



# Doncaster

# Safeguarding Adults

# Workforce Strategy

## 2018-2021

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<b>Name of originator/author:</b>	DSAB Share and Engage Sub Group
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<b>Target Audience:</b>	All member organisations of DSAB



# 1. Introduction

Safeguarding and the protection of adults at risk of abuse and neglect is everyone's business and a shared responsibility.

The aims of adult safeguarding are:

- To prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.
- To safeguard individuals in a way that supports them in making choices and having control in how they choose to live their lives.
- To promote an outcome based approach in safeguarding that works for people resulting in the best experience possible.
- To raise public awareness so that professionals, other staff and communities as a whole play their part in preventing, identifying and responding to abuse and neglect.

The Doncaster Safeguarding Adults Board (DSAB) understands that it has a responsibility under the Care Act 2014 to ensure that the workforce in Doncaster has the required skills and knowledge to protect adults at risk of abuse and neglect.

Safeguarding is everybody's business and this is reflected in the wide workforce included in this strategy. The strategy is aimed at all roles and responsibilities to have a basic level of understanding of adult safeguarding (*see appendix 1 for Core Principles of Working with Children and Adults at Risk*). This also includes volunteers and staff from third sector organisations.

In order to achieve this, DSAB has developed the Safeguarding Adults Workforce Strategy for 2018-2021 in line with the Safeguarding Adults Policy for South Yorkshire. This strategy will support the workforce to demonstrate the required skills and knowledge to empower and protect adults at risk.

Safeguarding workforce development in Doncaster is underpinned by the following set of principles:

- All multi-agency safeguarding workforce development activity will reflect the appropriate national legislation and local policy and procedures in relation to Safeguarding Adults.
- All multi-agency safeguarding workforce development activity will create an ethos that values working collaboratively with others, respects diversity, promotes equality and encourages the participation of individuals, families and unpaid carers in safeguarding processes.
- All multi-agency safeguarding workforce development should reflect the needs of individuals taking account of the Equality strands or any other marginalised groups of our local community.

This strategy proposes the introduction and implementation of **Core Principles of Working with Children and Adults in Need of Care and Support**. The principles are aimed across the workforce who work with vulnerable children and adults and provide guidance of required competencies.

All 3 Boards; Doncaster Safeguarding Adults Board(DSAB), Doncaster Safeguarding Childrens Board (DSCB) and Safer Stronger Doncaster Partnership (SSDP), have agreed the joint working and will work towards jointly commissioned training that meets the required standards (please see appendix 2 for membership across 3 Boards).

It is the responsibility of Managers to identify the training needs of staff and ensure that they are able to access the required courses in order to meet the Core Principles.

The responsibility sits with partner agencies to identify individual training needs during the PDR and supervision process to ensure staff are competent in safeguarding adults

For Safeguarding Adults courses please refer to the Training Programme: <http://www.doncaster.gov.uk/services/adult-social-care/what-safeguarding-adults-training-is-available>.

## 2. Purpose of the document

The purpose of the workforce strategy is outline how the DSAB proposes to ensure that the workforce in Doncaster has the required competencies to safeguard adults. This will be through ensuring that the right training courses are available and the implementation of the Core Principles for Core Principles of Working with Children and Adults in Need of Care and Support.

All courses should be mapped to the National Competency Framework for Safeguarding Adults and meet the minimum standards as outlined by the Core Principles.

Training will meet the relevant national standards that health and social care staff (and other occupations) are expected to meet such as the Common Induction Standards or Care Certificate.

Safeguarding adults training is relevant to employees from a wide spectrum of services and agencies, and is available on a multi-agency basis that is co-ordinated through the Doncaster Safeguarding Adults Share and Engage Sub Group.

This strategy is subject to annual refresh and content may flex or change to respond to emerging local issues and changing political, social, legislative or financial environments.

### 3. The Care Act 2014

The Care Act 2014 is the most significant piece of legislation in our sector since the establishment of the welfare state. It builds on a patchwork of legislation built up since the 1948 National Assistance Act.

Significant change has been implemented and is still evolving in line with the Care Act 2014. The most significant being the shift from process to outcomes for adults at risk using the principles of 'Making Safeguarding Personal'. The Act states 'safeguarding is everyone's business' empowering Local Authorities to request other agencies to undertake section 42 enquiries on their behalf which is a significant change across both the statutory and independent sector.

The Care Act has also brought in new categories of abuse in relation to Modern Slavery, Domestic Abuse, and Self Neglect which will fall under the umbrella of safeguarding adults and the three stage test which identifies when an adult is deemed an 'adult at risk'.

These new categories of abuse require a partnership approach with other services to ensure that adults at risk receive the right support. The 3 Boards will work joint to deliver training where required. At present SSDP and Safeguarding Adults deliver the Coercive and Controlling Behaviour course. There are future plans to jointly deliver Forced Marriage, Honour Based Violence and FGM course with SSDP and Signs of Safety with DSCB.

### 4. Making Safeguarding Personal

Making Safeguarding Personal (MSP) ensures that any safeguarding concern is led by the person and not by the process. It puts the adult at the centre by giving them choice and control. It is about seeing people as experts in their own lives and working alongside them to enable them to resolve their circumstances. The statutory guidance for the Care Act 2014 also outlines a number of fundamental principles that must underpin practice including adult safeguarding:

- **Empowerment** – personalisation and the presumption of person-led decisions and informed consent.
- **Prevention** – it is better to take action before harm occurs.
- **Proportionality** – proportionate and least intrusive response appropriate to the risk presented.
- **Protection** – support and representation for those in greatest need.

- **Partnership** – local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** - Accountability and transparency in delivering safeguarding.

MSP is a change in culture to previous adult safeguarding practice and will require the development of skills and knowledge to involve adults within the safeguarding process.

## 5. Evidencing Skills and Knowledge

In order to have a competent workforce, skills and knowledge need to be mapped against job roles and responsibilities. This will show the success of the training and whether it is fit for purpose.

The DSAB recognises that certain roles work across services such as children, adults and families and the workforce are required to have similar competencies.

The DSAB will work jointly with DSCB and SSDP with core standards across the partnerships. This will make it easier for organisations to evidence required competencies for job roles.

## 6. Working Together Programme

DSAB is also a partner of the Working Together Programme that delivers regional training and conferences across South Yorkshire. Other partners of the programme are Sheffield Safeguarding Adults Board, Barnsley Safeguarding Adults Board and South Yorkshire Police.

The aim of the programme is for agencies across the region to work together in safeguarding adults and address common issues across the region.

The programme delivers a 2 day training course and a conference rotationally within each area and aims to cover common themes across the region.

The programme will also jointly commission specific training requirements identified.

## 7. Core Principles of Working with Children and Adults in Need of Care and Support *(refer to appendix 1)*

Doncaster Safeguarding Adults Board has worked in partnership with Doncaster Safeguarding Children's Board and Doncaster Safer Stronger Partnership to agree principles of practice required from all members of the workforce across children's and adults services, commensurate to the individual roles and responsibilities.

The Core Principles support a shift in thinking from the idea that learning is centred on training activity to a blended learning approach of which training is a part, but is supported by wider learning opportunities.

Assessing competencies in practice seeks to provide assurance to the respective Boards by evidencing consistent good practice where this is being practiced, and sharing this across the workforce.

The Core Principles combine a general understanding of required competencies across the 3 Boards. Further understanding of skills and knowledge will be required depending on service and job role and responsibilities. These are covered under the following frameworks.

National Competency Standards for Adult Safeguarding (<http://www.ncpqsw.com/publications/national-competency-framework-for-safeguarding-adults-comprehensive-and-concise/>)

National Mental Capacity Act Competency Framework (<http://www.ncpqsw.com/financial-scamming-publications/national-mental-capacity-act-competency-framework/>)

SSDP DVA Workforce Competency framework.

DSCB Workforce Competency Framework.

The application of the required frameworks will also identify areas of learning and provide evidence for the development of relevant and effective learning opportunities.

The Safeguarding Adults Share and Engage Sub Group will support the implementation of the Core Principles, providing support and guidance to organisations about how to evidence a competent workforce.

Organisations will be expected to provide evidence about workforce development competencies against these that will form part of the Safeguarding Adults Performance Framework. Organisations will begin the implementation by identifying which competencies should be achieved according to job role. Competencies that are identified **MUST** be commensurate with job role and responsibility within the organisation.

The Core Principles take a whole family approach to supporting child and adult victims, as well as challenging and supporting perpetrators to change their behaviour as many families stay together, or perpetrate often go on to abuse in other relationships. The principles seek to reinforce knowledge and good practice at a basic level and provide a benchmark across organisations.

## **8. National Safeguarding Adults Competency Framework**

- 8.1 The DSAB have worked closely with Bournemouth University to develop a practical tool that helps organisations evidence competencies for safeguarding adults work. The framework can be accessed via <http://www.ncpqsw.com/publications/>.
- 8.2 The Group recognises that different skills and knowledge are required depending on job roles. Those staff that work more closely with adults will require more skills and knowledge within safeguarding than those within the organisation that have a different role such as administrative. The National Safeguarding Adults Competency Framework is a tool that offers a more in-depth framework of the required skills and knowledge for safeguarding adults work.
- 8.3 The framework defines the set of standards required for different levels of staff groups across safeguarding procedures. It also provides guidance to the required through different learning opportunities.
- 8.4 Moving forward the DSAB will work with organisations to support the implementation of the framework.

## 9. Training Provision

- 9.1 Doncaster Safeguarding Adults Board supports the development of a positive learning environment through an effective multi-agency Safeguarding Adults training provision.
- 9.2 The Share and Engage sub group is supported by the Safeguarding Adults Learning and Development Manager who has responsibility to oversee the implementation of the competency framework and that adequate training is provided.
- 9.3 The sub group will oversee the development and delivery of a full programme of Safeguarding Adults multi-agency training, available for the workforce in Doncaster
- 9.5 Multi-agency training is for employees from different agencies who either work together formally or come together for training or development.
- 9.6 Where required the DSAB will commission and work in partnership with the DSCB and SSDP to deliver joint training in areas that cut-cross services.
- 9.7 The sub group is responsible for the development of a training quality assurance programme. The programme is designed to ensure training programmes provide consistent, high quality learning about Safeguarding that reflects the values of the Boards.
- 9.8 Where necessary the Doncaster Safeguarding Adults Board will challenge and hold agencies to account for their training provision.
- 9.9 Individual services or professional bodies may identify the need for specialist training or other learning and development opportunities. The DSAB may assist in the development of bespoke packages in this instance, or give consideration to the inclusion into the multi-agency training provision if appropriate for multiple professional groups.

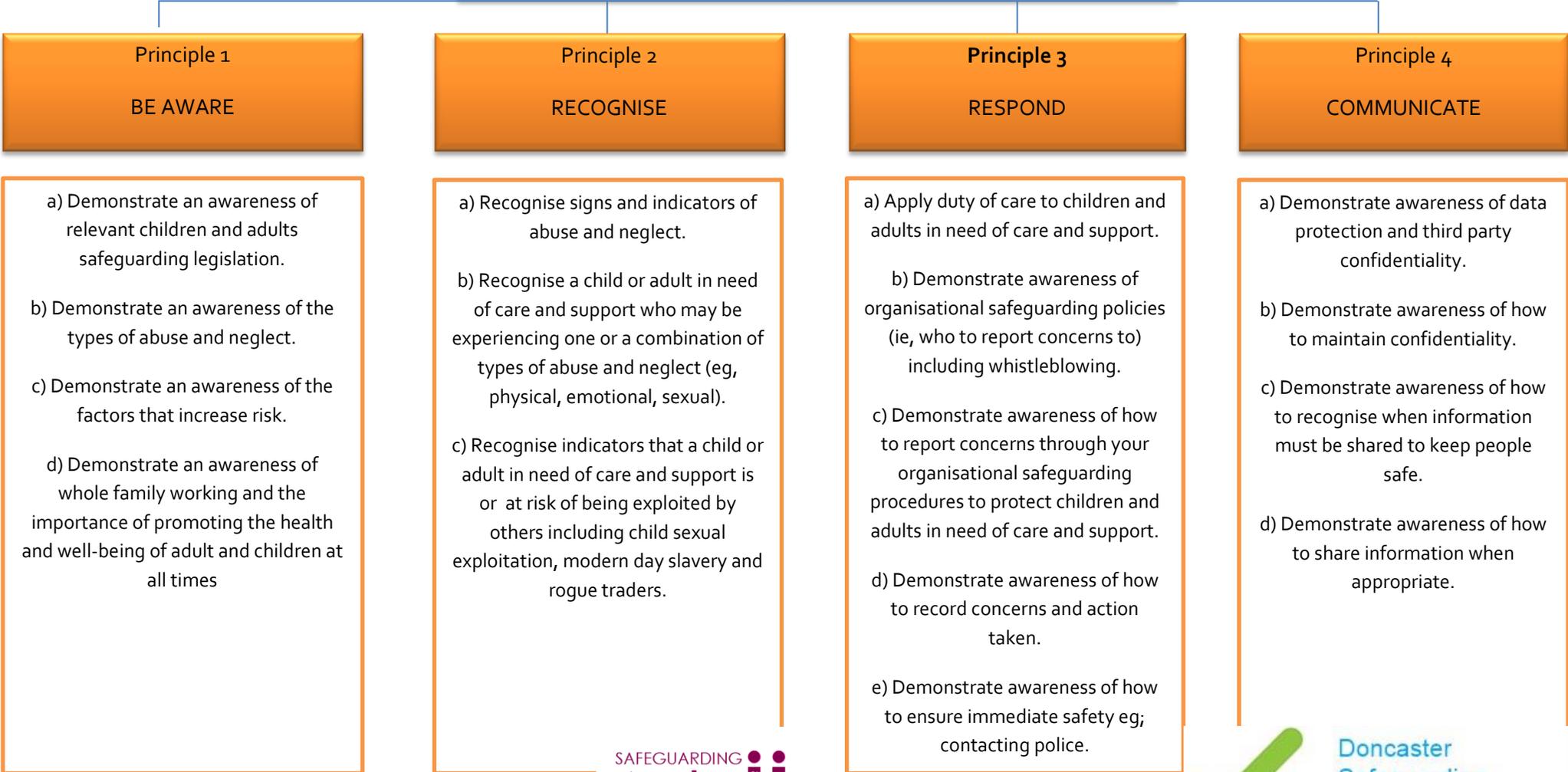
**Please refer to <http://www.doncaster.gov.uk/services/adult-social-care/safeguarding-adults-contents-page> for a copy of Safeguarding Adults Multi-Agency Training Programme 2017-2018**

## 11. Due Regard Statement

This strategy has considered and given due regard to equality and diversity as described in the Doncaster Safeguarding Adults Board Policy for the Development and Management of Procedural Documents.

# Safeguarding is Everyone's Business

## Core Principles of Working with Children and Adults in Need of Care and Support



## Members of the Doncaster Safeguarding Adults Board, Doncaster Childrens Board and Safer Stronger Partnership

<b>Healthwatch Doncaster</b>	<b>St Leger Homes</b>
<b>Doncaster CCG</b>	<b>Doncaster Children's Service Trust</b>
<b>National Probation Service</b>	<b>DSCB</b>
<b>HMPS (Including HMP Doncaster and Hatfield)</b>	<b>DMBC</b>
<b>South Yorkshire Police</b>	<b>Cabinet Members</b>
<b>South Yorkshire Fire and Rescue</b>	<b>Safe@Last</b>
<b>Doncaster and Bassetlaw Teaching Hospital</b>	<b>CAFCASS</b>
<b>Care Quality Commissions</b>	<b>Public Health</b>
<b>NHS England</b>	<b>Yorkshire Ambulance Service NHS Trust</b>
<b>Community Rehabilitation Company</b>	<b>Richmond Hill Primary Academy</b>
<b>Doncaster College</b>	<b>Hall Cross Academy</b>
<b>RDaSH</b>	<b>Doncaster Youth Alliance</b>

