouthshire County Council and the Corporate Safeguarding Policy updated accordingly.

The purpose of this paper is to seek agreement to update the Corporate Safeguarding Policy to reflect the new national standards.

2. RECOMMENDATIONS:

That the Corporate Safeguarding Policy section d. Training is amended and approved to align to the National safeguarding training, learning and development standards with immediate effect.

3. KEY ISSUES:

- 3.1 Safeguarding training is mandatory for the employed, volunteer and foster carer workforce as well as all elected members
- 3.2 The current corporate safeguarding training within MCC is not aligned to the national standards that have been launched by Social Care Wales which have been endorsed by the Regional Safeguarding Boards and the National Independent Safeguarding Board. Non-adoption could result in a lack of continuity of safeguarding training for people in Monmouthshire.
- 3.3 The recommendation from WASG to adopt the national standards is timely with Thingji Learning Management System (LMS) able to facilitate delivery of the training through hosting digital content, e-learning and booking of events.
- 3.4 The LMS will allow appropriate training to be mandated to the workforce and provide accurate reports on compliance.

The current / existing corporate safeguarding policy presents the following text and table detailing the current training requirements:

Section 9 (Safe Workforce), part d (Training)

Changes will only be affecting the paragraphs demonstrated below and the table presented – not the whole section and part.

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In addition, Training records will be held centrally with the Talent Lab. It is the responsibility of the individual employee to inform their Manager, who should update the Talent Lab. Within Education it is a requirement for the Head Teacher to maintain a training record.

TRAINING REQUIREMENTS

Training	Target Group	Delivery Method	Responsible department	Renewal
Basic Awareness Training Programme	Basic Awareness is required by everyone.	Film and Leaflet during the induction period	MCC Training Department	Every 3 years or more frequently if required.
Level 1 children / Level 1 Adults or combined adult and children's safeguarding (optimally people will access the level 1 combined, or both level 1 adult and children's if they come into contact with both adults at risk and children)	This Level is required by everyone who comes into contact as part of their role with children, young people and adults at risk.	Delivery of set training programme by trained level 1 trainers at directorate level https://sway.office.com/WUWQp7jP7Yo255II?ref=Link	MCC Training Department Designated Safeguarding Leads Safeguarding & Quality Assurance Unit SEW/SCB/ GWASB	Every 2 years

<p>Level 2 Children's Safeguarding</p>	<p>This course is required for practitioners working with children, young people and their families who are:</p> <ul style="list-style-type: none"> -involved in making or responding to referrals to Children's or Adults Services; -Designated Safeguarding Leads in their settings/organisations; -working regularly with child or adult protection situations. 	<p>Delivery of set training programme through the Safeguarding & Quality Assurance Unit</p> <p>Or the equivalent course via GSB</p>	<p>MCC Training Department Safeguarding & Quality Assurance Unit GSB</p>	<p>Every 3 years</p>
<p>Level 2 Adults Safeguarding</p>	<p>This course is required for practitioners working with adults at risk who are:</p> <ul style="list-style-type: none"> -involved in making or responding to referrals to Adults Services; -Designated Safeguarding Leads in their settings/organisations; -working regularly with 	<p>As Above</p>	<p>As Above</p>	<p>As Above</p>

	adult protection situations.			
Level 3 Children's/ Adults Safeguarding	Appropriate specialist training for those working directly with children or adults at risk to be accessed and updated when required.	Arranged as required on a course by course basis	Social Care Workforce Development Team Safeguarding & Quality Assurance Unit GSB	As identified in Continual Professional Development plans
Level 4 Strategic Leadership of Safeguarding	Safeguarding for strategic leads – senior managers and elected members.	Delivery of set training programme through the Safeguarding & Quality Assurance Unit	Safeguarding and Quality Assurance Unit	Every 3 years or more frequently if identified within Continual Professional Development plans

The principle is that the workforce trains up to the highest level of safeguarding required and renews only at that level (unless otherwise identified through Continued Professional Development).

The proposed corporate safeguarding policy presents the following text and table detailing the proposed training requirements as follows:

Section 9 (Safe Workforce), part d (Training)

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In addition, Training records will be held centrally within Thingi Learning management System. Within Education it is a requirement for the Head Teacher to maintain a training record.

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TRAINING REQUIREMENTS

Level	Target Audience	Delivery	Responsible Department
A	All Staff	Social Care Wales e-learning via SCORM pack in thinqi	Corporate Training Team
B	All staff who have contact with members of the public	Thinqi e-learning or face to face	Corporate Training Team
C	All staff that assess, plan and deliver interventions to the public	Face to face / Teams - practice exchange format	Corporate Training Team and SCH WDT
D	Staff that have a direct safeguarding role	Specific development in line with role, supervision and appraisal / personal development plan	SCH WDT
E	Senior Managers within Safeguarding	Specific development in line with role, supervision and appraisal / personal development plan	SCH WDT
F	SLT and Council Members	Hybrid model of delivery	Corporate Training Team

Safeguarding training will take place at level appropriate to role and will be refreshed 3 yearly. Core safeguarding training will be undertaken on commencement of role and refresher training specific to role and personal development plan and will reflect changes in legislation in order to optimally safeguard people in our communities.

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

It is clear from completing this form adoption of the National safeguarding training, learning and development standards will provide Monmouthshire with robust safeguarding training programme that is specific to meet the needs of our colleagues across the council and county. Safeguarding training that is aligned to the national recommended standards will ensure continuity for people in Monmouthshire. Utilising Thinqi LMS to deliver training aligned to the national standards will allow training to be specific to the needs of our colleagues, delivered in a hybrid format so can best meet the learning style of individuals and the provision of data to measure compliance will identify areas for development. Working with the safeguarding until to implement the standards will ensure training content for each standard is aligned to the needs of people in Monmouthshire.

5. OPTIONS APPRAISAL

MCC could remain with current safeguarding training framework that is currently in place however this would not be aligned to the all Wales approach reducing continuity and has not undergone recent scrutiny from Regional Safeguarding Boards and the National Independent Safeguarding Board.

6. EVALUATION CRITERIA

Using thingi LMS to roll out new safeguarding standards will allow us to evaluate transition as follows:

- Clear identification of who is required to complete which level of safeguarding training in line with All Wales standards
- Number of colleagues who are required to complete mandatory training at each level
- Compliance with mandatory training at each level and within each directorate / service within MCC

7. REASONS:

A move to adopt the All Wales standards will ensure we offer a robust safeguarding programme within Monmouthshire that offers consistency across Wales to best support and safeguard people in our communities.

8. RESOURCE IMPLICATIONS:

The changes to safeguarding training will be cost neutral. Safeguarding training is continuously updated in line with legislation, lessons learnt from practice reviews and to meet the needs of people in our communities so optimal safeguarding takes place. The update of safeguarding training will be aligned differently and additional digital formats in the name of Thingi LMS will be used however this there will be no additional costs associated with these developments.

9. CONSULTEES:

Diane Corrister (Head of Childrens Services) and Kelly Turner (Safeguarding Service Manager) were consulted prior to presenting in WASG. All members of WASG were in agreement with the proposed changes to safeguarding training.

10. BACKGROUND PAPERS:

For further information regarding the National safeguarding training, learning and development standards please see the attached document:



SCW National
Safeguarding Traini

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