

The Safeguarding Children & Young People: Roles & Competencies for Health Care Staff Intercollegiate is the basis for the guidance below. Further guidance: <https://www.rcgp.org.uk/-/media/Files/CIRC/Safeguarding/Safeguarding-training-requirements-for-Primary-Care.ashx?la=en>

LEVEL DEFINITION & AMOUNT OF TRAINING TO BE COMPLETED		
ALL LEVELS		
30 minutes during induction within first 6 weeks of taking on a new role. (This should provide key safeguarding/child protection information, including vulnerable groups, the different forms of child maltreatment, and appropriate action to take if there are concerns)		
Level 1	Level 2	Level 3 *
All staff including non-clinical managers and staff working in healthcare settings	Minimum level required for non-clinical and clinical staff who have some degree of contact with children and young people and/or parents/carers	Clinical staff working with children, young people and/or their parents/carers and who might contribute to assessing, planning, intervening and evaluating the needs of a child/young person and parenting capacity.
2 hours of training over 3 years	4 hours training over 3 years	<b>Initial Training-</b> All competencies met within 12 months of starting post. (8 hours for "CORE" professions (e.g. pharmacists) or 16 hours (e.g. GP and practice nurses)  <b>Refresher training-</b> 8 hours (professions listed as core competency) over 3 years  <b>OR</b>  12 hours ROLE SPECIFIC competency (includes <b>GPs and practices nurses</b> ) over 3 years. <b>OR</b>  16 hours over 3 years for safeguarding leads
All training can be online	All training can be online	Training can be online as well as multi-agency and multi-disciplinary. Online only is insufficient
* CQC expects level 3 training in adult & child safeguarding for practice nurses <a href="https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-25-safeguarding-adults-risk">https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-25-safeguarding-adults-risk</a> & <a href="https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-33-safeguarding-children">https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-33-safeguarding-children</a>		
CONTENT OF TRAINING		
Level 1	Level 2	Level 3
Recognition of abuse, neglect & harm which includes physical, emotional & sexual maltreatment, female genital mutilation (FGM), trafficking, social media risks, grooming & radicalisation	All of Level 1 PLUS: An awareness of normal child development & the impact that abuse or neglect has on this	All of Levels 1 & 2 PLUS (below) + ROLE SPECIFIC COMPETENCIES # Documents reports and concerns, can take a history & examine a child in a manner appropriate for safeguarding/child protection and the legal process. Formulate effective plans.
Understand the impact on a child when a parent has physical or mental health problems and impact of adverse childhood experiences (ACE) & domestic violence.	Understand the additional needs of 'looked after children' & young offenders and the increased risk of further maltreatment	Will contribute to the interagency information & assessment of risk and harm Understand the need & legal position of young people (especially 16-18 years) and the transition between children's and adult legal frameworks and service provision
Understand children's rights & relevant legislation including definition of parental responsibility	Awareness of the issues surrounding data sharing both in terms of the legal and ethical duties	Undertakes regular review of their own safeguarding practice e.g. audit, reflection and supervision as well as taught sessions.
To know how to take appropriate action or where to seek advice if they have concerns including raising concerns about colleagues	Ability to document concerns	Understands the changes of the Local Safeguarding Children's Board (LSCB) & how Child Protection Boards work.
Know what the term 'looked after child'; child protection register and protection plan means and identify vulnerable groups of children	Ability to identify and refer a child suspected of being a victim of trafficking or sexual exploitation; at risk of FGM or having been a victim of FGM, at risk of exploitation by radicalisers	Has a core knowledge of the court and criminal justice system, the roles of different courts & the role of the expert witness Understands the emerging evidence on child sexual exploitation & FGM and CSA child sexual abuse
Know what prevent means	Acts as an effective advocate for the child or young person Understand what prevent & human trafficking is	Understands the role of multi-agency units & personal role in this process Know how to action cases that relate to prevent and human trafficking
Significance of not attending appointments	Clear about own and colleagues' roles, responsibilities, and professional boundaries. Includes awareness of professional abuse and raising concerns about conduct of colleagues	Understands the assessment of risk and harm and impact of maternal poor mental health Understand the principles of consent and confidentiality for under 18s. Understands the principles of information sharing
	Acts in accordance with key statutory and non-statutory guidance and legislation	Knows the issues surrounding misdiagnosis of safeguarding and the effective management of diagnostic uncertainty and risk
	Understand the purpose, guidance & management surrounding: Serious & significant case reviews; individual management reviews & child death review processes	Understands fabricated or induced illness Understands the effects of parent/carer behaviour & family factors, and the inter-agency response. Understands the procedures for proactively following up children who do not attend OPD appointments
# Refer to the ICD for your role specific additional competencies		