**North Yorkshire Safeguarding Adults Board**

**Training and Safeguarding competencies for all staff, volunteers, and carers**

**Training courses available:**

All training courses can be accessed via the North Yorkshire Council Learning Zone, available here [https://learningzone.northyorks.gov.uk](https://learningzone.northyorks.gov.uk/)

North Yorkshire Safeguarding Adults Board strongly recommend the following training options for Level 1.

**Raising a Safeguarding Concern Level 1:** Half day webinar. This is for all staff who have close and regular contact with adults with care and support needs, the following list is not exhaustive but includes, for example front line care staff/ support workers, nurses, police officers, housing support staff and volunteers, which is in line with the Joint Multi-Agency Safeguarding Adults Policy and Procedure and own organisation’s procedure regarding safeguarding adults.

**Safeguarding Adults under the Care Act Level 1, E learning:**

This is suitable for staff that require an awareness of safeguarding adults but have limited and infrequent contact with adults with care and support needs. It is also strongly recommended as the refresher for all front-line staff who have completed the Level 1 course and require a refresher as part of their organisation’s procedure. A refresher is advised every 2 years.

**Training the Safeguarding Champions:** for those organisations with other 50 staff that require safeguarding adults’ level 1 raising a concern. This course is designed to equip the delegate to be able to deliver the half day safeguarding level 1 raising a safeguarding concern training in their own workplace and to test out and evaluate the learning delivered. Terms and conditions apply – these can be found on the Learning Zone link here: [https://learningzone.northyorks.gov.uk](https://learningzone.northyorks.gov.uk/)

**Safeguarding Concerns Manager Level 2:**

This training is for those workers identified within an organisation’s safeguarding policy as being accountable for referring, a safeguarding concern e.g., managers of a provider service, which could be from statutory, private, voluntary, Voluntary Community Sector or housing provider, please note this is not an exhaustive list.

**Safeguarding competency framework:**

Safeguarding competencies supports the development of a workforce, including both the local authority and all partner organisations, that is competent and effectively trained in safeguarding adults. This demonstrates continuous improvement and development in the context of the Joint Multi-Agency Safeguarding Adults Policy and Procedures (West Yorkshire, North Yorkshire, and City of York), available here: <https://safeguardingadults.co.uk/working-with-adults/nysab-procedures/>

This safeguarding competency framework has been produced to support delegates when they have completed safeguarding courses level 1 and level 2, and outlines the competencies required for categories of job roles, and suggested evidence of how each of these can be demonstrated. North Yorkshire Council training will help delegates to fulfil elements of these.

Whilst North Yorkshire Council training is designed to fulfil some of these competencies via outcome-based training, to achieve each competence members of delegates must also demonstrate a combination of practical skills, knowledge, and experience to ensure that these qualities inform practice in a way that is proportionate with their job role and responsibility.

**National Competency Framework Bournemouth University**

Competencies for Level 1 and Level 2 courses have been prepared in line with the National Competency Framework Bournemouth University, available here:<https://eprints.bournemouth.ac.uk/33835/1/Comprehensive-National-Compentency-Safeguarding-Framework-FINAL.pdf>

**Health colleagues must refer to Adult Safeguarding: Roles and Competencies for Health Care Staff intercollegiate document,** available here**:**

<https://www.rcn.org.uk/Professional-Development/publications/adult-safeguarding-roles-and-competencies-for-health-care-staff-uk-pub-007-069>

| **Level**  | **Competencies** | **Examples of how to put this into practice.** | **Bournemouth****Mapping** |
| --- | --- | --- | --- |
| 1.Raising a concern (competen-cies 1-9) | 1. Understand the definitions regarding adult safeguarding as defined by the Care Act 2014
 | Demonstrate what constitutes an “adult at risk”Show an understanding of what constitutes abuseKnowledge of supporting/related legislation and policy, e.g., • Mental Capacity Act 2005, • Deprivation of Liberty Safeguards 2009, • Human Rights Act 1998. • General Data Protection Regulations 2018, • Dignity in care. | 1, 2 |
| 1. Understand the types of abuse as defined by the Care Act 2014
 | Describe the different types of abuse and the contexts in which they can occur. | 1, 2 |
| 1. Understand the purpose of adult safeguarding as defined by the Care Act 2014
 | Demonstrate understanding of what adult safeguarding is and why it is important.Describe the six safeguarding principles under the care act 2014. | 1, 2 |
| 4.Have an awareness of Making Safeguarding Personal | Understand the individual’s right to e exercise freedom of choice (article 2 and 3. Human rights Act 2008) balanced with public interests.Understand the importance of valuing individuality and being non-judgementalDemonstrate awareness of how personal values and attitudes can influence the understanding of situations.Listening to individuals and allowing them time to communicate what they would like to have happen in response to the safeguarding concern, which reflects Making Safeguarding Personal (MSP) preferences.Show that the needs of the individual are made central at all times, but action may be taken which is contrary to the person’s wishes even if there are others at risk. | 3 |
| 5.Understand and be able to recognise the signs and symptoms of abuse | Describe how to recognise indicators/signs for each form of abuse.Demonstrate an understanding of the factors that might increase the risk of abuse. | 2 |
| 6.Understand abuse and prevention | Work in a way that creates a safe environment and minimises the risk of abuse.Show understanding of how to “whistle blow” using an organisation’s related policy and procedure.Demonstrate the ability to apply safeguarding to daily working practice. | 3 |
| 1. Will be able to report and record concerns following the Joint Multi Agency Safeguarding Adults Policy and Procedure (West Yorkshire North Yorkshire and City of York)
 | * Show a clear understanding of their role in identifying and reporting concerns regarding adult abuse.
* Demonstrate the confidence to report concerns.
* Understand and follow appropriate procedures for reporting and recording concerns of abuse.
* Be aware to contact the emergency services if the person or others are in immediate danger.
* Show understanding of their organisation’s safeguarding policy and procedure and how to access them.
* Be aware of the Joint Multi-Agency Safeguarding Adults Policies and Procedures (West Yorkshire, North Yorkshire, and City of York) and know how to access them.
 | 1, 2, 4, 5, 6 |
| 1. Have an understanding and awareness of the procedures regarding how to raise a safeguarding concern and responsibilities associated with this.
 | * Work in manner that seeks to reduce the risk of abuse.
* Demonstrates how to ensure the individual is safe when the risk of abuse is high.
* Shows a knowledge of resilience factors and how these might interact with safeguarding.
* Work to empower people with care and support needs and carers, to reduce the risk of abuse.
* Have knowledge of a complaint’s procedures and be able to raise awareness of it with adults with care and support needs.
 | 4 |
| 1. Have an awareness of the importance of preserving evidence
 | * Give examples of how to preserve evidence in a safeguarding situation.
* Demonstrate use of appropriate forms and recording systems.
* Maintain accurate records.
* Demonstrate understanding of issues of confidentiality and General Data Protection Regulations (GDPR).
 | 1, 6 |
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| Level 2 Safe-guarding concerns Manager |  |  |  |
| 1. Understanding the role and responsibilities of the Safeguarding Concerns Manager.
 | Describe the role and demonstrate responsibilities by following their organisations safeguarding policy and procedure which is in line with the Joint Multi-Agency Safeguarding Adults Policy and Procedures | 7, 8, 9, 10, 11 12 |
| 1. Have an awareness of Safer Recruitment and Disclosure Barring Service (DBS)
 | Demonstrate safer recruitment practice by following the organisation’s policy and procedures.Describe the process of making a referral to the DBS/ make a referral to the DBS. | 7, 8, 9, 10, 11 12 |
| 1. Understand the importance of recording and documenting all appropriate information arising from the concern
 | Follow the organisation’s relevant policy and procedures. | 10 |
| 13. Know how to support staff of people who report concerns of abuse | Support staff in line with the organisation’s Human Resources (HR) policy/procedures. | 11 |
| 14. Understand the principles of information sharing in accordance with the Joint Multi-Agency Safeguarding Adults Policy and Procedures (West Yorkshire, North Yorkshire, and City of York) | Describe/demonstrate the principles of information sharing by following the organisations safeguarding policy and procedure, which is in line with the Joint Multi-Agency Safeguarding Adults Policy and Procedures. | 8, 10 |
| 15. Understand the principles of preserving evidence and safety of the adult at risk | Describe/demonstrate immediate actions required to preserve evidence which is in line with the organisations procedure and the Joint Multi-Agency Safeguarding Adult Policy and Procedures. | 11, 12 |
| 16. Understand the principles and be able to support staff on how best to deal with disclosures and how to record their concerns  | Support staff in line with HR policy/procedures. | 7, 9 |
| 17. Will understand the procedure for reporting a safeguarding concern to North Yorkshire Council  | Demonstrate understanding by following organisations safeguarding policy and procedure which is in line with the Joint Multi-Agency Safeguarding Adults Policy and Procedures. | 10 |
| 18. Understand steps that can be taken, and support that can be offered, to minimise the risk of adult abuse occurring | Demonstrate understanding by following organisations safeguarding policy and procedure which is in line with the Joint Multi-Agency Safeguarding Adults Policy and Procedures.Provide information or sign post the adult at risk to information about keeping safe to the adult. | 7, 9, 12 |
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