

Training and Development

It is essential that everyone to whom this safeguarding policy applies is able to recognise and respond to possible safeguarding risks and issues across all relevant policy areas. The level of training and knowledge required is determined by each person's role and their level of contact with vulnerable customers – all roles within the organisation have been categorised using the requirements of the National Competencies Framework (NCF) for Children and Adults.

All training is delivered either face-to-face or via e-learning modules which are either delivered in partnership with, or endorsed by the respective safeguarding, domestic abuse, Prevent boards and strategic groups. **Safeguarding training is mandatory.** If you are unsure which level of training is relevant to your role or if you have any questions, please contact the relevant Deputy Safeguarding Officer or your line manager for advice.

Training is completed on a 6 year rolling programme. The e-learning modules relating to the safeguarding of children and adults can be accessed via the Lincolnshire Safeguarding Children Partnership ([LSCP](#)) website. To find out which training you need to complete, please see the tables below.

Training Group	Definition for Grouping	Who is this?
1	Those with infrequent contact with children, young people and vulnerable adults who may become aware of possible abuse, neglect or maltreatment.	All staff, volunteers and elected members
2	Those with regular contact or periods of intense but irregular contact with children, young people, and vulnerable adults who may be in a position to identify concerns regarding abuse, neglect or maltreatment.	Appropriate staff in Housing Neighbourhoods, Environmental Health, Revenues and Benefits, Rents
3	Those who represent the Council at multi-agency meetings dealing with the safeguarding and protection of vulnerable individuals (Team Around the Child (TAC), Child in Need (CiN), Child Protection(CP), Adult Safeguarding meetings, Multi-Agency Public Protection Arrangements (MAPPA), Multi-Agency Risk Assessment Conference (MARAC etc)	Deputy Safeguarding Officers Appropriate staff in Housing and Neighbourhoods
4	Those who are responsible for ensuring that the management and delivery of safeguarding duties is effective and efficient. They have oversight of the development of systems, policies and procedures in the organisation to facilitate good working partnerships with allied agencies to ensure consistency in approach and quality of service. Those responsible for ensuring their organisation is at all levels fully committed to safeguarding and have appropriate systems and resources in place.	Designated Safeguarding Lead, Deputy Safeguarding Officers, appropriate Directors, Heads of Service and Team Leaders

	Group
INDUCTION:	
Safeguarding Everyone in Lincolnshire	All
Safer Recruitment	4
Year 1	
Introduction to Safeguarding Adults	2,3,4
Introduction to Safeguarding Children	2,3,4
Domestic Abuse – Short Course	All
Domestic Abuse, Controlling Coercive Behaviour and Stalking	2, 3,4
Mental Capacity Act – An Overview	2, 3,4
Year 2	
Friends Against Scams	All
Hate Crime	All
Radicalisation and Extremism (or equivalent)	All
Basic Awareness of Child & Adult Sexual Exploitation	2, 3,4
Children and Young People who go Missing	2,3,4
Year 3	
Tackling Exploitation and Modern Slavery	All
Introduction to FGM, Forced Marriage, Spirit Possession & Honour Based Violence	2, 3
LSCP Pre-Birth Protocol	2, 3,4
LSCP Mobile Families Guidance	2, 3,4
Year 4	
Deprivation of Liberty Safeguards	2, 3,
Toxic Trio	2, 3
Understanding the Impacts of Suicidal Thoughts	All
Year 5	
An Introduction to the Autism Spectrum	2,3
A New Approach to Child Poverty	2,3
Working with Adults who Self-Neglect	2,3
Year 6	
Special Educational Needs and Disability (SEND)	2,3
Young Carers (Short Course)	2,3

Elected Members: All elected members will be offered safeguarding training when they are elected, as part of the induction process. They will also be required to complete the e-learning induction module ‘Safeguarding Everyone in Lincolnshire’ during their first year in office. Elected Members are also required to increase their safeguarding awareness during their term of office by completing training modules:

- Friends Against Scams
- Trafficking, Exploitation and Modern Slavery in Lincolnshire
- Radicalisation and Extremism
- Hate Crime

Staff without IT access: All staff without IT access will need to attend safeguarding briefing sessions. The briefing will cover general safeguarding principles, personal responsibilities and who to contact with any concerns.

Face to Face Training: Certain roles, mainly those in training groups 2 and 3, will require more in-depth, face-to-face training. This will be a decision for line managers and Heads of Service in relevant service areas e.g. Neighbourhoods, Homelessness and Housing. Below is a list of available training. This list and the e learning listed above is not exhaustive. All training can be accessed via the [LSCP](#) website. Please speak to your line manager if you feel any of these modules may be beneficial for you.

Face-to-Face Training	Days
Inter-Agency Safeguarding Children and Young People (there is an e-learning refresher module 'Safeguarding Children Refresher' 3 years after this course has been completed)	2
Section 42 Enquiries, Safeguarding Adults	1
Child Exploitation	1
Multi-Agency Domestic Abuse	1
Supporting Children and Young People with Mental Health in Lincolnshire	1
Mental Capacity Act	1
Recognise Disguised Compliance and Disengagement within Families	1
Drug Awareness	1
The Unrecognised Power of Language	1
Adult Exploitation	1