



Derby and Derbyshire

Safeguarding Children Partnership

Approved and Signed Off (Chair)
Learning and Organisational Development Group
April 2023

Training Pathway

1. Introduction

The Derby and Derbyshire Safeguarding Children Partnership (DDSCP) delivers a wide range of multi-agency training and learning opportunities for practitioners across Derby and Derbyshire. This document provides guidance on the levels of training offered by DDSCP and pathways of learning for staff to complete. The levels of training reflect the requirement of different groups of staff to meet their responsibilities and should be read together with single agency procedures and sector guidance such as:

- **Royal College of Nursing Intercollegiate Document**, Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff, Fourth Edition January 2019
- **Keeping Children Safe in Education**: Statutory Guidance for schools and colleges DfE 2023

2. Purpose and principles of multi-agency safeguarding training

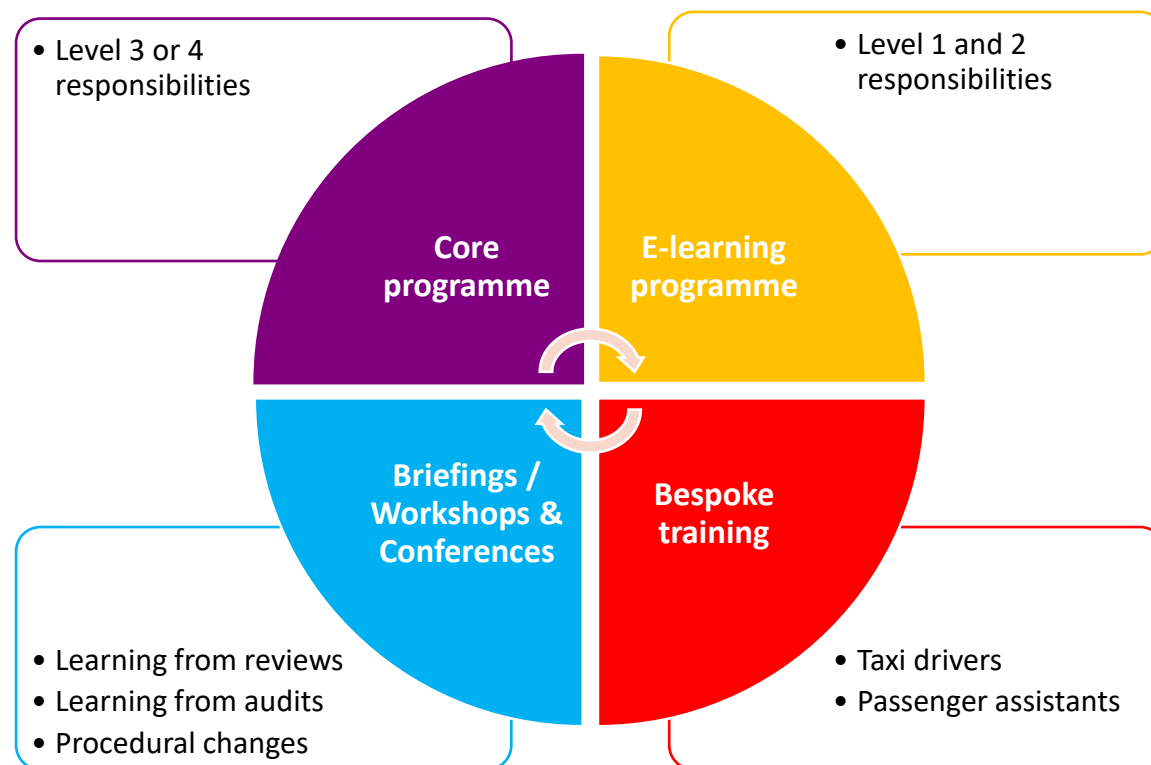
All aspects of learning, training and development will be based on the following values:

- Accessible and varied learning opportunities
- Child centred approach, focused on the outcomes for children
- Evidence based
- Learning from reviews
- Promoting and respecting equality and diversity
- Promoting participation of children and families/carers
- Think Family approach
- Working collaboratively

3. DDSCP Training Offer

We have a blended approach to learning to ensure opportunities meet the needs of the workforce, are accessible and responsive to the risks faced by children and young people. We deliver a core programme of:

- Virtual and classroom based delivery
- E-learning courses
- Briefings/Workshops and Conferences
- Bespoke training



Audience	Content	Single Agency / Multi-Agency	Must be updated
<p>Level 1: For individuals who come into contact with children and young people and families/carers and need to understand the role of safeguarding and promoting the welfare of children and young people.</p>	<p>Basic awareness to ensure staff are aware of their respective agency roles, responsibilities and commitment to safeguarding and how to recognise and respond to safeguarding concerns within the remit of their agency.</p> <p>All staff can complete the DDSCP e-Learning course, Introduction to safeguarding: Keeping Children Safe to form part of an Induction.</p>	Single Agency	At least every 3 years
<p>Level 2: Those who work regularly with children, young people and families/carers, and may be asked to contribute to safeguarding processes.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> • Assessments and observations • Decision Making • Recording and sharing of information regarding concerns • Reporting and referral support • Signposting families and/or colleagues • Safeguarding roles and responsibilities 	Single agency	At least every 3 years
<p>Level 3: Those with particular and specialised responsibility for safeguarding children and young people who contribute to assessing, planning, intervening and reviewing the needs of a child where there are safeguarding concerns, including strategic and operational managers.</p>	<p>All in Level 1 and 2 plus the completion of:</p> <ul style="list-style-type: none"> • How agencies work together to identify, assess and meet the needs of children with safeguarding concerns • Impact of parental issues such as domestic abuse, substance misuse and mental health on parenting capacity • Recognising the importance of family history and functioning • Working with complex family dynamics • Lessons from serious case reviews • Current policy, research and practice developments • Adverse childhood experiences 	Multi-agency	<p>At least every 3 years</p> <p>For DSLs in schools and colleges at least every 2 years.</p> <p>It is good practice but not a requirement for DSLs/managers in early years to update every 2 years.</p>
<p>Level 4: Individuals with responsibility for supervising or guiding staff in safeguarding processes such as designated or named professionals and managers of staff working at levels 1 – 3.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> • Providing effective supervision and management oversight • Dealing with allegations of abuse against staff • Learning from reviews 	Single agency Multi-agency	At least every 3 years

4. Training pathways for DDSCP multi-agency training

Level 1 E-learning Training:

The DDSCP provide a free Introduction to Safeguarding course that can be used as part of the onboarding process for all staff. Other e-learning courses are available and these can be accessed via our booking system.

Level 3 and 4 Training:

This includes our core course, Working Together: Everyone's Responsibility. Our training offer includes courses considered a Priority Area for the DDSCP as well a number of other courses designed to meet the training needs of the statutory partners and other associated agencies.

Alongside the training offer, briefings, workshops and conferences are also available for stakeholders to attend.

We ask that all Level 3 staff first attend our **Working Together: Everyone's Responsibility** course. This allows us to provide a consistency of knowledge and understanding of child protection concepts, knowledge, thresholds and referral procedures across the workforce.

Once this course has been completed, we ask staff who regularly attend or support strategy and child protection conferences/meetings to also attend the **Child Protection Conferences** course. This course examines the purpose, roles and responsibilities of staff regarding strategy meetings and the child protection investigation process, as well as the expectations of practitioners attending conference and core group meetings.

Once completed, it is recommended that practitioners attend other Level 3 specialist courses to extend their knowledge and skills, relevant to their position and role. Practitioners are required to **update** Level 3 training **every 3 years** (Designated Safeguarding Lead in schools and colleges **every 2 years**). Please visit our [booking system](#) to see the full range of courses provided and to book on a place.

For **Designated Safeguarding Leads** (DSLs) in early years settings (including childminders), schools and further education and skills providers we ask that you attend the following courses as a minimum:

Level 3: Working Together: Everyone's Responsibility
Child Protection Conferences

As DSLs (schools and further education) your multi-agency training needs to be updated every **2 years** and any of our Level 3 or 4 courses will act as your update. It is good practice, but not a requirement, for DSLs or Managers in early years settings to also update their training every 2 years.

Our training does not 'qualify' you as DSL but provides you with the knowledge and skills required to carry out the role and fulfil your duties as a DSL as set out in Keeping Children Safe in Education 2023.

The following courses are available for managers who hold a supervisory responsibility and/or are a designated lead:

Level 4: Managing Allegations, Effective Support and Supervision and Learning from Reviews



Derby and Derbyshire
Safeguarding Children Partnership

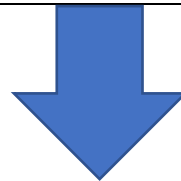
Derby and Derbyshire Safeguarding Children Partnership: Training Pathway

E-Learning

The DDSCP provide a free Introduction to Safeguarding course that can be used as part of the onboarding process for all staff. There is no need to repeat this course unless the DDSCP advertise a new version. Other e-learning courses are available and these can be accessed via our booking system.

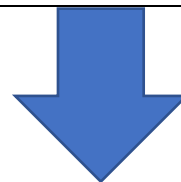
Working Together: Everyone's Responsibility

It is recommended practitioners complete this course before booking onto any other DDSCP specialist Level 3 courses. There is no need to repeat this course unless the DDSCP advertise a new version.



Level 3 Courses

Level 3 courses considered a Priority Area for the DDSCP plus other specialist courses designed to meet the training needs of the statutory partners and other associated agencies. It is strongly recommended that practitioners attend DDSCP Priority Courses.



Level 4 Courses

Level 4 courses are for managers, named professionals and designated leads only.