



**ISLE OF WIGHT
LOCAL ADULTS SAFEGUARDING BOARD
WORKFORCE DEVELOPMENT POLICY**

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Contents

1. Introduction	3
2. Purpose	3
3. Roles and responsibilities	3
3.1 & 3.2 Workforce Development Subgroup	3
3.3 All organisations working with adults at risk and families:.....	3
4. Single and Multi-agency training	4
4.1 Single agency training	4
4.2 Multi-agency training	4
4.3 Joint working.....	4
5. Standards	Error! Bookmark not defined.
5.1 Introduction	Error! Bookmark not defined.
5.2 Training Pathway.....	5
5.3 Content/Learning Outcomes	6
5.4 Training Delivery	7
6. Evaluation	7
7. Review of the strategy	8

1. Introduction

Practitioners working in both universal services and specialist services have a responsibility to prevent harm and reduce the risk of abuse and neglect of adults with [care and support needs](#), to safeguard adults at risk in a way that supports them in making choices and having control about how they want to live ([Making Safeguarding Personal](#)) and to share information and work with other agencies in accordance with the [IOWSAB Decision Support Guidance](#) and [4LSAB MARM Framework](#).

To do this effectively, practitioners need to continue to develop their knowledge and skills in adult safeguarding and their knowledge and application of relevant legislation and local SAB policies. They will also need to be aware of prevalent safeguarding themes locally, such as self-neglect and financial abuse.

To enable this, the LSAB partners should consider what training and resources are needed locally, and how they will monitor and evaluate the effectiveness of any training they commission. Multi-agency training will be important in supporting a collective understanding of local need.

This local Isle of Wight guidance sits under the overarching 4LSAB Workforce Development Strategy which covers Southampton, Hampshire, Isle of Wight and Portsmouth.

2. Purpose

The purpose of this policy is to outline:

- The roles and responsibilities of the LSAB, partner agencies and all other organisations working with adults at risk in ensuring all those working with adults at risk receive appropriate safeguarding training.
- A common understanding of single and multi-agency training.
- The standards for the provision and delivery of training.
- How the training provided by LSAB will be evaluated

3. Roles and responsibilities

3.1 The roles and responsibilities regarding training are discharged through the Isle of Wight Workforce and Development Subgroup (WDG). This group will be responsible for maintaining and reviewing this workforce development policy. This group commissions and delivers multi-agency training to complement single agency training and supports partner agencies in meeting their statutory responsibilities with regards to safeguarding training.

3.2 Isle of Wight Workforce Development Subgroup (WDG):

The WDG's role and function is to:

- Produce the LSAB workforce development policy and oversee its dissemination, implementation and evaluation.
- Issue guidance on the training pathway for the local workforce working with adults at risk and families, in association with the Local Children's Safeguarding Partnership.
- Recommend to the board a multi-agency safeguarding training programme, which is informed by an annual training needs analysis that includes learning from Safeguarding Adult Reviews, feedback from local audits, research findings and national guidance.
- Ensure that lessons learnt from case reviews are disseminated to the local workforce working with adults at risk and families and embedded within local safeguarding training.
- Monitor and evaluate the effectiveness of single agency and multi-agency training.

3.3 All organisations working with adults at risk and families:

All organisations working with adults at risk and families are responsible for ensuring that their staff/volunteers are competent to carry out their responsibilities for safeguarding and promoting the welfare of adults at risk. Statutory Guidance Care Act 2014 clearly articulates agency responsibilities in respect of training:

“Training is a continuing responsibility and should be provided as a rolling programme. Whilst training may be undertaken on a joint basis and the SAB has an overview of standards and content, it is the responsibility of each organisation to train its own staff.”

Staff should have access to appropriate safeguarding training in order that they have the knowledge and skills to identify and respond early to abuse and neglect (including self-neglect). Staff should be released to attend safeguarding training and to complete any learning tasks.

There must be processes in place to identify which staff need training, to what level and to evaluate the impact that the training has on practice.

Relevant staff and volunteers should receive a mandatory induction. This should include familiarisation with adult safeguarding responsibilities and procedures to be followed if anyone has any concerns about an adult at risk’s safety or welfare. Refresher training should be provided at least every three years.

4. Single and Multi-agency training

4.1 Single agency training

This is training delivered by a particular agency for its own staff or volunteers. Agencies are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting the welfare of adults at risk.

The number and depth of single agency training courses on safeguarding will depend on the level of that agency’s contact with adults at risk, and the extent of its role within the safeguarding process. Safeguarding learning outcomes are set out in section 5 and will give guidance to assist in the identification of the level of training required by staff and volunteers. It is also intended to inform the implementation of coherent and integrated training pathways for staff and volunteers.

4.2 Multi-agency training

Multi-agency training is for employees or volunteers of different agencies who either work together formally or come together for training or development. Increasingly this is now bringing together employees and volunteers who work across the children’s and adult’s workforce in a [Family Approach](#). Multi-agency training aims to promote a common, shared understanding of respective roles and responsibilities and the need to work closely with other professionals.

4.3 Joint working with the Local Safeguarding Children’s Partnership

There is now one workforce development group which support both the LSAB and the SCP. This group brings together workforce development and safeguarding leads to help develop best practice across adults, family and children’s’ workforces.

This ‘bringing together’ supports the systems and process for learning needs analysis, planning, monitoring, quality assurance and evaluation of training offered across both the LSAB and the SCP.

5. Standards

5.1 Competencies Framework

The following Framework outlines workforce competencies for Adult Safeguarding for a wide range of multi-agency roles including volunteers. This Framework has been informed by both the National Competency Framework for Safeguarding Adults (*updated 2018*) published by The National Centre for Post-Qualifying

Social Work and Professional Practice at Bournemouth University, and the **Adult Safeguarding: Roles and competencies for Health Staff Intercollegiate Document** (2018).

Adult Safeguarding Competencies Framework

Staff Group A (Health Level 1)

Members of this group have a responsibility to contribute to Safeguarding adults, but do not have specific organisational responsibility or statutory authority to intervene:

- All staff working in health care settings.
- All support staff (or volunteers) in health and social care settings
- Day service staff
- Drivers, other transport staff
- HR staff
- Clerical and admin staff (including in prisons)
- Domestic and ancillary staff
- Health and Safety Officers
- Elected Members
- Volunteer Befrienders
- Charity trustees
- Police and neighbourhood teams
- Housing
- All frontline staff in Fire & Rescue

They should:

- Understand what Safeguarding is and their role in Safeguarding Adults
- Recognise an adult potentially in need of Safeguarding and take action as appropriate to role
- Understand dignity and respect when

Competencies (single agency training/assessments/processes should ensure competency):

1. Understand what Safeguarding is and their role in Safeguarding Adults including -

- The types of abuse and the contexts in which they can occur.
- Their role in identifying concerns regarding adult abuse and their individual responsibility.
- The role of the local authority: Duty to Protect.
- The organisation's policy and procedures.
- Knowledge of legislation and policy including, but not limited to:
 - Human Rights Act 1998 Dignity in Care
 - Mental Capacity Act 2005
 - Deprivation of Liberty Safeguards 2009
 - Care Act 2014
 - Making Safeguarding Personal
- Appropriate responses to reports.
- The importance of preserving evidence.
- The importance of recording
- Limits to confidentiality, consent and information sharing.
- Recognise potential indicators of adult abuse, harm and neglect (Level 2)
- an awareness and ability to locate local policies and procedures and how to access support to respond to safeguarding concerns (Level 2)

2. Recognise an adult potentially in need of Safeguarding and take action as appropriate to role:

- Know about adult abuse, harm and neglect in its different forms and the potential impact on adults at risk of harm (Level 2)
- Know what constitutes an adult at risk and need for a safeguarding intervention (Level 2)
- Know about the relevance of family and carer factors such as domestic abuse, mental and physical ill-health, substance and alcohol misuse (Level 2)
- Able to recognise possible signs of adult abuse, harm and neglect as this relates to their role (Level 2)
- Able to identify an adult at risk of harm, abuse or neglect (Level 2)
- Understanding the meaning of 'adult at risk' as defined in relevant policy guidance e.g. Care Act 2014 definition.
- Demonstrating an understanding of what constitutes 'abuse'.

<p>working with individuals</p> <ul style="list-style-type: none"> • Understand the procedures for raising a 'Safeguarding Concern' • Have knowledge of policy, procedures and legislation that supports Safeguarding Adults activity • Ensuring effective administration and quality of safeguarding processes 	<ul style="list-style-type: none"> • The different forms of abuse and how to identify indicators / signs of them. • Understanding of the factors that might increase risk of abuse. • Contacting emergency services if the individual is in immediate danger. <p>3. Understand dignity and respect when working with individuals</p> <ul style="list-style-type: none"> • Recognising the individual's rights to exercise freedom of choice • Recognising the individual's right to live in an abuse free environment • Valuing individuality and being non-judgemental • Have awareness of how your values and attitude influence your understanding of the situation • Listening to individuals and allow individuals time to communicate any preferences and wishes • an awareness that adults experiencing stressful situations in their own lives may have caring responsibilities, for other adults or children (Level 2) • Willingness to listen to adults at risk, families and carers and to act on issues and concerns (Level 2) • Recognise how own beliefs, experience and attitudes might influence involvement in safeguarding work (Level 2) • Recognise how own actions impact on others (Level 2) • an awareness of the importance of adults rights in the safeguarding context, and the essential knowledge of relevant legislation eg, human rights acts and mental capacity legislation (Level 2) <p>4. Understanding the procedures for raising a 'Safeguarding Concern'</p> <ul style="list-style-type: none"> • Your role in terms of safeguarding concerns. • Your organisation's Safeguarding Adults policy and procedures. • Ensuring the immediate safety (e.g. contacting police) when the risk of abuse is high. • Working in a manner that seeks to reduce the risk of abuse. • Ability to outline the processes for informing an appropriate person of Safeguarding Adults concern. • Maintaining appropriate confidentiality. • Know what to do if there are concerns about adult abuse, harm and neglect, including local policies and procedures around who to contact, where to obtain further advice and support, and have awareness of how to raise concerns (Level 2). • Know about the importance co-operation, sharing information (including the consequences of failing to do so) (Level 2). • Able to seek appropriate advice and report concerns, and feel confident that they have been understood (Level 2). <p>6. Have knowledge of policy, procedures and legislation that supports Safeguarding Adults activity</p> <ul style="list-style-type: none"> • National and local policies/legislation that support Safeguarding activity including but not limited to: -
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	<ul style="list-style-type: none"> - Mental Capacity Act 2005 – - Care Act 2014 – - Deprivation of Liberty Safeguards 2009 – - Human Rights Act 1998 – - Care standards for registered services – - Employing agency’s policy and procedures • Understanding how to ‘whistleblow’ using related policies and procedures. • Know what to do if concerns are not being taken seriously or they experience any other barriers to raising a concern about an adult at risk of abuse, harm or neglect (Level 2). • Awareness of the principles of mental capacity legislation and the relevance and impact in adult safeguarding (Level 2). <p>6. Ensuring effective administration and quality of safeguarding processes.</p> <p>As appropriate to role this may include:</p> <ul style="list-style-type: none"> • Arranging safeguarding meetings. • Understanding relevant internal policies and procedures. • Taking accurate, well-written minutes of safeguarding meetings. • Maintaining accurate records and information governance. • Recording and accurately respond to information governance. • Understanding the Data Protection Act 1998.
<p>Staff Group B (Responders and Specialist Staff/Health Level 2 and Level 3)</p> <p>This group have considerable professional and organisational responsibility for Safeguarding adults. They have to be able to act on concerns and contribute appropriately to local and national policies, legislation and procedures. This group needs to work within an inter or multi-agency context</p> <ul style="list-style-type: none"> • NHS Level 3: All practitioners who have regular contact with patients, their families or carers, or the public. • NHS Level 4: Registered health care staff working with adults who are engaging in assessing, planning, intervening and evaluating the needs 	<p>7. Ensure service users are informed and supported in their decision making around Safeguarding Adults concerns</p> <p>This includes:</p> <ul style="list-style-type: none"> • Adopting a person-centred approach • Making Safeguarding Personal • Ensuring that all Safeguarding Adults practice is in line with the wellbeing of the adult at risk throughout the process and is consulted with as per the Care Act 2014 • Recognising service users’ rights to freedom of choice. • Accessing appropriate advocacy support for service users. • Working with service users to ensure they are fully aware of all options available to them and also of the preventative measures that they may be able to put in place to protect themselves from abuse i.e. lasting powers of attorney (Mental Capacity Act) and/or police involvement. • Providing information on local and national groups that may be able to provide support e.g. victim support, Independent Mental Capacity Advocacy (IMCA) service and/or local carers group. • Providing written and verbal information on local Safeguarding Adult processes and how they can be accessed by service users and carers.

of adults where there are safeguarding concerns (as appropriate to role).

- Social workers
- Voluntary/Independent Sector Managers
- Doctors and Nurses
- Frontline managers
- Integrated team managers
- Heads of Nursing
- Health and Social Care Provider Service Managers (Safeguarding champions)
- Prison managers
- Mental Capacity Act leads
- Best Interest Assessors and DoLs (Soon to be LPS)
- Advocates
- Therapists
- Fire & Rescue
- Staff working in Multi-agency Safeguarding Hubs (MASH)
- Social Worker or Care Manager who has received joint training, with the Police, on adult protection
- ABE Trained Investigating Officers

They should:

- Ensure service users are informed and supported in their decision making around Safeguarding adults concerns
- Ensure information is shared appropriately and all relevant partners are involved
- Demonstrate appropriate responses

- Working preventively with adults at risk.
- Developing protective strategies for those that decline services.
- Actively engaging with individuals who decline services and/or engage support of others to achieve this.
- Providing feedback to those making referrals on the status of the case as appropriate.
- Understands how to support adults at risk who do not feel able to participate in service support, for example those experiencing coercive control, environmental health issues (Level 2)
- Acts to ensure effective advocacy for the adult at risk of abuse, harm or neglect (Level 2)
- Arranges advocates if required, communicating with people about safeguarding, risk and protection planning. This includes facilitating communication with use of interpreters, speech and language colleagues and aids to improve communication (Level 2)
- Discusses the situation with the person, documents and reports concerns, recording the wishes and views of the adult at risk. Undertaking history taking and physical examination in a manner that is appropriate for safeguarding and legal processes, as appropriate to the practitioner's role (Level 3).
- Understand the effects of carer behaviour and family factors on adults at risk of abuse, harm or neglect and the inter-agency response (Level 3).
- Able to communicate effectively with adults to recognise and to ensure those lacking capacity to make a particular decision or with communication needs have opportunity to participate in decisions affecting them (Level 3).
- Supports a culture of inclusivity in diversity and equality for staff and patients/service users (Level 3).

8. Ensure information is shared appropriately and all relevant partners are involved.

This includes:

- Consulting with line management and being accountable.
- Accessing support for the recovery from abuse/neglect.
- Engaging all relevant partners and sharing information appropriately.
- Evidencing multi-agency partnership working.
- Practicing effective multi-agency partnership e.g. convene strategy meeting.
- Attending and contributing to investigations/meetings/information sharing.
- Evidencing information sharing.
- Engaging in activities related to s.42 enquiries as appropriate.
- Understanding when to contact out of hours services.
- Using emergency services when necessary, e.g. call for an ambulance and/or police intervention.
- Shares appropriate and relevant information with other teams within relevant information sharing protocols (Level 2).
- Draws on clinical and professional knowledge and expertise of what constitutes adult abuse, harm or neglect to

to Safeguarding Adult Concerns

- Maintaining accurate and complete records and achieving best evidence
- Managing Safeguarding Adult concerns and enquiries
- Awareness and application of legislation, local and national policy and procedural frameworks
- Demonstrate skills and knowledge to contribute effectively to the Safeguarding process

support others in fulfilling their adult safeguarding duties (Level 3).

- Advises others on appropriate information sharing (Level 3).
- Know when to liaise with expert colleagues about the assessment and management of adult safeguarding and adult protection planning (Level 3).
- Know how to share information appropriately, taking into consideration confidentiality and data-protection issues and record decisions made (Level 3).
- Understands duty of candour (Level 3).
- Understand and contribute to processes for auditing the effectiveness and quality of services for safeguarding including audits against national guidelines and local safeguarding adults auditing tools (Level 3)

9. Demonstrate appropriate responses to Safeguarding Adult Concerns

This includes:

- Effective risk/safeguarding plans.
- Planning and carrying out agreed strategy to protect an adult from abuse during and following investigation.
- Identifying and reducing potential and actual risks after disclosure/allegation has been made.
- Exercising defensible decision making.
- Responding to alerts/concerns in a timely manner.
- Ensuring safeguarding activity is appropriate and proportionate.
- Ensuring the person's mental capacity is considered.
- Accessing all relevant legal powers and remedies.
- Implementing effective strategies to manage self-neglect.
- Responding appropriately to concerns about: human trafficking and modern slavery; and honour-based violence and forced marriage.
- Responding appropriately to adults at risk who cause harm.
- Identifying and responding effectively to factors increasing vulnerability to abuse.
- Accessing and using effectively a range of community safety processes.
- Demonstrating interpersonal skills and addressing 'difficult conversations'.
- Being aware and challenging, if necessary, organisational cultures that may lead to poor practice in safeguarding
- Addresses the immediate safety of the person and ensures that a protection plan is put in place immediately when the risk of abuse is high (Level 2).
- Identifies and refers to appropriate services any other associated persons including carers and children at risk (Level 2).
- Practises in a manner that seeks to reduce the risk of abuse, harm or neglect (Level 2).
- Uses professional and clinical knowledge, and understanding of what constitutes any signs of adult abuse, harm or neglect. Including the further recognition of local safeguarding priorities, for example, financial abuse,

Prevent, modern slavery (Level 2).

- Understands the ways in which abuse, harm and neglect can impact on personal identity throughout the life course (Level 2).
- Understands the significance of health deficits on health and wellbeing through the life course, for example homelessness, loneliness and poverty (Level 2).
- Undertakes regular documented reviews of own (and/or team) safeguarding practice as appropriate to role (in various ways, such as through audit, case discussion, peer review, reflective practice, supervision and as a component of refresher training) (Level 3)
- Works with other professionals and agencies, with adults and their families where there are safeguarding concerns in risk management and protection planning (Level 3).
- Understand information sharing, confidentiality, and consent (Level 3).
- Understands the notion of proportionality, recognising that unforeseen events occur and people can take risks and make unwise decisions (Level 3).
- Able to contribute to and make considered decisions on whether concerns can be addressed by providing or signposting to sources of information or advice.
- Identifies risks and contributes to risk assessments (Level 3).
- Able to contribute to/formulate and communicate effective safeguarding plans for adults at risk of abuse, harm or neglect (Level 3).

10. Maintaining accurate and complete records and achieving best evidence.

This includes:

- An explicit understanding of issues of confidentiality and data protection.
- Evidencing collation and monitoring of 'Safeguarding Alerts' within your service through observation and discussion.
- Demonstrating awareness of and confidence to use 'whistleblowing' policy and procedures when required.
- Demonstrating a comprehensive and detailed knowledge of gathering, evaluating and preserving evidence.
- Providing evidence of report writing, recording and interview skills.
- The use of appropriate forms and recording systems.
- Undertaking contemporaneous record keeping.
- Evidencing contemporary case recordings.
- Providing evidence of protection planning.
- Demonstrating court skills e.g. providing a credible testimony in court
- Documents safeguarding concerns in order to be able to inform the relevant staff and agencies as necessary, maintains appropriate records, records the wishes and views of the adult at risk and differentiates between fact and opinion. Registered professionals at level two also need to have an understanding of forensic

requirements. For example, radiographers undertaking skeletal survey examinations for forensic purposes (Level 2).

- Understands the legal, professional, and ethical responsibilities around information sharing, including the use of assessment frameworks (Level 2).
- Understands the best practice in documentation, record keeping, and data protection issues in relation to information sharing for safeguarding purposes (Level 2).
- Able to document safeguarding concerns, and maintain appropriate record-keeping, recording the wishes and views of the adult at risk, differentiating between fact and opinion (Level 2).
- Able to share appropriate and relevant information between teams – in writing, by telephone, electronically, and in person within relevant information sharing protocols (Level 2).
- Attends relevant multidisciplinary meetings to present supporting evidence within relevant information sharing protocols. If unable to attend contributes written reports or information as required/requested/ relevant in accordance with confidentiality and information sharing requirements (Level 3).
- Able to challenge other professionals when required and provide supporting evidence (Level 3).
- Able to contribute to inter-agency assessments and to undertake an assessment of risk when required (Level 3).
- Able to complete the audit cycle and/or research related to safeguarding as part of appropriate clinical governance and quality assurance processes (as appropriate to role) (Level 3).

11. Managing Safeguarding Adult concerns and enquiries

As appropriate to role this may include:

- Demonstrating ability to manage cases through safeguarding adult processes.
- Ability to coordinate safeguarding enquiries.
- Promoting outcome-focused adult safeguarding practice and decision making.
- Supporting and supervising safeguarding adult concerns.
- Undertaking safeguarding enquiry with support from Safeguarding Adult Manager.
- Negotiating safeguarding plans with adult at risk that is outcome-focused and includes risk enablement, specialist protection assessment recovery as needed.
- Identifying how best evidence is achieved.
- Demonstrating the ability to undertake structured and appropriate interviews.
- Demonstrating how to produce comprehensive enquiry reports.
- Ability to chair safeguarding focused meetings (virtual or actual).
- Ability to review and analyse information within the Investigator's report.
- Appropriate involvement of adult at risk, advocate witnesses and source of harm.
- Be familiar with the guidance related to participation in safeguarding enquiries and reviews (Level 2).
- Understands the professional duty to report crime in line with organisational and professional guidance (Level 2).

- Understands the importance of establishing, acting or making a decision in person's best interests as reflected in legislation and key statutory and non-statutory guidance (Level 2).
- Undertakes and contributes to and supports inter-agency assessments or enquiries particularly when the enquiry needs to be undertaken by the person with the relationship with the adult. Gathering and sharing of information, including the person's views on risk and risk management. Where appropriate, analysis of risk including supporting others to undertake these activities (Level 3).
- Contributes to and/or co-ordinates protection planning, resolution and recovery – as appropriate to safeguarding concern (Level 3)
- Understands what constitutes, as appropriate to role, forensic procedures and practice required in adult safeguarding, and how these relate to clinical and legal requirements (Level 3).
- Able to present safeguarding concerns verbally and in writing for professional and legal purposes as required (and as appropriate to role) (Level 3).
- Able to work with adults and carers where there are safeguarding concerns as part of the multi-disciplinary team and with other disciplines (Level 3).

12. Awareness and application of legislation, local and national policy and procedural frameworks.

This includes:

- Working to local and national guidance in Safeguarding within an appropriate legal policy and professional context.
- Critical understanding on the levels, thresholds or pathways of investigating in response to a 'Safeguarding referral' and the requirements of gathering initial information.
- Using legislation where immediate action may be required, e.g. Section 4 of the Mental Health Act 1983 or urgent authorisation under Deprivation of Liberty Safeguards
- Knowing what legislation/policy informed a specific piece of work and why. Including but not limited to:
 - Mental Capacity Act (Section 44)
 - Care Act 2014
 - Deprivation of Liberty Safeguards (DOLS) (Soon to be LPS – Liberty Protection Safeguards)
 - Human Rights Acts 1998
 - Sexual Offences Act 2003
 - Police and Criminal Evidence Act 1984
 - Fraud Act 2006 (Section 4)
 - Care Standards Act 2000 (Section 23)
 - Court Protection MCA (Section 15)
 - Independent Safeguarding Authority (ISA)
 - Multi-Agency Public Protection Arrangements (MAPPA)

- Multi-Agency Risk Assessment Conference (MARAC)
- Equalities Act 2010
- Domestic Violence, Crime and Victims Act 2012
- Using alternative policy and legislation to support preventative strategies e.g. carer support and community safety processes.
- Understanding how policy/legislation can have the potential to be used oppressively e.g. Mental Capacity Act, Best Interest Decisions may conflict with Human Rights (Article 3).
- Understand the levels or criteria for investigating in response to a safeguarding referral and the requirements of gathering initial information
- Know what legislation is relevant to undertaking safeguarding activity
- Understands own and colleagues' roles, responsibilities, and professional boundaries, including what constitutes both organisational and professional abuse. Is able to raise concerns about conduct of colleagues (Level 2).
- Understands local safeguarding structures and arrangements (Level 2).
- Acts in accordance with key statutory legislation and non-statutory guidance relevant to country of practice (Level 2).
- Understands mental capacity legislation as relevant to the country of practice. When DoLS (soon to be LPS) are required/invoked (if appropriate), the role of mental capacity advocates, the role of lasting power of attorney and the role of the public guardian/Office of Care and Protection (OCP) and future planning arrangements such as court appointed deputies, advance decisions to refuse treatment, advanced statements and acts in best interests of the adult at risk as required (Level 2).
- Undertakes capacity assessments within the framework of the relevant legislation (if appropriate to role) and is able to understand who needs to be included or consulted with in making decisions in a person's best interests (Level 3).
- Understand the implications of legislation, inter-agency policy and national guidance (Level 3)
- Understand the role, remit and procedures of local safeguarding boards and panels (Level 3).
- Understand inter-agency frameworks and assessment processes, including the use of relevant assessment frameworks (Level 3).
- Understands national and local frameworks for the assessment of risk and harm (Level 3).
- Recognises when additional support is needed in managing adult safeguarding including support with all legal and court activities (such as writing statements, preparing for attending court) and the need to debrief in relation to a case or other experience where appropriate to role (Level 3).

13. Demonstrates skills and knowledge to contribute effectively to the Safeguarding process.

This includes:

- Describing the potential impact of abuse on adults at risk, the staff or individuals who are alleged to have committed abuse and the informal carer who may have raised the alarm.
- Knowledge of specific forms of risk - self neglect, fire safety, domestic violence.
- Describing when emergency protection plans may be required.
- Risk assessment and management plans.
- Knowledge of prevention and early intervention.
- Understanding the different roles and responsibilities of the different agencies involved in investigating allegations of abuse.
- Knowledge of anti-social behaviour, human trafficking/modern slavery, so called 'honour-based violence', forced marriage and Female Genital Mutilation.
- Knowledge of resilience factors and how these might interact with Safeguarding
- Knowledge of how abuse may affect individuals' decision-making processes, e.g. domestic abuse.
- Describing the purpose of a planning meeting/discussion, and how to contribute to this and any subsequent enquiry plan.
- Describing the purpose of a Safeguarding outcomes meeting, and how to contribute to this and any subsequent protection plan.
- Recognise obligations to act when they have a safeguarding concern and acting is against the expressed wishes of the person (Level 2).
- Understands how to access local safeguarding supervision, networks and support (Level 2).
- Able to identify where further support is needed, when to take action, and when to refer to managers, supervisors or other relevant professionals, including referral to social services (Level 2).
- Recognises how own beliefs, experience and attitudes might influence professional involvement in safeguarding work (Level 2).
- Understands the purpose and process of case reviews (Level 3).
- Contributes to case reviews, panels, internal partnerships and local forms of review (Level 3).
- Applies the lessons learnt from audit and case reviews to improve practice (Level 3).
- Undertakes clinical supervision and provides support for other staff (as appropriate to role) (Level 3).
- Understand the interface between safeguarding and the criminal justice system as appropriate to role (Level 3).
- Understand relevance of multi-agency audits and own role in multi-agency inspection processes (Level 3).
- Understands the principles of effective adult safeguarding supervision and peer support (Level 3).
- Know about models of effective clinical supervision and peer support (Level 3).
- Aware of resources and services that may be available within health and other agencies, including the voluntary sector, to support families (Level 3).
- Know what to do when there is an insufficient response from organisations or agencies (Level 3)
- Explains the management of the death of an adult in a safeguarding context (Level 3).

	<ul style="list-style-type: none"> • Able to act proactively to reduce the likelihood of abuse, harm or neglect to adults at risk (Level 3) • Able to contribute to, and make considered judgements about how to act to promote wellbeing and to safeguard an adult when needed (Level 3). • Able to give effective feedback to colleagues (Level 3) • Able to identify (as appropriate to role) associated medical conditions, mental health needs and other co-morbidities which may increase the risk of abuse, harm or neglect and be able to take appropriate action (Level 3). • Able to assess (as appropriate to the role) the impact of, carer and family issues on adults at risk of abuse, harm or neglect including mental health needs, learning/intellectual disabilities, substance misuse and domestic abuse and long-term conditions (Level 3). • Able to participate and chair multidisciplinary meetings as required (as appropriate to role) (Level 3). • Applies lessons from case reviews (Level 3) • Understands the importance and benefits of working in an environment that supports professionals and colleagues including knowing when to seek and offer support (Level 3). • Creates and supports a working environment that enables professionals to develop skills and knowledge in adult safeguarding (Level 3). • Understands the potential personal impact of safeguarding work on professionals and colleagues (Level 3).
<p>Staff Group C (Decision Makers/NHS Level 4 and Level 5*)</p> <p>This group is responsible for ensuring the management and delivery of Safeguarding Adult services is effective and efficient. In addition they will have oversight of the development of systems, policies and procedures within their organisation to facilitate good working partnerships with allied agencies to ensure consistency in approach and quality of service.</p> <ul style="list-style-type: none"> • NHS Level 4: Specialist roles – named professionals. • NHS Level 5: Specialist roles – designated professionals. • Operational managers • Strategic managers • Independent Chairs 	<p>14. The provision of training and supervision to develop and promote Adult Safeguarding.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Appropriate and proportionate safeguarding activity. • Risk assessment and management. • Practice which is consistent with Making Safeguarding Personal guidelines. • Prevention and early intervention. • Information sharing duties and powers. • Understanding multi-agency roles and responsibilities and ensuring these are met. • Multi-agency safeguarding awareness within appropriate legal, policy and professional context. • Legal powers and remedies. • Understanding appropriate legislation including but not limited to: <ul style="list-style-type: none"> - Mental Capacity Act 2005 - Deprivation of Liberty Safeguards • Awareness of updated protocols and following /implementing them • Understanding of specific types of abuse including: <ul style="list-style-type: none"> - Self neglect - Domestic violence - Anti social behaviour

- Heads of Assessment and Care managers
- Service managers
- Police
- Probation
- Prison service

This includes:

- The provision of training and supervision to develop and promote Adult Safeguarding
- Robust inter-agency and multi-agency systems to promote best practice
- Support the development of robust internal systems to provide a consistent, high quality Safeguarding Adults service
- Chair Safeguarding Adults meetings or discussions
- Ensure record systems are robust and fit for purpose

- Human trafficking/modern slavery
- Forced marriage
- So called 'Honour based violence'
- Female Genital Mutilation
- Interpersonal skills and addressing difficult conversations.
- Evidence gathering and interview skills.
- Recording and defensible decision making.
- Court skills and the provision of credible testimony in court.
- Auditing and monitoring.
- Works with the safeguarding team and partners in other agencies to conduct safeguarding training needs analysis, and to commission, plan, design, deliver and evaluate single and inter-agency training and teaching for staff in the organisations covered (Level 4).
- Works effectively with colleagues from other organisations, providing advice as appropriate (Level 4).
- Have a sound understanding of forensic requirements as it relates to clinical practice, including the procedures and investigations required in adult abuse, harm or neglect (as appropriate to role) (Level 4).
- Have an advanced knowledge of relevant national safeguarding issues, policies and implications for practice (Level 4)
- Understand the commissioning and planning of safeguarding services where appropriate to role (Level 4).
- Know about the professional and experts' role in criminal justice and court processes (Level 4).
- Able to effectively communicate advice about safeguarding policy and legal/assurance frameworks (Level 4).
- Able to support colleagues in challenging views offered by professionals and others, as appropriate (Level 4).
- Able to analyse and evaluate information and evidence to inform inter-agency decision making across the organisation (Level 4).
- Able to support others across the organisation in writing a chronology and review about individual adults, summarising and interpreting information from a range of sources (Level 4).
- Able to lead service reviews (Level 4).
- Able to establish adult safeguarding quality assurance measures and processes (Level 4).
- Able to undertake training needs analysis, and to teach and educate health professionals (Level 4).
- Able to review, evaluate and update local guidance and policy in light of research findings (Level 4).
- Able to advise and inform others about national issues and policies and the implications for practice (Level 4).
- Able to deal with the media and organisational public relations concerning safeguarding with organisational support and guidance (Level 4).
- Able to promote research evidence and best practice in adult safeguarding (Level 4).

15. Robust inter-agency and multi-agency systems to promote best practice.

This includes:

- Understanding national policy and procedures and how these relate to the development and application of local Safeguarding policy and procedures in a multi-agency context.
- Ensuring necessary policy and procedures are in place to support supervisory and reflective practice.
- Ensuring prevention strategies are in place
- Challenging poor practice.
- Demonstrating effective training and CPD activity is commissioned to support the development of Safeguarding Adult services.
- Carrying out effective monitoring and auditing
- Able to effectively communicate local safeguarding knowledge, research and findings from audits and challenge poor practice. Support and develop improvements in care/practice/local responses/services/act in response to identified locality knowledge needs (Level 4).
- Facilitates and contributes to own organisation audits, multi-agency audits and statutory inspections establish governance structure and annual reporting monitoring and review (Level 4).
- Undertakes and contributes to case reviews (Level 4)
- In conjunction with designated safeguarding lead, co-ordinates and contributes to implementation of action plans and the learning following reviews (Level 4).
- Able to participate in a case review, leading internal management reviews as part of this function (Level 4).
- Able to work effectively with colleagues in regional safeguarding clinical networks (Level 4).

16. Support the development of robust internal systems to provide a consistent, high quality Safeguarding Adults service.

This includes:

- Ensuring the workforce has necessary skills and knowledge to work effectively.
- Ensuring effective training, policy and procedures are in place to support effective risk and decision making in practice.
- Ensuring supervisors are suitably trained to carry out the supervisory role.
- Ensuring supervision is carried out regularly to support Safeguarding activity.
- Supporting 'whistleblowing' policy and procedures.
- Monitoring Safeguarding systems.
- Be able to align national guidance to local practice (Level 4).
- Collaborate with workforce partners to ensure that the organisation is aligned with regulated employment

checks under the DBS (Level 4).

- Contributes as a member of the safeguarding team to the development of internal safeguarding policy, guidelines and protocols (Level 4).
- Provides advice and information about safeguarding to the employing authority, both proactively and reactively – this includes the board, directors, and senior managers (Level 4).
- Provides specialist advice to practitioners, both actively and reactively, including clarification about organisational policies, legal issues and the management of adult safeguarding cases (Level 4).
- Provides safeguarding supervision and leads or ensures appropriate reflective practice is embedded in the organisation, to include peer review (Level 4).
- Undertakes risk assessments of the organisation's ability to safeguard/protect adults at risk (Level 4).
- Understands the role and procedures of coroner's courts, court of protection and regulators professional bodies (Level 4).
- Aware of best practice in adult safeguarding (Level 4).
- Aware of latest research evidence and the implications for practice (Level 4).
- Advanced understanding of legislation, information sharing, information governance, confidentiality and consent including guidance from professional bodies (level 4)
- Have core knowledge and legal literacy relevant to the range of safeguarding issues (Level 4).
- Understand court and criminal justice systems, the role of different courts, the burden of proof, and the role of a professional witness in the stages of the court process (as appropriate to one's role) (Level 4).
- Know how to implement and audit the effectiveness of safeguarding practices on an organisational level against current national guidelines and quality standards (Level 4).

17. Chair Safeguarding Adults meetings or discussions:

This includes:

- Working in line with local policy and procedures and chair strategy meetings where it is deemed a senior manager is most appropriate, e.g. large-scale enquiries or sexual offences.
- Consulting with line management and being accountable.
- Providing supervision and opportunities for reflective practice.
- Able to lead investigations on behalf of social care organisations when requested to enable it to decide whether any action should be taken in the adult's case (Level 4).

	<p>18. Ensure record systems are robust and fit for purpose.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Understanding the Safeguarding Adult Review Process • Working within the Learning and Review Framework. • Demonstrating established systems to support good practice • Including but not limited to: <ul style="list-style-type: none"> - Maintaining records - Protection plan monitoring - Time management, e.g. investigators report • Ensuring appropriate record keeping of Safeguarding Adults meetings, e.g. minute taking. • Implementing audit and inspection regimes • As appropriate to role undertakes chronologies and the development of action plans using a root cause analysis approach (where appropriate) or other locally approved methodologies (Level 4). • Leads/oversees safeguarding quality assurance and improvement processes (Level 4).
<p>Staff Group D (Governance and Board Roles/NHS Health Level 5 and Board/CEO Levels)</p> <p>This group is responsible in ensuring their organisation is, at all levels, fully committed to Safeguarding Adults and have in place appropriate systems and resources to support this work in an intra and inter agency context.</p> <ul style="list-style-type: none"> • NHS Level 5: Specialist roles – designated professionals. • NHS Board level: Chief executive officers, trust and health board executive and non-executive directors/members, commissioning body directors. This includes boards of private, independent and charitable health care and voluntary 	<p>19. Lead the development of effective policy and procedures for Safeguarding Adult Services in your organisation</p> <p>This includes:</p> <ul style="list-style-type: none"> • Providing leadership for the workforce, stating clear aims and objectives in Safeguarding Adults. • Effectively communicating a proactive approach to Safeguarding Adults within your organisation. • Understanding the legal, policy and professional context for safeguarding. • Understanding and responding effectively to Care Act 2014 statutory duties. • Implementing the Making Safeguarding Personal guidance. • Being able to account for your organisation’s practice. • Providing scrutiny of key processes and responding to key questions. • Providing effective strategic leadership for safeguarding internally. • Providing effective strategic leadership for safeguarding as a partnership. • Ensuring ‘whistleblowing’ systems are in place. • Understanding the respective roles and responsibilities of partners. • Strategic understanding of the scope of Safeguarding services across the whole organisation. • Working in partnership with a range of agencies to promote Safeguarding Adult services. • Working with partner agencies to develop a consistent intra- and inter-agency approach to Safeguarding Adults. • Ensuring contractual arrangements with service providers adhere to Safeguarding Adults policy and procedures.

sector as well as statutory providers.

- Heads of Support Services
- Executive and senior managers
- Chief Executive
- Owner/Manager
- Heads of Directly Provided Services
- Heads of Assessment and Care Management Services
- Safeguarding Adults Boards

They should:

- Lead the development of effective policy and procedures for Safeguarding Adult services in their organisation
- Ensure plans and targets for Safeguarding Adults are embedded at a strategic level across their organisation
- Develop and maintain systems to ensure the involvement of those who use their services in the evaluation and development of their Safeguarding Adults services
- Promote awareness of Safeguarding Adults systems within their organisation and outside of their organisation

- Holding local agencies to account for their safeguarding work.
- Leads training needs analysis, and commissions, plans, designs, delivers, and evaluates adult safeguarding single and inter-agency training and teaching for staff across the health community (Level 5).
- Leads/oversees safeguarding quality assurance and improvement across the health community (Level 5).
- Leads innovation and change to improve safeguarding across the health economy (Level 5).
- Takes a lead role in conducting the health component of case reviews across whole health community (Level 5).
- Advanced and in-depth knowledge of relevant national policies and implications for practice (Level 5).
- Understanding of court and criminal justice systems, the role of the different courts, the burden of proof, and the role of professional witnesses and expert witnesses in the different stages of the court process. Be able to support or advise other professionals with legal documentation/court responsibilities within their organisations (Level 5).
- To ensure support for the named professionals within partner organisations (Level 5).
- Know how to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality standards (Level 5).
- Advanced knowledge of different specialties and professional roles (Level 5).
- Able to provide clinical supervision, appraisal, and support for named professionals (Level 5).
- Able to lead multidisciplinary team reviews (Level 5)
- Able to evaluate and update local procedures and policies in light of relevant national issues and developments (Level 5).
- Able to arbitrate and reconcile differences of opinion among colleagues from different organisations and agencies, escalating issues if necessary, to board, regional or legal colleagues (Level 5).
- To seek assurance that the role and responsibilities of the organisational board are properly discharged in relation to adult safeguarding (Board – Chair).
- To promote a positive culture of adult safeguarding across the board through assurance that there are appropriate policies and procedures for adult safeguarding and that these are being followed; and that staff and patients are aware that the organisation takes adult safeguarding seriously and will respond to concerns about the welfare and wellbeing of adults at risk (Board – Chair)
- To appoint an executive director or equivalent lead for adult safeguarding (Board – CEO).
- To ensure there are effective adult safeguarding processes throughout the organisation (Board – CEO).
- To ensure there is appropriate access to advice from dedicated named and designated professionals (Board – CEO).
- To ensure that operational services are resourced to support/respond to the demands of adult safeguarding effectively (Board – CEO).
- To ensure that an effective strategy for adult safeguarding is resourced and delivered including access to support (Board – CEO).
- To ensure that adult safeguarding is positioned as core business in strategic and operating plans and structures

(Board – Executive Director Lead).

- To understand the potential cause and consequences of gross negligence (Board – Executive Director Lead).
- To oversee, implement and monitor the ongoing assurance of adult safeguarding arrangements (Board – Executive Director Lead).
- To ensure the adoption, implementation and auditing of practice, policy and strategy in relation to adult safeguarding (Board – Executive Director Lead).
- To seek assurance that there is a programme of safeguarding training and continuous professional development, including recognised specific mentoring to support for formal adult safeguarding leads (Board – Executive Director Lead)
- To seek assurance that serious incidents relating to safeguarding are reported immediately and managed effectively including the sharing of lessons learnt (Board – Executive Director Lead)
- To ensure that any allegations against staff members are appropriately investigated and managed (Board – Executive Director Lead).
- To ensure appropriate scrutiny of the organisation’s safeguarding performance (Board – Non-executive Director Lead)
- To ensure assurance is provided to the board of the organisation’s safeguarding performance (Board – Non-executive Director Lead).
- Knowledge of the ethical, legal and professional obligations around information sharing related to adult safeguarding (Board)
- Knowledge about the statutory organisational obligation to be involved, participate and implement the learning from serious incidents, safeguarding adult reviews, domestic homicide and other review processes (Board).
- Knowledge about the need for, provision of and compliance with staff training both within commissioning and provider organisations as a statutory requirement (Board).
- Knowledge about the importance of all adult safeguarding policies and procedures with regard to personnel, and the requirement for maintaining, keeping them up to date and reviewed at regular intervals to ensure they continue to meet both patient and organisational needs (Board).
- Knowledge about the regulation and inspection processes and implications for the organisation if standards are not met by either commissioners or providers (Board).
- To be able to recognise possible signs of adult abuse, harm or neglect as this relates to their role (Board).
- To proactively to seek appropriate advice and report concerns (Board)

20. Ensure plans and targets for Safeguarding Adults are embedded at a strategic level across your organisation.

This includes:

- Ensuring serious cases are reviewed and lessons are learnt.

- Being aware of the findings from serious Safeguarding Adults Reviews and any implication for service delivery in respect of Safeguarding Adults in your organisation.
- Ensuring learning is applied in practice.
- Promoting the role of the Local Safeguarding Adults Board.
- Implementing Safeguarding Adult Reviews.
- Embedding the Care Act 2014 safeguarding provisions and statutory duties.
- Promoting person-centred and outcome-based approaches.
- Actively engaging in and having comprehensive knowledge of CQC inspections and findings and how these will be implemented to support service development in your organisation.
- Embedding sector-led improvement frameworks.
- Promoting Peer Challenge.
- Embedding the Quality Assurance Framework.
- Embedding the Learning and Review Framework.
- Promoting collaborative partnerships to underpin the roles and responsibilities of partners.
- Ensuring internal audit systems are robust.
- Implementing board governance arrangements.
- Provides, supports and ensures contribution to safeguarding appraisal and appropriate supervision for colleagues across the health community (Level 5).
- In depth understanding of safeguarding curriculum and training at both preregistration and post registration level (as appropriate to role) (Level 5).
- Able to work effectively with, and lead where appropriate, colleagues in regional and national safeguarding clinical networks (Level 5).
- Able to deliver high-level strategic presentations to influence organisational development (Level 5).
- Able to work in partnership on strategic projects with executive officers at local, regional, and national bodies, as appropriate (Level 5).
- (Level 5) Provides expert advice to service planners and commissioners, ensuring all services commissioned meet the statutory requirement to safeguard and promote the welfare of adults to include:
 - taking a strategic professional lead across every aspect of health service contribution to adult safeguarding within all provider organisations commissioned by the commissioners within each nation
 - ensures that commissioned services have robust systems, procedures, policies, professional guidance, training and supervision are in place in keeping with national legislation, procedures and recommendations
 - provides specialist advice and guidance to the board and executives of commissioner organisations on all matters relating to adult safeguarding including regulation and inspection
 - be involved with commissioners, providers and partners on direction and monitoring of safeguarding standards and to ensure that safeguarding standards are integrated into all commissioning processes and service specifications.

- monitors services across the health community to ensure adherence to legislation, policy and key statutory and non-statutory guidance.
- To understand the potential causes and consequences of gross negligence (Board – Chair).
- To seek assurance that there are robust governance processes in place to provide assurance on adult safeguarding (Board – Chair).
- Boards should appoint a non-executive director (NED) board member to ensure the organisation discharges adult safeguarding responsibilities appropriately (Board – Chair)
- To ensure the role and responsibilities of the organisational board in relation to adult safeguarding are met (Board – CEO).
- To understand the potential causes and consequences of gross negligence (Board – CEO).
- To seek assurance that the organisation adheres to relevant national/local guidance and standards for adult safeguarding (Board – CEO).
- To promote a positive culture of adult safeguarding ensuring there are appropriate policies and procedures for adult safeguarding (including regular updating) and that staff, volunteers and patients are aware that the organisation takes adult safeguarding seriously and will respond to concern about the welfare and wellbeing of adults at risk (Board – CEO).
- Within commissioning organisations to ensure the appointment of dedicated designated adult safeguarding professionals or equivalent (Board – Executive Director Lead).
- Within commissioning organisations to ensure that provider organisations are quality assured for their adult safeguarding arrangements (Board – Executive Director Lead).
- Within both commissioning and provider organisations to ensure support of named/designated lead professionals across primary and secondary care and independent practitioners to implement safeguarding Arrangements (Board – Executive Director Lead).
- Knowledge of health benefits and financial impact of adult safeguarding on the local health economy (Board).
- Knowledge of the potential causes and consequences of gross negligence (Board).
- If working within a commissioning organisation, knowledge about the importance of regular reporting and monitoring of safeguarding arrangements within provider organisations (Board).
- Knowledge about board level risk relating to adult safeguarding and the need to have arrangements in place for rapid notification and action on serious incidents (Board).
- Knowledge about the requirement of the board to have access to appropriate high quality clinical and forensic advice on adult safeguarding from dedicated named/designated professionals or equivalents (Board).

21. Develop and maintain systems to ensure the involvement of those who use your services in the evaluation and development of your Safeguarding Adults services.

This includes:

- Providing evidence of how patients, service users, carers and customers are involved in Safeguarding activity.
- Ensuring service users, patients, carers and customers are supported and involved in all aspects of activity, and that their feedback impacts upon service plans, locality action plans and the delivery of Safeguarding
- Able to work with public health officers to undertake robust safeguarding population based needs assessments that establish current and future health needs and service requirements across the health community as appropriate to country of practice (Level 5)
- Able to provide an evidence base for decisions around investment and disinvestment in services to improve the health of the local population and to safeguard adults and articulate these decisions to executive officers (Level 5).
- Personal commitment to listen and to act on issues and concerns, as well as an expectation that the organisation and professionals within it value and listen to adults at risk (Board).
- Commitment to work in partnership with other organisations/patients and families/carers to promote high quality safeguarding (Board).
- Commitment to promote a positive culture around safeguarding within the organisation (Board).

22. Promote awareness of Safeguarding Adults systems within your organisation and outside of your organisation.

This includes:

- Publicising and promoting Safeguarding policy and procedures.
- Identifying the systems and structures in place that are used to raise awareness of Safeguarding Adults at a local and national level.
- Gives appropriate advice to specialist safeguarding professionals working within organisations delivering health services and to other agencies (Level 5).
- Takes a strategic and professional lead across the health community on all aspects of adult safeguarding (Level 5).
- Provides expert advice to increase quality, productivity, and to improve health outcomes adults at risk and those identified with safeguarding concerns (Level 5).
- Able to lead the health contribution in serious case reviews, drawing conclusions and developing an agreed action plan to address lessons learnt (Level 5).
- Able to plan, design, deliver and evaluate inter-agency safeguarding training for staff across the health community, in partnership with colleagues in other organisations and agencies (Level 5).
- Able to oversee safeguarding quality assurance processes across the whole health community (Level 5).
- Able to influence improvements in safeguarding services across the health community (Level 5).
- Able to proactively deal with strategic communications and the media on safeguarding across the health

community (Level 5).

- To ensure good information from and between the organisational board or board of directors, committees, council of governors where applicable, the membership and senior management on adult safeguarding (Board – Chair).
- To ensure and promote appropriate safe, multiagency/interagency partnership working practices including information sharing protocols (Board – CEO).
- Working in partnership with other groups including commissioners/providers of health care (as appropriate), local authorities and police to secure high quality, best practice in adult safeguarding (Board – Executive Director Lead).
- Knowledge of agencies involved in adult safeguarding, their roles and responsibilities, and the importance of interagency co-operation (Board).
- Knowledge about the statutory obligations to work with the local or area adult safeguarding board and other safeguarding partners including the independent and voluntary sectors (Board).
- To have the appropriate board level skills to be able to challenge and scrutinise safeguarding information to include; performance data, serious incidents, partnership working and regulatory inspections to enable appropriate assurance of the organisation’s performance in safeguarding (Board).

5.2 Training Delivery

All organisations working with adults at risk are responsible for ensuring that safeguarding training is delivered to the following standards:

- 1) A named professional is responsible for the identification and prioritisation of training within the agency/organisation
- 2) A current training strategy in relation to safeguarding adults, which is reviewed on an annual basis
- 3) All safeguarding training adheres to the following principles:
 - linked to current and evolving local, regional and national standards.
 - based on explicit principles and has clear aims and objectives.
 - well researched, evidence based, clear, accurate, relevant and up to date content including 'lessons learnt' (locally and nationally)
 - delivered by appropriately qualified and experienced trainers, who have attended a train the trainer programme or professional equivalent in an environment, which is conducive to learning.
 - reflects anti-oppressive, non-judgemental and anti-discriminatory practice.
 - reflects that the welfare of the adult at risk is paramount; incorporating and actively promoting adults' rights, voices and their needs
 - recognises and actively promotes the need for working in partnership and engaging with carers, where appropriate, when safeguarding adults at risk.
 - promotes the need for interagency working, bringing together people and organisations, to effectively safeguard adults from harm
 - evaluated to ensure that standards are being maintained, that it was well received and has had a positive impact on practice.

6. Evaluation of training

The WFD group does not accredit or approve single agency safeguarding training.

All organisations working with adults at risk and families should evaluate themselves against this workforce development policy in terms of their roles and responsibilities and compliance with the training standards. This evaluation should inform the organisation's training strategy.

LSAB will hold agencies to account in their efforts to ensure that all staff and volunteers working with adults at risk are trained in safeguarding to an appropriate level.

LSAB will monitor and evaluate the effectiveness of multi-agency safeguarding training on the LSAB training programme via:

- Course evaluations
- Feedback to and from trainers
- Planned observations of training sessions by WDG members using standardised forms and procedures.
- Single agency safeguarding learning and development audit programme (part of annual Learning Needs Analysis)
- Annual report on the effectiveness of safeguarding training and its impact
- 4LSAB Organisational Self-audit Tool (every 2 years)
- Learning workshops delivered in response to need by in-house expertise across agencies

7. Review of the policy

This policy will be reviewed on an annual basis by Isle of Wight Workforce Development Subgroup. It will be updated prior to this to reflect any changes in statutory guidance.