

Bolton Safeguarding Adults Board
Workforce Development Strategy
2018-20

Aims and Purpose

The aim of the strategy is to assist Bolton Safeguarding Adults Board to ensure that the whole workforce is competent to carry their responsibilities for safeguarding adults at risk from harm as defined in the Care Act 2014.

The purpose of this strategy is to outline a framework for the delivery of one single approach to safeguarding adults training.

The national competence framework for safeguarding adults, known as the Bournemouth competencies, provides guidance about the level of knowledge and skills staff and volunteers need to effectively fulfil their role. BSAB have decided to reference the levels of training outlined in this document in this strategy and.

Expected outcomes and impact

The expected impact of safeguarding training is that adults at risk of harm are able to live their lives free from harm and exploitation and that when safeguarding concerns arise they receive an effective, personalised safeguarding service which engages them and their family/advocate at all stages in the process and enables them to achieve the outcomes that they wish for themselves.

Values

All safeguarding adults training should create an ethos that;

- Promotes meaningful MSP in line with the MSP strategy
- Values working in partnership with other agencies
- Respects diversity
- Promotes equality

MSP Learning principles

- **Leadership Accountability and Responsibility**
 - Define core principle for strategy and practice, evidence strong leadership
- **Embedded into Practitioner Practice**
 - Promote and model the culture shift required for Making safeguarding Personal, Workplace and workforce development
- **Positive Risk Taking**
 - Seek assurance of and support development of competent practice in applying the Mental Capacity Act
- **Person Empowerment**
 - Ensure there is a clear focus on prevention and early intervention
 - Engage with communities and those who may be in need of safeguarding support
 - Facilitate engagement of all organisations across the partnership in developing Making Safeguarding Personal
 - Safeguarding adults training levels and target groups
- **Personal Outcomes**
 - Measure the difference Making Safeguarding Personal makes for people

BSAB recommends that staff and volunteers in organisations should be provided with learning opportunities appropriate to their role and their engagement in these opportunities should be monitored and evidenced. Examples include awareness training and opportunities for continuing professional development through attendance at training events, practice development groups, discussion workshops. Staff may also be expected to undertake self-directed learning.

Learning from practice, local audits and safeguarding adults reviews

BSAB will disseminate learning from practice, local audits and safeguarding adults reviews to facilitate the implementation of lessons learned through;

- Learning events such as 'road shows'
- Update via handouts/circulars/flyers/digital and social media detailing recommendations and messages for practice
- BSAB recommends that partners organisations action learning from incidents and complaints within their own service. This includes incorporating relevant material into training as necessary.

Applying learning in practice

Delegates are encouraged to take responsibility for applying their learning to practice by;

- Reflecting on the learning they have undertaken and identifying further learning needs
- Considering how they will build on the learning they have undertaken
- Making a plan to apply the learning to practice
- Reviewing the learning with their line manager in supervision and annual performance reviews

Quality assurance and evaluation

BSAB have the responsibility to ensure that the training which is delivered is consistently of high quality and effective in achieving the learning objectives.

BSAB will ensure that providers submit annually an evaluation report detailing attendance rates, evaluation of the trainer and a summary of how far the training provided has met the aims and learning outcomes.

The National Capability Framework for Safeguarding Adults – Target Groups for Safeguarding Adult Training (Bournemouth Competencies)

The training delivery is benchmarked against the nationally-recognised capability framework for safeguarding adults has been developed by Bournemouth University and endorsed by SCIE. It is designed to;

- Raise standards and ensure consistent and proportionate response to safeguarding issues for adults at risk
- Improve partnership working and consistency to secure better outcomes for adults at risk

- Support work based evidence of learning and competence in practice
- Provide managers with a framework to evaluate performance and identify training needs
- Clarify expectations of the role of all relevant members of the workforce in safeguarding
- Provide a quality assurance tool for commissioners of services and contract monitoring.