

Safeguarding Children Training Pathways - What Safeguarding Training Should I Do?

Please note:

Your own organisation may have mandatory safeguarding training requirements as part of your role, please also refer to this guidance. It is acknowledged that some organisations will require their staff to train at a higher level than described below.

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, and SSCP responsibilities
<p>Group 1</p> <p>Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.</p> <p>For example, librarians, GP receptionists,</p>	<p>What is child abuse and neglect? Signs and indicators of abuse and neglect. Normal child development. Maintaining a child focus. What to do in response to concerns.</p>	<p>Integral part of agency induction. Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable). Could be delivered through e-learning. Completed within at least the first three months of employment.</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The LSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p>

<p>community advice centre staff, groundsmen, recreation assistants, environmental health officers.</p> <p>Also includes, non-clinical staff working in health care.</p>	<p>Awareness of the Early Help: Level of Needs document, Effective Family Resilience</p>		<p>The SSCP is responsible for quality assurance.</p>
<p>Training available to Surrey professionals: Working Together to Safeguard Children e learning or materials available for in-house delivery. Eligibility criteria apply, email surreychildrens.academy@surreycc.gov.uk for further information.</p> <p>Early years and Schools: https://www.surreycc.gov.uk/schools-and-learning/teachers-and-education-staff/educational-advice-and-support/safeguarding for further information. Trained DSLs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email education.safeguarding@surreycc.gov.uk for further information.</p> <p>Surrey County Council employees: If you are a Surrey County Council employee, you can access Working Together to Safeguard Children induction training through Olive.</p> <p>Health professionals: Safeguarding Children and Young People: Roles and Competencies for Health Care Staff 4th Edition Intercollegiate document 2019</p> <p>Level 1 training for health agencies is provided in-house; contact your named professional for safeguarding.</p>			
<p>Group 2</p> <p>Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including</p>	<p>The above plus: Documentation and sharing of information regarding concerns. Using the Framework for the Assessment of Children in Need</p>	<p>Single-agency training Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>Could be delivered by workshops or e-learning or combination.</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p>

<p>all health clinical staff, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of Early Help Assessment in Surrey.</p> <p>For example, housing, hospital staff, targeted youth support, family workers, staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers. Also includes, Early years educators, playworkers, nursery workers, home-based childcarers/childminders, nursery/playwork students and volunteers, teaching staff, peripatetic teachers, student teachers, health care students, clinical laboratory staff, pharmacists, dentists, dental care practitioners,</p>	<p>and their Families: Own safeguarding roles and responsibilities.</p>	<p>DSL's (Designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>Completed within at least the first three months of employment.</p>	<p>The SSCP is responsible for quality assurance.</p>
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<p>audiologists, opticians, adult physicians, surgeons, anaesthetists, radiologists, nurses working in adult acute services, allied health care practitioners and all other adult orientated secondary care health care professionals including technicians.</p>			
<p>Training available to Surrey professionals: SSCP Working Together to Safeguard Children induction and refresher training package available for in-house delivery. Eligibility criteria apply, email surreychildrens.academy@surreycc.gov.uk for further information</p> <p>Early Years and Schools If you are a DSL or DDSL you can access New to Role and Refresher DSL training provided by SurreyCC (Education safeguarding team) booking via Services for Schools platform. Trained DSLs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email education.safeguarding@surreycc.gov.uk for further information.</p> <p>Surrey County Council employees If you are a Surrey County Council employee, you can access Working Together to Safeguard Children induction training through Olive.</p> <p>Health professionals: Safeguarding Children and Young People: Roles and Competencies for Health Care Staff 4th Edition Intercollegiate document 2019 Level 2 training for health agencies is provided in-house; contact your named professional for safeguarding.</p> <p>Also available: Effective Family Resilience and Early Help Assessment, contextual safeguarding, FGM and domestic abuse training – e-learning and instructor-led – via the Partnership learning offer of the Academy (book via Olive)</p>			
<p>Group 3</p>	<p>The above plus:</p>	<p>Inter-agency training (multi-agency).</p>	<p>The employer is responsible for organisation and delivery.</p>

<p>Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.</p> <p>For example, paediatricians, GPs, youth workers, those working in the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play schemes, early years and playwork area managers.</p> <p>Also includes, clinical staff working with children, young people and/or their parents/carers, nursing and medical ED staff, child psychologists, paediatric</p>	<p>Working together to identify, assess and meet the needs of children where there are safeguarding concerns.</p> <p>The impact of parenting issues, such as domestic abuse, substance misuse on parenting capacity.</p> <p>Recognising the importance of family history and functioning.</p> <p>Working with children and family members, including addressing lack of co-operation and superficial compliance within the context of role.</p>	<p>In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>Completed within at least the first six months of employment.</p>	<p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The SSCP is also responsible for quality assurance.</p>
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<p>allied health professionals, sexual health staff, all children’s nurses, midwives, child psychologists, obstetricians, all paediatricians (paediatric radiologists, paediatric surgeons, children’s/paediatric anaesthetists, paediatric dentists.</p>			
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Training available to Surrey professionals:
The above plus:
Foundation Module 1: Multi-Agency Safeguarding Children – Family Resilience and Family Safeguarding.
Foundation Module 2: Child Protection Conferences, Plans and Core Groups
Early Help training
Domestic Abuse Training
Child exploitation (sexual/criminal)
Specialist safeguarding e-learning and range of specialist courses aimed at those who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns, via Surrey Children’s Services Academy ([Olive](#))

Early Years and Schools
To undertake the role of DSL (previously known as Designated Child Protection Officer) you are required to complete the following learning pathway: Working Together to Safeguard Children, Effective Family Resilience, Early Help Assessment, Foundation Module 1, Foundation Module 2, Foundation Module 3 and DSL New to Role (available via the Surrey Children’s Services Academy and the Education Safeguarding Team – for DSL New to role and refresher courses). You must update your training every two years with the DSL Refresher course.

Trained DSLs within schools can deliver in house “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email education.safeguarding@surreycc.gov.uk for further information.

Health professionals: Safeguarding Children and Young People: Roles and Competencies for Health Care Staff 4th Edition [Intercollegiate document 2019](#)
Foundation Module 1 and 2 are equivalent to Health Level 3 training.

<p>Group 4</p> <p>Members of the workforce who have particular responsibilities in relation to undertaking child protection, section 47 enquiries, including professionals from health, education, police and children’s social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.</p>	<p>The above plus: Section 47 enquiries, roles, responsibilities and collaborative practice. Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm. Taking emergency action. Working with complexity. Communicating with children in line with interviewing vulnerable witness guidance.</p>	<p>Inter-agency training.</p> <p>In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable). DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The SSCP is responsible for quality assurance.</p>
<p>Training available to Surrey professionals: The above plus: Range of specialist courses available through e-learning and instructor-led courses via Surrey Children’s Services Academy (Olive)</p> <p>Surrey Social Workers and Surrey County Council employees are able to access specialist courses via Olive. Health professionals: Safeguarding Children and Young People: Roles and Competencies for Health Care Staff 4th Edition Intercollegiate document 2019</p>			
<p>Group 5</p> <p>Professional advisors, named and designated lead professionals.</p> <p>Also includes, named doctors, named nurses,</p>	<p>Content as for groups 1, 2, 3 and 4 if advising staff in that group. Promoting effective, professional practice. Advising others.</p>	<p>Inter-agency training.</p> <p>In addition single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is</p>

<p>named midwives and specialist nurses.</p>		<p>DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>reaching relevant staff within organisations.</p> <p>The SSCP is responsible for quality assurance.</p>
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At this level of employment, it is more likely that you will access specialist training via your organisation but all partnership safeguarding training including annual conferences are open to all.

<p>Group 6</p> <p>Operational managers at all levels including practice supervisors, front line managers and managers of child protection units.</p>	<p>Content as for groups 1, 2, 3, 4 and 5 if supervising staff in that group. Supervising child protection cases. Managing performance to promote effective inter-agency practice. Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams.</p>	<p>Inter-agency training. In addition, single-agency training and professional development related to specific role.</p> <p>Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The SSCP is responsible for quality assurance.</p>
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<p>Group 7</p> <p>Senior managers responsible for the strategic management of services; NHS board members.</p> <p>Also includes, health chief executive officers, executive board leads and executive and non-executive directors/members.</p>	<p>Content as for groups 1, 2 and 3 and section 11 expectations, roles and responsibilities.</p>	<p>In-house and SSCP induction programme.</p> <p>National and local leadership programmes.</p> <p>Refresher training every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p> <p>DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>The employer is responsible for organisation and delivery.</p> <p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p> <p>The SSCP is responsible for quality assurance.</p>
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<p>Group 8</p> <p>Members of the SSCP including:</p> <ul style="list-style-type: none"> - Board members 	<p>Content as for groups 1, 2 and 3 and roles, responsibilities and accountabilities.</p> <p>Expectations on members in order to promote effective co-operation that improves effectiveness.</p>	<p>SSCP induction programme.</p> <p>SSCP development days.</p> <p>Refresher training at least every 3 years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training</p>	<p>The employer in collaboration with the SSCP is responsible for organisation and delivery.</p>
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<ul style="list-style-type: none"> - Independent chair - Directors of Children's Services - Elected members - Lay members - Members of executive and sub/task groups - Inter-agency trainers 	<p>Current policy, research and practice developments. Lessons from Case Reviews. Specialist training to undertake specific roles, for example independent chair, business manager.</p>	<p>plan/strategy if applicable).</p> <p>DSLs/designated persons/safeguarding leads refresh their training at least every two years (this is a minimum requirement and your own agency may require you to refresh your training more frequently. Please refer to your agency training plan/strategy if applicable).</p>	<p>The SSCP is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations.</p>
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