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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	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/	3 yearly Need to have completed level 1 and 2 (both once only) prior to attending level 3 training
3	Safeguarding Children Level 3 (Community Paediatric Child Safeguarding)	Training and Peer Reviews	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	Annual Copy of evidence sheet to be forwarded to the Education Team. Evidence of training and reviews to be kept with Consultant Community

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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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