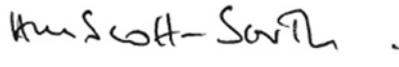


Strategy Document

**Burton Hospitals
NHS Foundation Trust**



SAFEGUARDING CHILDREN – TRAINING STRATEGY

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Burton Hospitals NHS Foundation Trust

INDEX SHEET

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REVIEW AND AMENDMENT LOG

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6	Review	October 2-178	Full review and update

SAFEGUARDING CHILDREN – TRAINING STRATEGY

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SAFEGUARDING CHILDREN – TRAINING STRATEGY

1. INTRODUCTION

All staff who come into contact with children and young people have a responsibility to safeguard and promote their welfare and should know what to do if they have concerns about safeguarding children. To fulfil this responsibility all health staff should have access to appropriate safeguarding children training, opportunities and support to facilitate their understanding of the clinical aspects of child welfare and the importance of information sharing.

This Training Strategy reflects the commitment of Burton Hospitals NHS Foundation Trust to enable every member of staff employed by the Trust, Volunteers and Students, to have an awareness of the need to safeguard children. All staff should access training appropriate to their role including the following groups:

- Staff who do not work directly with children and families but come into contact with children in the course of their work.
- Groups of staff working with adults who are either parents/carers.
- Staff working directly with children and families.
- Staff who are either Managers or have supervisory responsibility for staff belonging to any of the previous groups.

All training in safeguarding and promoting the welfare of children should create an ethos which values working collaboratively with others, respects diversity (including culture, race and disability), promotes equality, is child centred and promotes the participation of children and families in the safeguarding process.

This strategy is based upon the Safeguarding Children and Young People; roles and competences for health care staff, Intercollegiate Document (2010)

2. AIM

The aim of the Training Strategy is to provide all staff with a framework by which they acquire the knowledge and skills to equip them to identify and support individual children, young people and their families across the continuum of need; from universal services, additional, complex early intervention and prevention activity, to specialist service where children are defined as 'in need' or 'in need of protection' as defined by statute. Appropriate training will be in keeping with the competency standards set by "Safeguarding Children and Young People: Roles and Competences for Health Care Staff 2010.

To enable staff to safeguard and promote the welfare of children effectively training will include staff being able to recognise when a child may require protection, taking account of their age and ability and knowing what to do in response to concerns about

the safety and welfare of a child. The ability to work effectively with others is paramount.

All health staff should have the competencies to recognise child maltreatment and be able to take effective action as appropriate to their role. The importance of maximising flexible learning opportunities to acquire and maintain knowledge and skills is recognised

3 OBJECTIVES of Training should enable staff to

- To support Trust employees, Volunteers and Students to respond with confidence when dealing with matters relating to safeguarding children.
- Know the Safeguarding team and Named Professionals within the organisation
- Recognise vulnerability , signs of abuse, neglect and risk factors
- Recognise resilience and protective factors
- Recognise the impact of parental substance misuse, or mental health upon their capacity to meet the child's basic care needs and to keep them safe from harm.
- Recognise the impact of domestic abuse on a child
- Have knowledge of child development, to ensure children with additional needs are identified at the earliest opportunity, and are assessed and supported as appropriate
- Maintain a child focus
- Understand own role and responsibility
- Understand and access Trust safeguarding policies and procedures
- Know what to do in the event of having a concern about the welfare of a child
- Understand the common assessment process
- Understand the importance of learning from Serious Case reviews
- Understand the importance of information sharing

4. CORE STANDARDS FOR TRAINING

In order for training to be effective, the following core set of standards should apply:

4.1 Organisational and operational commitment to training:

- In-house Safeguarding Children Training is a mandatory/essential requirement and should be reflected in the Trust's Mandatory Training Matrix.
- Managers have a responsibility to enable new starters and existing employees/to access the appropriate level of training.
- Managers have a responsibility to ensure that staff have accessed the appropriate level of training for their role.
- Health Workers have a responsibility to demonstrate that they have updated their knowledge and awareness in safeguarding children, appropriate for their role.

- Managers have a responsibility to monitor attendance in relation to the mandatory training matrix.
- Training will be sourced in house or from appropriate recognised Trainers.
- Access to interagency training supported where appropriate through the Staffordshire Safeguarding Children Board training programme
- Access to E-Learning modules for staff development available through the Staffordshire Safeguarding Children Board website

4.2 **Equal opportunities:**

- The training will respect and acknowledge equal opportunities.
- The training will reflect the different training needs of a diverse workforce.
- The training will reflect the diversity of the communities served.
- The training will reflect an understanding of the rights of the child.

4.3 **Implementing the training Programmes:**

- The training will be delivered by trainers who are knowledgeable about safeguarding and promoting the welfare of children and have facilitation skills.
- The training will be evidence-based, informed by lessons from serious case and child death reviews and local and national developments.
- The training will endeavour to identify and manage emotional responses that safeguarding children training can evoke.
- The training will utilise a variety of different training methods.
- The training will be regularly reviewed to ensure that it meets the agreed learning outcomes.
- Staff can access training through ESR

5. **OVERVIEW OF TRAINING FOR SAFEGUARDING CHILDREN**

The Matrix at appendix one identifies:

- Levels of training
- Category of training e.g. Mandatory/Essential
- Requirement for update or refresher, which could be via e-learning, leaflet, newsletter, etc.
- Appropriate staff groups to attend
- Content of training programme

Appendix 1

Training	Appropriate Staff Groups to attend	Content of Safeguarding Children Training
<p>Level One</p> <p>Raising Awareness</p> <p>Mandatory/Essential to practice</p> <p>Update minimum (3 yearly)</p>	<p>All staff working in a health care setting.</p>	<ul style="list-style-type: none"> • Know about child maltreatment in it's different forms (physical, emotional, sexual and neglect) • What to do if there are concerns around child maltreatment • how to refer either directly, via manager or Named Professionals to appropriate agency • Knowledge of Local Policies and Procedures • Know the importance of sharing information appropriately • Sources of advice and support • Awareness of the Staffordshire Safeguarding Children Board •
<p>Level Two</p> <p>Recognition and Referral (2 hours)</p> <p>Mandatory/Essential to practice</p> <p>Update as identified in PDP to remain competent (3 year minimum)</p>	<p>All clinical staff who have any contact with children, young people and or parents/carers</p>	<ul style="list-style-type: none"> • Use of professional knowledge and clinical knowledge to recognise abuse and knowledge of referral processes • Responding to concerns about abuse and managing the child protection process within the Trust • Recordkeeping, accuracy, confidentiality. • Professional boundaries , roles, responsibilities • Information Sharing • Confidence to challenge own and others practice. Escalation of concerns • Awareness of the Staffordshire Safeguarding Children Board

<p>Level Three</p> <p>Ongoing Professional Development in Safeguarding Children</p> <p>Essential to practice</p> <p>3 yearly update, minimum of 6 hours or annually update 2 hours..</p>	<p>All clinical staff working predominantly with children, young people and parents.</p>	<ul style="list-style-type: none"> • Problem solving in complex child protection situations • Interagency working • Legal Parameters • Managing risk • Knowledge on Common Assessment Framework and when appropriate how to use this information • Understand requirements governing consent, confidentiality and information sharing • Know about data protection issues in the context of role • Appreciate cultural and religious beliefs on practice • Awareness of Local Safeguarding Children Board and its remit • Awareness of professional boundaries
<p>Level Four</p> <p>Ongoing Professional Development in Safeguarding children</p> <p>External courses</p>	<p>Named Doctors/Nurses</p>	<ul style="list-style-type: none"> • External courses

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