

Lambeth Safeguarding Adults Board Training Framework: Learning opportunities and resources

This framework has been pulled together to support learning across the partnership. Health and Social Care Professionals are required to attain levels of competencies in accordance with their job role. This is fully outlined in the Adult Safeguarding [Bournemouth Competencies](#) and the [Intercollegiate Document](#). **Each individual agency is expected to provide their own additional Learning and development opportunities for their staff.*

Topic	Sources of possible learning and development opportunities	Who is our target?	Key competencies/What we want to achieve?	How will we measure this?
Safeguarding Adults Level 1	<p><u>E-Learning training</u> Health Education England; SGA Module 1</p> <p>Health Education England; Safeguarding Adults for Volunteers</p> <p>SCIE e-learning resource</p> <p><u>Other</u> NCFC level 2 certificate in understanding dignity and safeguarding in adult health and social care</p> <p>Lambeth SAB website has a range of resources and information including: Lambeth SAB Understanding Adult Safeguarding - Introductory Training resource</p> <p>Read own agency's safeguarding policy</p>	<p>All staff including volunteers irrespective of role and function have a responsibility to contribute to safeguarding adults, but do not have specific organisational responsibility or statutory authority to intervene.</p>	<p>Competencies:</p> <ul style="list-style-type: none"> • Understand and demonstrate what adult safeguarding is. • Recognise an adult potentially in need of safeguarding and take relevant action. • Understand dignity and respect when working with individuals • Understand the procedures for raising a safeguarding concern and feel confident to take immediate action including escalating if action not taken • Have knowledge of policy, procedures and legislation around safeguarding adults relevant to the role. • Ensure effective administration and quality of safeguarding processes 	<p>LSAB Awareness surveys and internal staff surveys</p> <p>Internal staff appraisal processes/self-assessment</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers? <p>Commissioned Services will be expected to demonstrate compliance as per their contractual arrangements</p> <p>Board partners will be expected to evidence compliance.</p>

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<p>Safeguarding Adults Level 2</p>	<p>E-learning: Health Education England; SGA Module 2</p> <p>Read and understand own agencies safeguarding policy</p> <p>Be familiar with and understand the requirements in national guidance on section 42-46 of the Care Act 2014</p> <p>LSAB Decision Making Tool</p> <p>Safeguarding Adults and Sharing Information</p> <p>Lambeth SAB website has a range of resources</p>	<p>Operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context.</p> <p>All practitioners who have regular contact with patients, their families or carers, or the public</p>	<p>Competencies:</p> <ul style="list-style-type: none"> • As outlined for Level 1. • Addresses the immediate safety of the person and ensures that a protection plan is put in place immediately when the risk of abuse is high. • Demonstrate skills and knowledge to contribute effectively to the safeguarding process • Ensure that information is shared appropriately, and all relevant partners involved. • Awareness and application of a range of local and national policy and procedural frameworks when undertaking safeguarding activity • Ensure service users /carers are supported appropriately to understand safeguarding issues to maximise their decision making • Maintain accurate, complete and up to date records and achieve best evidence. 	<p>Auditing of safeguarding work and data monitoring</p> <p>Internal staff appraisal processes/self-assessment</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers? <p>Commissioned Services will be expected to demonstrate compliance as per their contractual arrangements</p> <p>Service user feedback</p>

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Safeguarding Adults Level 3	<p>E-learning: Health Education England. Safeguarding Adults Level 3</p> <p>Class-room based training can be commissioned from a wide variety of independent trainers or from SCIE or Edge Training</p> <p>Making Safeguarding Personal (ADASS report)</p> <p>Safeguarding Adult Masterclasses 2018 resource</p> <p>Safeguarding Adults recorded Masterclasses on:</p> <ul style="list-style-type: none"> - <i>Homelessness,</i> - <i>Sex, consent & MCA</i> - <i>Adult Family Violence</i> 	<p>This includes safeguarding professionals, social workers, social care managers, medical staff, general practitioners, registered nurses, urgent and unscheduled care staff, psychologists, psychotherapists, adult learning/ intellectual disability practitioners, health professionals working in substance misuse services, paramedics, sexual health staff, care home managers, health visitors, midwives, dentists, pharmacists with a lead role in adult protection (as appropriate to their role).</p>	<ul style="list-style-type: none"> • Undertakes and contributes to and supports inter-agency assessments or enquiries particularly when the enquiry needs to be undertaken by the person with the relationship with the adult. • Contributes to and/or co-ordinates protection planning, resolution, and recovery • Discusses the situation with the person, recording the wishes and views of the adult at risk • Ensures service users are informed and supported in their decision making around Safeguarding Adults concern. • Uses professional knowledge and understanding of what constitutes abuse and can support partners/colleagues/others in fulfilling their adult safeguarding duties. • Awareness and application of legislation, local and national policy, and procedural frameworks. • Undertakes capacity assessments within the framework of the relevant legislation (if appropriate to role) 	<p>Internal staff appraisal processes/self-assessment</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers? <p>Service user feedback</p> <p>Commissioned Services will be expected to demonstrate compliance as per their contractual arrangements</p> <p>Board partners will be expected to evidence compliance.</p>

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Deprivation of Liberty Safeguards Level 1	<p>E-learning: Health Education England platform: Deprivation of Liberty Safeguards (DoLS)</p> <p>SCIE resource and introductory webinar</p> <p>Further SCIE resources</p> <p>Department of Health Guidance: Response to the Supreme Court Judgment/ Deprivation of Liberty Safeguards</p>	<p>Staff in regular/direct contact with adults who have responsibility for care planning/delivery. Any professional who may be considered ‘the decision maker’ as per the MCA.</p>	<p>Competencies:</p> <ul style="list-style-type: none"> • Understanding the Deprivation of Liberty Safeguards and relevance to the European Convention of Human Rights (Articles 5 & 8) • Understanding the role of an Independent Mental Capacity Advocate (IMCA) • Understanding the concept of using the least restrictive and proportionate level of restraint under the MCA • Maintaining accurate, complete and up-to- date records 	<p>Auditing</p> <p>Internal staff appraisal processes/self-assessment.</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers?
Mental Capacity Act	<p>E-learning Health Education England platform; Mental Capacity Act [Includes; DoLS, Restraint, Advance Planning, MCA and Young People]</p> <p>SCIE e-learning resource</p> <p>LSAB MCA Guidance</p> <p>Class-room based training can be commissioned from a wide variety of independent trainers or from SCIE or Edge Training</p> <p>RCGP MCA Info Sheet</p>	<p>Staff in regular/direct contact with adults with care and support needs (and) those who have responsibility for care planning/delivery.</p> <p><i>To note: Due to future changes to legislation (Liberty Protection Safeguards) it is important the staff working with 16/17 year olds complete MCA Level 1 training as a minimum</i></p>	<p>Competencies:</p> <p>[Level 1/Staff Group B]</p> <ul style="list-style-type: none"> • Understanding of what mental capacity is • Recognising the need to assist a person to make their own decision • Understanding the process of assessing a person’s mental capacity in day-to-day situations (e.g. washing, dressing, eating) • Understanding the process of making a best interests decisions <p>[Level 2/Staff Group C]</p> <ul style="list-style-type: none"> • Understanding of the Mental Capacity Act and interface with adult safeguarding 	<p>Auditing</p> <p>Internal staff appraisal processes/self assessment.</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers?

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	<p>Using the MCA video (SCIE) Using the Mental Capacity Act in the community – HRCH NHS Trust Training Video</p> <p>Using the MCA key principles in Care Planning (SCIE)</p> <p>39 Essex Chambers – MCA legal update reports</p> <p>LSAB Learning Opportunity: <i>Annual MCA event TBC</i></p>		<ul style="list-style-type: none"> • Understanding the need to assist someone in making their own decision • Ability to use the two- stage test of capacity • Understanding who else can make decisions on someone’s behalf when they lack capacity. 	

Targeted Training 2020/22

Topic	Learning and resources available	Who is our target?	What we want to achieve?	How we will measure this?
Adult Safeguarding Supervision	<p>LSAB Safeguarding Supervision Framework</p> <p>LSAB learning opportunity: <i>In-Trac Safeguarding Supervision virtual training – taking place Feb 2021 targeting Adult Safeguarding Leads</i></p>	<p>Safeguarding Adult Managers (SAMs) responsible for overseeing Adult Safeguarding Enquiries</p> <p>Safeguarding Leads and those responsible for ensuring that the management and delivery of safeguarding adult services is effective and efficient.</p>	<p>Short-term: Staff who attend training to develop skills in carrying out safeguarding supervision</p> <p>Long-term: Skills are cascaded through wider work-force and improves responses for service users, quality and depth of support offered to front line practitioners in processing the psychological and emotional impact of the work</p>	<p>Internal staff appraisal processes/self-assessment.</p> <p>Quality of safeguarding work improves in audits</p> <p>Staff report feeling more supported/confident with the work</p>

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Self-Neglect	<p>SAR Martin Team Talking Points</p> <p>Self-neglect animation</p> <p>LSAB multi-agency self-neglect guidance</p> <p>LSAB learning opportunity: Sign up for multi-agency online webinar exploring the lessons from SAR Martin using Team Talking Points as part of National Safeguarding Adults Week; Level 2.</p> <p>Sign up here.</p>	<p>All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context</p>	<p>Professionals change the way they interact with people who self-neglect</p> <p>Professionals have more confidence to make decisions based on risk and professional curiosity</p>	<p>SAR Martin Team talk Facilitator feedback; follow up survey to attendees</p> <p>Measure awareness of SAR Martin via other training opportunities (simple yes/no have you heard of this SAR?)</p> <p>Appraisal processes/self-assessment</p> <ul style="list-style-type: none"> • How has learning been implemented at work? • Are the learners confident to share their new skills and knowledge with their peers?
Modern Slavery	<p>E-Learning; Health Education England; Identifying and Supporting victims of Modern Slavery</p> <p>Home Office Modern Slavery Awareness Booklet</p> <p>The Independent Anti-Slavery Commissioner (IASC); a range of</p>	<p>All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context</p>	<p>Professionals are able to recognise modern slavery and are confident in their response.</p>	<p>Measuring staff awareness</p>

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	<p>videos by sector on spotting the signs of modern slavery</p> <p>LSAB Resource: Spot the signs LSAB Resource: Types of Modern Slavery</p>			
Making Safeguarding Personal	<p>Making Safeguarding Personal (ADASS report)</p> <p>Simple tips for practice. Resource developed by Community Reference Groups in consultation with service users. <i>Expected to be available from January 2021</i></p>	All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context	<p>Professionals feel empowered to have better conversations with service users,</p> <p>Professionals have confidence to create balance between risk and choice</p>	<p>Service user feedback</p> <p>Data collection/auditing of safeguarding work</p>
Prevent	<p>Prevent Radicalisation (by the Home Office)</p> <p>Radicalisation - Channel General Awareness</p>	All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context	Staff understand why and how people can be drawn into terrorism and the support available locally, and the links to adults at risk.	Measuring staff awareness
Domestic Abuse	<p>VAWG Programme of 'class-room' based training</p> <p>E-Learning; Health Education England; Domestic Violence and Abuse (DVA)</p> <p>Utilise Safe Lives Toolkit for MARAC www.safelives.org.uk</p>	All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context	<p>VAWG objectives:</p> <ul style="list-style-type: none"> Promote a zero-tolerance approach to VAWG Practitioners are able to provide an appropriate and safe response to disclosures of VAWG Improved service provided to victims of VAWG from service providers 	<p>Measuring staff awareness of resources and tools available (e.g. Safelives Checklist)</p> <p>Appraisal processes/self-assessment</p> <ul style="list-style-type: none"> How has learning been implemented at work?

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	DASH Checklist Surviving Economic Abuse – Resources for professionals		<ul style="list-style-type: none"> Perpetrators are held to account Ensure that victims are provided with the right support at the right time. 	<ul style="list-style-type: none"> Are the learners confident to share their new skills and knowledge with their peers? <p>MARAC data</p> <p>Auditing of domestic abuse cases</p>
Female Genital Mutilation	Home Office e-learning Lambeth’s Multi-agency FGM guidance LSAB Learning Opportunity: in partnership with Lambeth VAWG, this training outlines responses to adults at risk who report FGM. Date TBC	All operational staff group with specific organisational responsibility or statutory authority to intervene, working in multi-agency context	Professionals know how to respond to reports of FGM where it involves an adult at risk	Measuring staff awareness
Understanding restraint; targeted training for carers	Understanding Restraint leaflet	Unpaid carers	Unpaid carers have better awareness and understanding of appropriate use of restraint within the home	Awareness survey
Safeguarding Masterclasses	Safeguarding Adult Masterclasses 2018 resource	Level 3 (Staff Group B and up)- Including; <ul style="list-style-type: none"> staff group with considerable 	<ul style="list-style-type: none"> Promote awareness of safeguarding adults systems within and outside of your organisation. 	Pre-training survey Post-training survey [Scale confidence levels]

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	<p>LSAB Learning Opportunity (2019/20) joint project with LSCP and Lambeth Together:</p> <ul style="list-style-type: none"> • Adult Family Violence; 09 September • Sexual Relationships (mental capacity): 10 September • Safeguarding and Homelessness; 16 September <p><i>Recording of the online sessions now available to view on the LSAB website.</i></p> <ul style="list-style-type: none"> • <i>Safeguarding in digital world (date TBC)</i> 	<p>professional and organisational responsibility for safeguarding adults, working in multi-agency context.</p> <ul style="list-style-type: none"> • those responsible for ensuring that the management and delivery of safeguarding adult services is effective and efficient. • those responsible for strategic leadership and planning of services for adults at risk of abuse. • those who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to their role) • All partners that are LSAB LSAB; executive directors, non-executive directors; chief executive officers. 	<ul style="list-style-type: none"> • Develop and maintain systems to ensure the involvement of those who use your services in the evaluation and development of your safeguarding adults services. • The provision of training and supervision to develop and promote adult safeguarding • Robust Inter- agency and multi-agency systems to promote best practice • Support the development of robust internal systems to provide consistent, high quality safeguarding adults service • Ensure record systems are robust and fit for purpose. Lead the development of effective policy and procedures for safeguarding adult services in your organisation • Ensure plans and targets for safeguarding adults are embedded at a strategic level across your organisation. 	
<p>Safeguarding Adults Reviews (and other learning reviews)</p>	<p>Lambeth Safeguarding Adults Board – local published SARs</p> <p>SAR Yi 7-minute briefing SAR Martin 7-minute briefing SAR Martin Team Talking points All available to access here.</p>	<p>All staff including volunteers irrespective of role and function</p>	<p>All staff and volunteers in Lambeth are aware of key learning from local, regional and national reviews and use this to improve practice and outcomes for service users.</p>	<p>Measuring awareness.</p> <p>Auditing of safeguarding work.</p>

