



Derby and Derbyshire
Safeguarding Children Partnership

Training Pathways 2020

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 2020

2. Purpose and principles of multi-agency safeguarding training

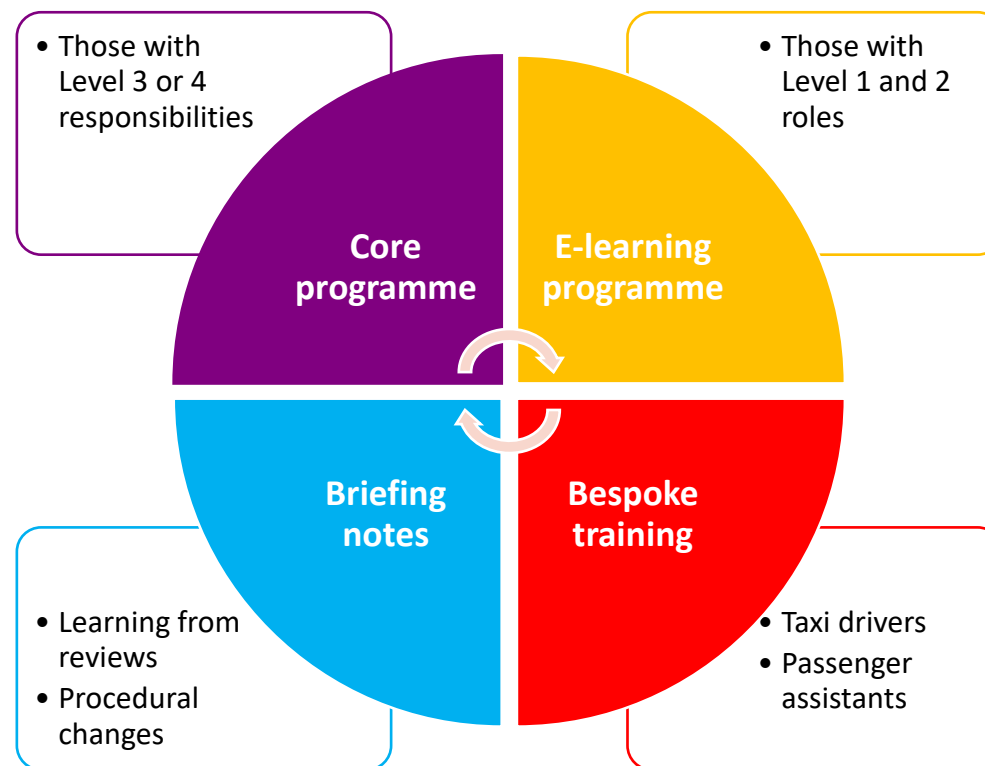
All aspects of learning, training and development will be based on the following values:

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

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:

- Classroom based courses or virtual delivery
- E-learning courses
- Briefing notes
- 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>	<p>Single Agency</p>	<p>At least every 3 years</p> <p>Staff in schools, colleges and early years should also complete a Prevent Awareness course available via the Home Office website.</p>
<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 	<p>Single agency</p> <p>Staff can complete the DDSCP course, Working Together: Everyone's Responsibility</p>	<p>At least every 3 years</p>
<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 	<p>Multi-agency</p> <p>See DDSCP Training Programme for courses.</p>	<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"> • Section 47 enquiries, roles, responsibilities and working together • Thresholds decisions • Taking emergency action • Communicating with children in line with achieving best evidence • Specialist topics 	<p>Single agency Multi-agency</p> <p>Staff can complete the DDSCP courses, Managing Allegations and Effective Support & Supervision.</p>	<p>At least every 3 years</p>

5. Training pathways for DDSCP multi-agency training

All of our child protection training is **Level 3** as described in the levels above. This includes our core training programme, conferences and learning from reviews.

For healthcare staff attendance on all our courses meets your **Level 3** requirements as described in your **Intercollegiate Document**.

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 and Core Groups** course. This course examines the purpose, roles and responsibilities of staff regarding strategy meetings and the child protection investigation process. It also covers the strengths-based model of child protection meetings used in Derby and Derbyshire.

Once you have completed these courses, there is no need to repeat them.

You are required to **update** your Level 3 training with us **every 3 years** (unless you are a Designated Safeguarding Lead in schools and colleges – **every 2 years**) and so when you are due for your update you can access any of our other courses. You do not have to wait until your update deadline to complete our training, you are welcome to attend at any time based on your learning needs or area of interest.

When choosing a course to attend, either as your update or for on-going professional development, we suggest you consider a practice topic that is relevant to your role. 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 and Core Groups

As DSLs (schools and further education) your multi-agency training needs to be updated at least 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 2020.

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



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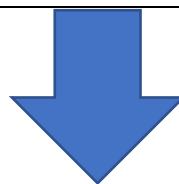
Derby & Derbyshire Safeguarding Children Partnership: Training Pathway

Introduction to Safeguarding: Keeping Children Safe

DDSCP e-learning course which can form part of an agency induction for all staff and volunteers.

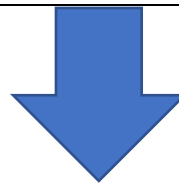
Working Together: Everyone's Responsibility

You will be asked to complete this course first. Once completed there is no need to repeat this course.



Level 3 Courses

Having attended the Working Together: Everyone's Responsibility, you will need to update your Level 3 training every 3 years. DSLs in schools and colleges must update their training every 2 years. This is also recommended for DSLs or managers in early years settings. You can attend any of our Level 3 courses, and these will all act as your update. It is recommended that you attend a Child Protection and Core Group course as well. You don't have to wait until your update is due to attend a course, you are welcome to attend at any time based on your learning needs or practice interests. The deadline for your update will be from the last course you attend.



Level 4 Courses

Managing Allegations and Effective Support and Supervision