

Cambridgeshire Adult Safeguarding Team

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A National Framework of Standards for good practice and outcomes in adult protection work.

Standard 5 Training standards

It is the responsibility of each organisation to ensure that it has a workforce development plan that includes appropriate competencies of staff and volunteers in relation to 'Safeguarding Adults' work. Staff will need different competencies depending on whether, for example, they are frontline staff or managers. All people working in the organisation must be able to recognise abuse and neglect and know how to make effective reports.

Whilst this is an individual organisational responsibility, 'Safeguarding Adults' is a multiagency task. It is therefore of great benefit if staff who will be liaising with colleagues in other agencies can take part in multi-agency courses that promote understanding of the roles of other partners. The 'Safeguarding Adults' partnership can play a key role in enabling organisations to plan and commission such training together.

Standards

5.1 The 'Safeguarding Adults' partnership oversees a multi-agency workforce development/training sub-group.

5.2 The partnership has a workforce development/training strategy and ensures that it is appropriately resourced.

5.3 The partnership has established standards and agreed competencies for the delivery of all 'Safeguarding Adults' training which is delivered locally.

5.4 Partner organisations jointly commission multi-agency training to meet common needs. This must include training for those undertaking specific roles within the procedures (e.g. **safeguarding managers** – see Standard 9)

5.5 Equality and diversity issues and the role of discrimination in supporting abuse and neglect is integrated into training courses.

5.6 The partnership's training strategy includes training that is accessible to and/or specifically tailored for service users and carers e.g. 'how to make a complaint about abuse or neglect'.

5.7 Multi-agency training meets the relevant national occupational standards for all of the target audience (e.g. NQF/Skills for Care, LDAF, and PQSW).

5.8 There is a central database of everyone who has attended 'Safeguarding Adults' training; this is audited to plan and target training courses e.g. at particular staff groups.

5.9 Each organisation ensures that staff and volunteers at all levels have appropriate knowledge of and competencies in relation to the:

- potential for occurrence of abuse or neglect
- identification of abuse and neglect
- 'Safeguarding Adults' policy and procedures
- requirement to report any concerns of abuse or neglect
- internal reporting structure for such concerns

5.10 Each organisation has a workforce development plan that includes competencies in relation to 'Safeguarding Adults' and audits the plan for reporting to the partnership on an annual basis.

5.11 Each organisation has established 'Safeguarding Adults' competencies for each staff role and enables staff to access successive levels of training in line with their personal and professional development. Where appropriate this training is mandatory.

5.12 Every member of staff is made aware of how they can use their routine processes (e.g. single assessment, risk assessments, care planning, triage) to enable people to acknowledge that they are at risk of abuse, and signpost them to effective support.

5.13 All training delivered 'in-house' (or commissioned by external providers for a partner organisation) is consistent with the local 'Safeguarding Adults' policy and procedures, as well as with relevant national standards.

5.14 Local providers of further and higher education courses to criminal justice, health and social care professionals include 'Safeguarding Adults' in their curriculum.