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Training Pathway for the DHCFT – Derbyshire Healthcare Foundation **Version 3**

Team Composition:

In accordance with the Derby/Derbyshire SCB training strategy this pathway relates to the following staff groups. The terminology is different to that outlined in the inter-collegiate document and is outlined below.

Level 1 staff: Non-clinical staff such as reception staff and those without direct contact with children.

Level 2 staff: Those who have contact with children but will not carry safeguarding responsibility i.e. admin staff in CAMHS, children services. Unregistered staff in adult services

Level 3 staff: (Annual): Those with particular specialised responsibility for safeguarding children contributing to safeguarding assessments and plans. This will include: Health Visitors, School Nurses, Perinatal staff, CAMHS, Children in Care nurses, Occupational Therapists / Physiotherapists in children's services, Safeguarding Team

Level 3 staff (three yearly), Clinical registered staff in adult services including Substance Misuse services, Learning Disability teams, In-patient areas, Community Teams, Therapy Services

Level 4 staff: Managers and supervisors of Level 3 staff. i.e. those with responsibility for supervising or guiding staff in safeguarding processes such as designated or named professionals.

	Mandatory Training	Comments	Target Group	Frequency
1	Level 1 staff to complete ¾ hour on adult safeguarding and ¾ hour on safeguarding children. E-learning is undertaken via OLM E-learning is via the OLM site	The in-house training would take place during staff induction.	All staff at induction Most non-clinical staff Clinical staff once only before completing group 2 training	3 yearly non clinical staff Once for clinical staff as they will be required to undertake additional training

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	Staff could also access the DSCB E learning package 'An Introduction to Safeguarding' found on www.derbyscb.org website. This is a free course designed by Derby and Derbyshire SCB an assessment leads to a certificate. Undertaking this course will not result in training passport being amended unless the staff forwards a copy of their certificate to the Education Team.			
2	<p>Level 2 staff will receive a half day, in house safeguarding children course.</p> <p>Everybody's Business</p>	<p>The in-house training would take place during clinical induction block (currently available on a rolling basis every 2 months)</p> <p>Level 2 training in 2015-2016 is delivered on refresher clinical block training and some stand-alone sessions</p> <p>In house from Bon Ndili</p>	<p>Admin staff in universal children's services, CAMHS, Perinatal, Forensic Services, Learning Disability Services, Substance Misuse services.</p> <p>Junior Dr's on rotation placement</p> <p>Unregistered support staff in adult clinical teams i.e. healthcare worker, OT assistant</p>	<p>3 yearly depending on staff role.</p> <p>OR</p> <p>Once as part of an incremental training programme.</p>

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		To be completed in the first 3 months of employment		
3	Think Family	Counts as a level 2 / 3 course	All clinical staff This is a requirement that <u>ALL</u> clinical staff (registered and unregistered) need to undertake this once	Once
3	<p>Level 3 – Annual</p> <p>All Level 3 staff must complete <u>ONE</u> Level 3 course on the subject of children’s safeguarding every year. Aim to undertake a different course each year</p> <p><u>Mandatory courses for all Level 3 staff include:</u></p> <ul style="list-style-type: none"> • Safeguarding children from BME and N Communities • Parents with a Learning Disability • Domestic Abuse • Working with reluctant and resistant families • Alcohol and substance misuse by parents • Child Protection Conferences and Core Group 	Via DSCB	<p>Clinical, registered and support staff, medics from:</p> <ul style="list-style-type: none"> • CAMHS • Children’s universal services • Health visitors • School nurses • Perinatal services • Safeguarding Children’s team 	<p>Annual</p> <p>Need to have completed level 1 and 2 (both once only) prior to attending level 3 training</p>

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	<ul style="list-style-type: none"> • Parental Mental Health – for CAMHS, School Nurses, Children in Care Nurses • Suicide and Self-harm – for CAMHS, School Nurses, Children in Care Nurses, Health Visitors 			
3	<p>Level 3 three yearly</p> <p><u>Mandatory courses for all Level 3 staff include:</u></p> <p>Think Family has to be completed first:</p> <ul style="list-style-type: none"> • Safeguarding children from BME and New Communities • Parents with a Learning Disability • Domestic Abuse • Working with reluctant and resistant families • Alcohol and substance misuse by parents • Child Protection Conferences and Core Group • Internal courses as appropriate 	Via DSCB	<p>Clinical registered staff in adult mental health teams, medics, community, inpatient, IAPT / CBT / Liaison / Therapy Teams / psychology / psychological wellbeing / Substance misuse services / Learning Disability services/</p>	<p>3 yearly</p> <p>Need to have completed level 1 and 2 (both once only) prior to attending level 3 training</p>
3	<p>Safeguarding Children Level 3 (Community Paediatric Child Safeguarding)</p>	<p>Training and Peer Reviews</p>	<p>10 hours total per year. 50% attendance at NAI peer review 50% attendance at CSA peer review Minimum of 6 hours external / multi agency training over a 3 year period</p>	<p>Annual</p> <p>Copy of evidence sheet to be forwarded to the Education Team.</p> <p>Evidence of training and reviews to be kept with Consultant Community</p>

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				Paediatrician in the event of an audit
4	FGM training is mandatory all for staff and is included within current training level 2 and level 3	Reference is L 2 and Think Family training	Reference only	Ongoing
5	PREVENT WRAP training is mandatory for all clinical staff and is provided in house.	Via safeguarding adults level 2 training in house	All new staff receive PREVENT awareness at corporate induction via safeguarding adults level 1. Clinical staff will undertake WRAP 3 via safeguarding adults level 2 training or as stand-alone courses in Learning Disability services.	3 yearly
6	Once staff have attended all mandatory training they can access <u>up to one day</u> of the following specialist level 3 courses every year: <ul style="list-style-type: none"> • Assessment and Analysis, • MAPPA foundation, • Child Sexual Exploitation, • Child Sexual Abuse, 	Via DSCB		

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	<ul style="list-style-type: none"> • Neglect, • Improving the Health of Children in Care (half day), • Court Skills (half day), • Chairing Safeguarding meetings (half day), • Suicide and Self Harm (for CAMHS, School Nurses, Children in Care Nurses, Health Visitors) 			
7	<p>Level 4 Staff – to access the:</p> <ul style="list-style-type: none"> • Effective Support and Supervision 2 day course • Managing Allegations course (half day). • Additional conferences etc of a specialist nature 	Via DSCB	Names nurses due to the supervisory responsibility and safeguarding children trainer	Annual <u>In addition</u> to level 3 annually

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