

Stockport Safeguarding Children & Adult Boards - Training Matrix

This matrix describes the training expected by the Stockport Safeguarding Children & Adult Boards at different levels. This matrix is in addition to those competencies and standards laid out in any relevant single agency documents and is intended to supplement rather than replace those.

The matrix focuses on issues local to Stockport and in particular the 4 priorities of the Boards for 2017-2020 which are:

- Neglect, including Self-Neglect
- Domestic Violence
- Transitions
- Complex Safeguarding

Level	Competencies	Stockport Multi Agency Training				
(see next page for details)	(In addition to those competencies laid out in the relevant single agency documents)	(In addition to relevant single agency training courses, the following multi-agency training is available)				
		BAU	Board Priority - Neglect	Board Priority - Dom Violence	Board Priority - Transitions	Board Priority - Complex SG
Essential	<ul style="list-style-type: none"> ✓ See it - signs & symptoms ✓ Report it - contacts & pathways 	<ul style="list-style-type: none"> - Communications campaigns and targeted messages throughout the year - E-learning, videos, workbooks, leaflets, short sessions out in the community - Safeguarding - Essential Awareness Classroom Course + e-learning (under development) 				
1	<ul style="list-style-type: none"> ✓ Awareness of how to raise a safeguarding alert in their setting ✓ Awareness of key individuals in Stockport relating to Safeguarding ✓ Awareness of the role of the Safeguarding Boards and Partnerships 	<ul style="list-style-type: none"> - Safeguarding Alerter classroom + e-learning - Children's Safeguarding: Basic awareness classroom + e-learning - Children's Safeguarding: Basic awareness for schools staff - 7 minute briefings from SSAB and SSCB 	<ul style="list-style-type: none"> - Neglect e-learning - Self-neglect & hoarding e-learning - Child abuse e-learning - Self-harm e-learning 	<ul style="list-style-type: none"> - Domestic Violence e-learning - Honour-based Violence e-learning - Coercive Control e-learning 	<ul style="list-style-type: none"> - Included in Alerter & CP Awareness courses - Autism e-learning 	<ul style="list-style-type: none"> - Prevent e-learning - FGM e-learning - CSE e-learning - Dementia e-learning - Modern Slavery & Human Trafficking e-learning
2	<ul style="list-style-type: none"> ✓ Awareness of the priorities of the SSAB and Children's Partnership ✓ Understanding of harm levels ✓ Understanding of Mental Capacity, Consent and DOLS ✓ Awareness of recent SAR/SCR learning 	<ul style="list-style-type: none"> - Safeguarding Alerter classroom + e-learning - Basic CP awareness classroom + e-learning - Mental Capacity Act/DOLS classroom + e-learning 	<ul style="list-style-type: none"> - GCP2 training 	<ul style="list-style-type: none"> - Domestic Violence Awareness classroom course 	<ul style="list-style-type: none"> - Autism classroom course 	<ul style="list-style-type: none"> - CSE classroom course - Modern Slavery & Human Trafficking classroom course
3	<ul style="list-style-type: none"> ✓ Detailed understanding of Stockport Safeguarding Policies and Procedures and multi-agency roles and responsibilities ✓ Knowledge of how relevant national legislation and guidance is applied in the local context ✓ Pathways to access specialist safeguarding services and referrals to agencies ✓ Knowledge of local decision making, investigation and enquiry duties and powers 	<ul style="list-style-type: none"> - Safeguarding Adults Referrer classroom - Safeguarding Adults Enquiry Officer 2 day course - Safeguarding Adults Enquiry Officer refresher - Safeguarding Adults Chair/Manager training - SAR & SCR briefing sessions 	<ul style="list-style-type: none"> - Toxic Trio - Parental Mental Health & Substance Misuse course - Self-neglect and hoarding classroom course - GCP2 training - Safeguarding Children - Neglect classroom course 	<ul style="list-style-type: none"> - Impact of DA on Children - Forced Marriage and Honour Based Violence classroom course 	<ul style="list-style-type: none"> - Autism during transition classroom course - Getting Ready for Adult Life (GRAL) - Mental Capacity & Decision Making for children & young people 	<ul style="list-style-type: none"> - Training from ASPIRE & Phoenix teams - FGM classroom course - Forced Marriage and Honour Based Violence course
4-5	As above. Staff in these roles would be expected to have extensive knowledge of both local and national safeguarding legislation, practice and its local application.					
6	It is anticipated that staff in these roles will access specialist training as required as part of their job role.					
6	Competencies at this level will depend on job role and the level of involvement and decision making relevant to frontline services.					
6	It is anticipated that staff in these roles will access specialist training as required as part of their job role.					

The matrix defines competencies and the multi-agency training on offer within Stockport at the following different levels:

Level	Definition	Example Role Profiles
Essential	As an extension to the communications approach taken by board and individual agencies, this level is generally considered as a follow on for members of the community who have seen some information about safeguarding and want to learn more. This level also applies to the public sector workforce who, whilst not employed in a health or social care role, have face to face contact with children, families and potentially vulnerable adults and therefore have a responsibility to contribute to Safeguarding Children and Adults. This level is designed to raise awareness of issues and encourage people to be the eyes & ears.	<ul style="list-style-type: none"> - Housekeeping staff - Porters - Reception staff - Public, charity workers, volunteers - HR Staff - Elected Members - Drivers/other transport staff/ - Couriers/Waste Collections
1	<p>This level is aimed at those staff who have face to face contact with children, families and potentially vulnerable adults and have a responsibility to contribute to and raise concerns regarding Safeguarding issues.</p> <p>This is also equivalent to level 1 in the NHS Inter-Collegiate documents for Children and Adults, and as such covers all staff employed in either a healthcare or social-care setting, irrespective of job role, and members of the wider workforce who work with children, young people or adults at risk of abuse.</p>	<ul style="list-style-type: none"> - All staff in a healthcare or social-care setting - Staff in residential, domiciliary or nursing care - Home visitors - Housing staff - GP practice staff - School and early-years staff - Certain charity and voluntary sector workers
2	<p>This is equivalent to level 2 in the NHS Inter-Collegiate documents for Children and Adults, and as such covers all staff employed in either a healthcare or social-care setting who are in regular contact with children, young people or adults at risk of abuse.</p> <p>Staff in this group will likely have professional and organisational responsibility for acting on concerns, completing safeguarding referrals through the correct organisational process and liaising with appropriate individuals on either a single- or multi-agency basis.</p>	<ul style="list-style-type: none"> - Frontline staff /managers in health or social care settings - GP practice managers - School safeguarding leads - Residential home staff - Foster carers
3	<p>This is equivalent to level 3 in the NHS Inter-Collegiate documents for Children and Adults, and as such covers all staff who have responsibilities for making decisions or conducting investigations when a safeguarding concern is raised. For adults this would include enquiries under s.42 of the Care Act, for children this would include...</p> <p>Staff in this group will likely have professional and organisational responsibility for receiving referrals and conducting investigations on either a single- or multi-agency basis. They may also be responsible for convening and/or chairing safeguarding meetings or discussions.</p>	<ul style="list-style-type: none"> - Social workers - Police - GPs - Practice nurses - Paramedics - Learning disability staff - School nurses - Health visitors - Registered managers
4-5	<p>This group is responsible in ensuring their organisation is, at all levels, fully committed to Safeguarding Adults and have in place appropriate systems and resources to support this work in an intra- and inter-agency context</p> <p>Equivalent to levels 4 and 5 in the NHS Inter-Collegiate documents, this includes named or designated professionals, service managers and others with responsibility for strategic management and leadership of Safeguarding Services.</p>	
6	<p>This level includes those who, whilst not part of levels 4 and 5, are present at Safeguarding Board Level meetings and Corporate Leadership Teams.</p>	