

This guidance is based on 'Adult Safeguarding - Roles & Competencies for Health Care Staff Intercollegiate Document (ICD) 2018'. Further guidance <https://www.rcgp.org.uk/-/media/Files/CIRC/Safeguarding/Safeguarding-training-requirements-for-Primary-Care.ashx?la=en>

It is anticipated that organisations will reach the required levels of workforce training over time. It is expected by 2021 all staff will have received training to attain the appropriate competencies.

LEVEL DEFINITION & AMOUNT OF TRAINING TO BE COMPLETED		
ALL LEVELS		
30 minutes during induction (in-house look at principles, guidance and local contacts) for all staff within 6 weeks of them starting their new role		
The 6 principles that underpin all safeguarding work: Empowerment, Prevention, Proportionality, Protection, Partnership & Accountability		
Level 1	Level 2	Level 3 *
All health care staff (non-clinical e.g. administrative & domestic staff)	Allied health professionals, students, HCA, practice managers (all staff in regular contact with the public)	Registered health care staff who assess, plan, intervene and evaluate the needs of adults regarding safeguarding concerns
Two hours training to be completed over 3 years	4 hours training to be completed over 3 years	All competencies should be met within 12 months of starting the post. Then 8 hours training to be completed over 3 years.
All training can be online	All training can be online	Training can be online in addition to multi-agency and multi-disciplinary training. Training should not be done solely online.
*CQC expects level 3 training in adult & child safeguarding for practice nurses https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-25-safeguarding-adults-risk & https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-33-safeguarding-children		

CONTENT OF TRAINING		
Level 1	Level 2	Level 3
Recognition of abuse, neglect & harm which includes Female Genital Mutilation (FGM) & modern slavery	All of Level 1 PLUS: Increased awareness of abuse within family settings; through life course; impact of health issues.	All of Levels 1 & 2 PLUS: Supporting and managing people at risk including clinical and/or risk assessment; documentation; referral; information sharing; formulating plans.
Know what action to take, reporting concerns and seeking advice. Local policy and procedures to respond to concerns including escalation.	Record keeping; refers; shares relevant information. Awareness of forensic requirements. Escalates if concerns.	Working with other professionals and agencies including inter-agency frameworks.
Basic knowledge of relevant legislation (e.g. safeguarding, human rights, mental capacity and data protection legislation)	Acts in accordance of legal, professional & ethical responsibilities in recording, reporting, information sharing & acting in best interests	Undertake critical review of safeguarding and service delivery in line with multiagency review and/or apply lessons learnt from case review/audit
Deprivation of Liberty Safeguarding (DoLS) relating to Mental Capacity and Mental Health legislation.	Role of the independent advocates (Care Act 2014) & Office of care and Protection (OCP)	Ability to undertake or contribute to enquiries, assessment and MDT meetings and/or reviews
Role and responsibilities for safeguarding within organisations and the health and social care community	Trafficking, sexual exploitation, radicalisation. Raising concerns regarding colleagues.	Audit for effectiveness/quality against national guidance and with local tools
Identifies an adult at risk. Adult concerns might also impact on others e.g. children	Identifies communication barriers & promotes advocacy	Impact of health/social needs on individual.
Awareness of the Prevent agenda (to stop people becoming radicalised)	Understanding of MAPPA, MARAC, LSAB & Local Authority Strategy	Understands management of death and duty of candour within safeguarding
Information sharing, consent	Accessing support, supervision	Support, supervise and provide feedback others

FREE NHS e-learning can be accessed here <http://www.e-lfh.org.uk/programmes/safeguarding-adults/>

Please look at your local safeguarding board's website for training and education

Level 3 training is available via Wessex LMCs. Please visit: <https://www.wessexlmcs.com/events>

Wessex LMCs' Lunch and Learn Training Resource is excellent for induction & staff awareness

<https://www.wessexlmcs.com/lunchandlearn/view/5>