

Training Pathway for Derby Homes

Team composition:

Level 1 staff - those whose work role brings them in contact with children and young people) e.g. operatives, reception staff, concierge

Level 2 staff - those whose work involves visiting tenants in their homes bringing them into contact with families and/carers and who may be asked to contribute to safeguarding processes e.g. housing officers, Tenancy Sustainment Officers, Intensive HM Officers, Complex Needs Officers, Arrears Officers, Site Support Officers, Safeguarding champions, Liaison Officers

Level 3 staff - those who maybe a designated lead for an Early Help case or involved in more Intensive Housing Management and may attend safeguarding meetings. This includes specialist Safeguarding champions, Intensive Intervention Officers, Senior Intensive Housing Management Officers, Senior Tenancy Sustainment Officers, Senior Complex Needs Officer, Parklands View Manager, Complex Needs Manager, Tenancy Sustainment Manager

Level 4 staff – those with responsibility for supervising or guiding staff in safeguarding processes such as designated or named professionals or managers of staff working at level 1-3 e.g. Safeguarding lead, Human Resources safeguarding lead.

	Mandatory Training	Comments
1	<p>Level 1 staff</p> <p>All new starters must complete the Derby Homes safeguarding e-learning programme within their first 6 months of employment as part of their induction.</p> <p>This is followed by refresher training every 3 years which is provided in house. ‘Back office staff’ receive 1.5 hours and ‘front line staff’ receive a half-day course.</p>	<p>The training incorporates aspects of adults and children’s safeguarding training.</p>
2	<p>Level 2 staff</p> <p>All new starters must complete the Derby Homes safeguarding e-learning programme within their first 6 months of employment as part of their induction.</p> <p>This is followed by refresher training every 3 years which is a half day course provided in house.</p> <p>Other relevant courses</p> <ul style="list-style-type: none"> • WRAP • Domestic Abuse - DSCB • Alcohol and substance misuse by parents - DSCB • Neglect – DSCB <p>Safeguarding Champions who have not attended the Single Agency Training the Trainers Everybody’s Business course to</p>	<p>The training incorporates aspects of adults and children’s safeguarding training.</p>

Classification: OFFICIAL

	<p>deliver training to staff should attend the DSCB multi agency course.</p>	
3	<p>Level 3 staff</p> <p>All new starters must complete the Derby Homes safeguarding e-learning programme within their first 6 months of employment as part of their induction.</p> <p>This is followed by refresher training every 3 years which is a half day course provided in house.</p> <p>Level 3 Staff should also attend one safeguarding course every 2 years.</p> <ul style="list-style-type: none"> • Child Protection Planning and Core Groups - DSCB • Child Sexual Abuse - DSCB • Child Sexual Exploitation - DSCB • Domestic Abuse - DSCB • Neglect - DSCB • Addressing Sexually Harmful Behaviour - DSCB • Suicide and Self Harm - DSCB • Engaging with Reluctant and Resistant Families - DSCB 	<p>The training incorporates aspects of adults and children's safeguarding training.</p> <p>There is no need to repeat the same course. Participants are able to attend a maximum of 3 DSCB course per training year.</p>
4	<p>Level 4 Staff –</p> <p>Staff at this level will already have considerable experience of dealing with safeguarding issues and knowledge of legislation.</p> <p>Those responsible for managing staff involved in safeguarding processes should attend:</p> <ul style="list-style-type: none"> • Managing allegations (this covers the LADO process) - half day course • Effective Support and Supervision – two day course <p>Derby Homes contributes to the DSCB and will therefore not be charged to attend any multi-agency training with DSCB.</p>	