

NHS Cheshire CCGs Safeguarding Children Training Strategy Policy

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Effective from 13 November 2019

Applies to all employees of NHS Eastern Cheshire CCG, NHS South Cheshire CCG, NHS Vale Royal CCG and NHS West Cheshire CCG

This document will be read in conjunction with:

[Safeguarding Children, Young People and Adults at Risk in the NHS: Safeguarding Accountability and Assurance Framework \(NHS England, 2019\)](#)

[Working Together to Safeguard Children A guide to inter-agency working to safeguard and promote the welfare of children \(HM Government, 2018\)](#)

[Statutory Guidance on Promoting the Health and Well-being of Looked After Children \(Department of Health, 2015\)](#)

[Safeguarding Children and Young People: Roles and competences for health care staff Intercollegiate Document \(2019\)](#)

[Looked after Children: Knowledge, skills and competences of health care staff Intercollegiate Role Framework \(March 2015\)](#)

[Cheshire West and Chester Safeguarding Children Partnership policies and procedures](#)

[Cheshire East Safeguarding Children Safeguarding Children Partnership policies and procedures](#)

Policy Revisions and Amendments			
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Date	Section	Reason for Change	Approved By
	Introduction	Introduction altered to reflect current national guidance	
	Section 3	Update to reflect new safeguarding arrangements Updates documents and links.	

Policy Obsolete		
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Date	Reason	Approved By

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1. Introduction

The NHS Cheshire Clinical Commissioning Groups (CCGs) are committed to safeguarding and promoting the welfare of children and young people, who may be vulnerable. As commissioning organisations, the CCGs must ensure that its employees and staff working in services commissioned and contracted by them understand their role and responsibilities regarding safeguarding children and young people.

In accordance with the Children Act 2004 (Section 11) all individuals who work in health care organisations, both substantive staff and those working in services that are contracted or commissioned, must be trained and competent to recognise when a child may need to be safeguarded and know what to do in response to concerns about their welfare.

Working Together to Safeguard Children (2015 and 2018) sets out statutory guidance on the responsibilities of CCGs and NHS England to ensure that employees and independent contractors have an awareness of how to recognise and respond to safeguarding concerns.

2. Purpose

The purpose of this strategy is to provide a framework which ensures the Cheshire CCCs meet their contractual and legislative responsibilities to equip people to work effectively to safeguard and promote the welfare of children and young people. The strategy aims to provide information on mandatory safeguarding training requirements for all managers and staff within Cheshire CCGs and their commissioned services (**See Appendix A and Appendix B**).

The identification of the level of safeguarding training required is dependent on the CCGs staff member's role and responsibilities.

All training provided should respect diversity (including culture, race, religion, gender and disability), promote equality and encourage the participation of children and families in the safeguarding process.

All training provided should place the child at risk of abuse as the central focus and promote the importance of listening to the child or young person, understanding their daily life experience, ascertaining their wishes and feelings and never losing sight of their needs.

3. Roles and Responsibilities

The CCGs have a responsibility to train their staff so that they are competent to carry out their safeguarding responsibilities, including recognising and reporting safeguarding issues.

The Designated Nurses and Doctors take a strategic and professional lead across the health economy and also support the safeguarding Executive Lead within the CCGs in relation to this aspect of their role.

The CCGs safeguarding professionals have a responsibility to support the assessment and analyses of the training needs of all staff within the CCGs. Training needs are identified through a Training Needs Analysis completed by the Designated Nurses.

The CCGs safeguarding professionals have a responsibility to provide training and development for CCGs staff and Governing Body members, developing and maintaining training competencies that are compatible with national guidance and Local Safeguarding Children Partnership multi-agency policies.

They are responsible for ensuring that lessons learnt from major investigations (Child Safeguarding Practice Review, Case Panels, Case Reviews and Domestic Homicide Reviews) is incorporated into training and development opportunities.

Commissioned providers have a responsibility to adhere to training requirements outlined in the CCGs Commissioned Services Safeguarding Standards (aligned to Section 11. standards). These are incorporated into all provider contracts. They have a responsibility where relevant to adhere to the standards set out in the Care Quality Commission (CQC) “*Essential Standards for Quality and Safety*” in order to maintain registration with CQC, in particular outcomes 7: *Safeguarding People who use services from abuse* and outcome 14: *Supporting Workers*.

The Safeguarding Children Partnerships in line with Working Together to Safeguard Children 2018 operates to co-ordinate and ensure the effectiveness of safeguarding activity of all agencies within Cheshire East and Cheshire West and Chester Local Authorities.

The Children and Social Work Act (2017) places new duties on ‘three Safeguarding Partners’, namely the Local Authority, Police and Clinical Commissioning Groups to work together, and with other partners locally (known as Relevant Agencies), to safeguard and promote the welfare of all children in their area.

The requirements of the new safeguarding arrangements, as set out in Working Together 2018, have underpinned the establishment of our local arrangements in Cheshire West and Chester. The new arrangements have been developed in collaboration with a wide range of local organisations who have, and will continue, to support the work of the multi-agency partnership.

4. Monitor and Assurance

The CCGs are responsible for maintaining quality standards and quality assurance in relation to service delivery, both within the CCGs and across provider services. This responsibility includes ensuring that safeguarding and the need to protect children from harm is embedded within organisational culture.

The CCGs will require assurance that all staff employed by both the CCGs and its providers, have the knowledge and skills, appropriate to their role, to identify and act on safeguarding concerns, including concerns related to safeguarding children (including Child Exploitation), safeguarding adults at risk, Looked after Children, Domestic Abuse and other harmful practices.

This assurance will be obtained through relevant organisational quality and performance monitoring processes including Section 11 and CCGs safeguarding standards self-assessment audit, internal and external audit, and outcomes from inspections (e.g. CQC and Ofsted).

In order to provide assurance to the CCGs, all contracted practitioners / services will record and provide evidence to include:

- a. Quarterly Percentage of staff compliant with identified levels of safeguarding and looked after children training.
- b. The training programmes and materials delivered for safeguarding children are appropriate to the training needs of staff and meet the requirements laid out in the “*Safeguarding Children and Young People: roles and competences for health care staff- Intercollegiate Document*” (2019) and *Looked after Children* (2015).

- c. Learning from (Child Safeguarding Practice Reviews, Domestic Homicide Reviews, Critical Incidents, Complaints and User feedback is embedded within training.

5. Bibliography

In developing this Safeguarding Children Strategy account has been taken of the following statutory and non-statutory guidance, best practice guidance and the policies and procedures of the Safeguarding Children Partnership Executives.

- a. [Cheshire East Safeguarding Children's Partnership \(CESCP\)](#)
- b. [Cheshire West Safeguarding Children Partnership](#)
- c. [Children Act 1989](#)
- d. [Children Act 2004](#)
- e. [Department of Education and Departments of Health, Special Educational Needs and Disabilities:](#)
- f. [Promoting the health and wellbeing of looked-after children - Publications - GOV.UK](#)
- g. [Working Together to Safeguard Children \(2018\)](#)
- h. [Safeguarding Children, Young People and Adults at Risk in the NHS: Safeguarding Accountability and Assurance Framework 2019](#)
- i. [Safeguarding children and young people: roles and competences for health care staff Intercollegiate Framework March 2019](#)
- j. [Looked after children: Knowledge, skills and competences of health care staff Intercollegiate Role Framework March 2015](#)

Appendix A - NHS Cheshire CCGs Safeguarding Children Training Framework

NHS Cheshire Clinical Commissioning Groups Safeguarding Children Training Framework

The training framework is in line with the recommendations of:

- a) *Safeguarding Children and Young People: Roles and Competencies for Health Care Staff (Intercollegiate Document March 2019), Looked after children: Knowledge, skills and competences of health care staff (Intercollegiate Role Framework March 2015) and Working Together to Safeguard Children (2018).* **See Appendix B**

Staff will be enabled to participate in training on safeguarding and promoting the welfare of children on both a single and interagency basis. The training will be proportionate and relevant to the roles and responsibilities of each staff member, as identified by their manager.

Training can be delivered by any method that meets the requirement set out in the documents above.

All staff will undertake a level 1 e-learning package as part of their induction programme. This will be completed within six weeks of taking up post within the Clinical Commissioning Groups. This should provide key safeguarding/child protection information, including vulnerable groups, the different forms of child maltreatment, and appropriate actions to take if there are concerns.

Following induction, the majority of CCG staff, apart from the Governing Body, will require a 3 yearly update of safeguarding children Level 1 training. This will be available via an e-learning package or face to face training. However, managers should ensure that members of staff who fall into any other category as outlined in the training framework access the relevant single or multi-agency training. This will apply particularly to any clinical staff.

The Governing Body will require Level 1 knowledge, skills and competences (e-learning) as well as specific Governing Body focused training.

All staff must access mandatory safeguarding training as outlined in **Appendix B**.

Appendix B - Safeguarding Children Training Chart

SAFEGUARDING CHILDREN TRAINING CHART			
COURSE	FREQUENCY	STAFF	KNOWLEDGE, SKILLS, ATTITUDES AND VALUES AND COMMENTS
<u>Induction Programme</u>	On commencement of employment	All staff	See Intercollegiate Documents (March 2019 and March 2015)
<u>Level 1</u>	Every 3 years for non-clinical staff.	All Clinical Commissioning Group staff (apart from those staff identified as requiring a different level - see below).	See Intercollegiate Documents (March 2019 and March 2015)
<u>Level 2</u>	4 hours over a 3 year period.	All staff whose work brings them directly into contact (however small) with children, young people, parents and carers.	See Intercollegiate Documents (March 2019 and March 2015)
<u>Level 3</u>	12 – 16 hours over a 3 year period	Clinical staff working with children, young people, parents and carers. This includes GPs, Practice Nurses and children continuing care team	See Intercollegiate Documents (March 2019 and March 2015)
<u>Level 4</u>	24 hours over a 3 year period	Specialist roles – named professionals	See Intercollegiate Documents (March 2019 and March 2015)
<u>Level 5</u>	24 hours over a 3 year period	Specialist roles - designated professionals	See Intercollegiate Documents (March 2019 and March 2015)
<u>Governing Body</u>	Every 3 years	Chair of the Governing Body, Chief Officer, Directors and Members	See Intercollegiate Documents (March 2014 and March 2015) (Level 1 e-learning and specific Governing Body learning)

Governance Backpage

Version:1.0

This is version 1.0 of the Cheshire CCGs having a shared policy for this subject. This document therefore supersedes the following previous versions that were in operation at the individual CCGs:

NHS Eastern Cheshire CCG: Current version 3.0

NHS South Cheshire CCG: Current version 4.0

NHS Vale Royal CCG: Current version 4.0

NHS West Cheshire CCG: Current version 8.0

Date Issued:

NHS Eastern Cheshire CCG: 13 November 2019

NHS South Cheshire CCG: 31 October 2019

NHS Vale Royal CCG: 31 October 2019

NHS West Cheshire CCG: 31 October 2019

Date Ratified:

NHS Eastern Cheshire CCG: 13 November 2019

NHS South Cheshire CCG: 31 October 2019

NHS Vale Royal CCG: 31 October 2019

NHS West Cheshire CCG: 31 October 2019

Ratified by:

NHS Eastern Cheshire CCG: Quality and Performance Committee

NHS South Cheshire CCG: Quality and Performance Committee

NHS Vale Royal CCG: Quality and Performance Committee

NHS West Cheshire CCG: Quality Improvement Committee

Review Date:

NHS Eastern Cheshire CCG: October 2021*

NHS South Cheshire CCG: October 2021*

NHS Vale Royal CCG: October 2021*

NHS West Cheshire: CCG October 2021*

**Reviews may be undertaken sooner in line with timetable for planned structural changes for the Cheshire CCGs*

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