



Title	<b>Child Protection Training Strategy</b>
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## **1. Introduction**

Child Protection is everybody's business. All staff who come into contact with children and young people have a responsibility to protect and promote their welfare. They should know what to do to protect the child if they have concerns about their wellbeing. This responsibility also applies to staff working primarily with adults who have dependent children that may be at risk because of their parent/carers health or behaviour.

To fulfil these responsibilities, all health staff should have access to appropriate child protection training, learning opportunities, and support to facilitate their understanding of child protection and information sharing.

Training and education enables staff to be confident in the identification of a child who is at risk of being abused, to be clear of their role and responsibilities and know how to take the appropriate action.

The 'National Guidance for Child Protection in Scotland' (Scottish Government, 2014) states, "Individual agencies are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare." (p43)

## **2. Purpose**

The purpose of the strategy is to provide a framework for staff development, from induction through to specialist and advanced knowledge, which should be used by all staff and their managers as a guide for identifying their development needs in relation to protecting children and young people.

## **3. Child Protection Training in NHS Borders**

Child protection training is mandatory training.

The levels of training identified for NHS Borders are in accordance with the Scottish Government Child Protection Strategic Training Group (2010). 'The Child Protection Training Matrix' (Appendix 1) provides an overview of the training, course content, timescale for updates, target audience and reference to competencies. The learning and development required should be agreed by the member of staff and their line manager at their annual professional development meeting. Opportunities for training can be undertaken in a number of ways including peer review, professional discussion, shadowing, attendance at courses and individual study.

### **3.1 NHS Borders Induction**

All new staff must be aware of child protection issues and are required to complete the NHS Borders Corporate Induction Programme on employment.

The NHS Borders Corporate Induction Programme includes completion of the e-learning module and face to face brief presentation on Day 2 of the programme.

### **3.2 NHS Borders E-Learning Public Protection Foundation**

This training is delivered as an e-learning module and must be undertaken by all NHS Borders staff on a 2-yearly basis.

### **3.3 Multiagency Child Protection Training**

Scottish Borders Child Protection Committee is fully committed to ensuring all workers who come into direct or indirect contact with children, young people and other family members have access to learning and development opportunities which provide them with the appropriate level of knowledge, skills and values needed to carry out their roles and responsibilities in child protection effectively.

In 2012, the Scottish Government published a National Framework for Child Protection Learning and Development. This framework moves away from the notion of levels (e.g. level 1 and level 2 child protection training) to take account of the complex nature of work carried out when protecting children and young people and working with families, and the range of roles that may be involved.

The framework focuses instead on workforce groups within the multi-agency workforce, each of which requires different competences, knowledge and skills, based on the nature and extent of their contact (direct or indirect) with children, young people and other family members (and their consequent roles in relation to child protection).

The three workforce groups identified within the framework are:

- The 'general contact' workforce – those who come into contact with children, young people and families, but not usually involved in any in-depth personal work with them. They need the confidence and awareness to recognise when a child or young person may be in need of protection, and how to respond.
- The 'specific contact' workforce – those who carry out direct work with children, young people or other family members and/or form more in-depth relationships with them, and/or provide specific services to them. They may contribute to the risk assessment process and require the competencies, knowledge and skills of the general contact workforce, plus some additional competencies, knowledge and skills reflecting the nature of their involvement with the children, young people and families.
- The 'intensive contact' workforce – those who have specific designated responsibility for child protection issues as part of their role, and who need additional competencies, knowledge and skills to carry out their tasks.

The Child Protection Committee Training Subgroup plans and coordinates the development and delivery of multiagency training. This is supported by the Child Protection Training Coordinator.

Information/dates can be found on the Child Protection Committee website:

<http://onlineborders.org.uk/community/cpc/training-calendar>

### **3.4 Additional Multi-agency / Tailored Single Agency**

There is specific training covering topics relating to public protection targeted at staff who have role-specific child protection responsibilities (i.e. staff working with children and families at risk of harm or recovering from abuse or neglect).

Training needs should be discussed and agreed at professional development meetings with managers.

Tailored learning sessions/workshops on specific topics can be accessed at this level. This also includes multiagency training re violence against women, adult protection and parental substance misuse.

### **3.5 Specialist Child Protection Training**

Aimed at staff with specialist roles that require specialist knowledge and development to manage or deliver child protection services should undertake appropriate specialist training when required.

Updates at this level should be annually discussed and agreed by managers at professional development meetings.

Main Target Group: doctors and nurses working in child protection.

## **4. Competency Frameworks**

The following resources should be utilised for appraisal and personal development planning.

'Core Competency Framework for the Protection of Children' (NHS Education Scotland, 2011)

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/resources/publications/core-competency-framework-for-the-protection-of-children.aspx>

'Safeguarding Children and Young People: Roles and Competencies for Health Care Staff, RCPCH, 2014)

<https://www.rcpch.ac.uk/resources/safeguarding-children-young-people-roles-competencies>

## **5. Monitoring and evaluation**

Training and Professional Development provide details of Child Protection e-learning completion.

The Child Protection Committee Training Team provides information about completion of multiagency child protection training.

**APPENDIX 1: NHS BORDERS CHILD PROTECTION TRAINING MATRIX**

<b>Course type</b>	<b>Target audience</b>	<b>Course duration</b>	<b>Course Content</b>	<b>Timescale for updates</b>	<b>Competencies</b>
<b>NHS Borders Induction</b>	All new staff		E-learning module (see below) 60 minute Public Protection face-to-face presentation on Day 2	Should be undertaken at commencement of post	To ensure new staff are clear about their own responsibilities to protect children and young people
<b>NHS Borders Public Protection Foundation e-learning</b>	All staff	1-hour via e-learning	E-learning module with information, learning activities and links to further information: - know how to recognise concerns - know who to contact for advice and support - know how to access Child and Adult Protection Procedures - information sharing and recording information	2-yearly	RCPCH Non-clinical staff: level 1 Clinical staff: level 2  NES Clinical staff: level 1
<b>Multiagency training: Essential Issues in Child Protection - Practice</b>	Anyone who has any contact with children, young people and/or family members is referred to as the <b>general contact workforce</b>  <i>(note: staff do not have to attend this training if they have evidence of attendance from their previous employment)</i>	½ day	The core competencies relating to child protection for a worker in this workforce group are to: <ul style="list-style-type: none"> <li>• Recognise where there may be concerns about a child's wellbeing; and</li> <li>• Know the procedure and take the appropriate action.</li> </ul> <p>In addition, all aspects of the recommended key skills and key knowledge highlighted in the Child Protection National Learning and Development Framework 2012 will be addressed.</p> <p>Staff completing this training must</p>	3-years	RCPCH Non-clinical staff: level 1 Clinical staff: level 2  NES Clinical staff: level 1

			also undertake the Child Sexual Exploitation Training (½ day)		
<b>Multiagency training: Child Sexual Exploitation Training</b>	Essential for those who come into contact with children or young people as part of their work, voluntary or leisure activities. Must have completed Essential Issues Practice before attending.	3 hours	The core competencies relating to child protection for a worker in this workforce group are to: <ul style="list-style-type: none"> <li>• Recognise where there may be concerns about a child's wellbeing; and</li> <li>• Know the procedure and take appropriate action</li> <li>• Have knowledge about roles and responsibilities locally</li> </ul>		RCPCH Level  NES Level
<b>Multiagency training: Roles and Responsibilities in Child Protection Practice</b>	Those who carry out direct and regular work with children, young people and/or family members including adult services come within the <b>specific contact workforce</b>  (For staff who need to know about the child protection process but may not be expected to attend child protection case conferences or core group meetings as part of your role, but also for staff expected to attend case conferences)	3 hours	The core competencies relating to child protection for a worker in this workforce group are to: <ul style="list-style-type: none"> <li>• Recognise where there may be concerns about a child's wellbeing; and</li> <li>• Know the procedure and take the appropriate action</li> <li>• Knowledge about roles and responsibilities locally</li> </ul> <p>In addition, all aspects of the recommended key skills and key knowledge highlighted in the Child Protection National Learning and Development Framework 2012 will be addressed.</p> <p>Staff completing this training must also undertake the Child Sexual Exploitation Training (½ day)</p>	3-years	RCPCH Level 3  NES Level 2

<b>Multiagency training: A Child's Journey through Child Protection</b>	<p>Those who carry out direct and regular work with children, young people and/or family members including adult services come within the <b>specific contact workforce</b></p> <p>(for staff who would be expected to attend child protection case conferences, core group meetings and children's hearings)</p>	1-day	Presentations and group discussion/activities: <ul style="list-style-type: none"> <li>• roles and responsibilities in child protection</li> <li>• thresholds for intervention and risk factors</li> <li>• legislation and policy</li> <li>• information sharing, consent and confidentiality</li> <li>• participation in child protection case conferences, core group meetings and child protection plans</li> </ul>	3-years	RCPCH Level 3  NES Level 2
<b>Multiagency training: Neglect Toolkit Training</b>	Essential for Health Visitors and recommended for those within the <b>specific contact workforce</b> who carry out direct work with children, young people and families	3 hours	<p>Specific training to introduce the Neglect Toolkit, consider how it will reduce risks for children and provide an opportunity to try out the Neglect Toolkit.</p> <p>This training is compulsory prior to using the Neglect Toolkit.</p>		
<b>Additional Multiagency / Tailored Single Agency</b>	Those who carry out direct and regular work with children, young people and/or family members including adult services come within the <b>specific contact workforce</b>	Variable	<p>Training needs should be discussed and agreed at professional development meetings with managers.</p> <p>Tailored lectures/workshops on specific topics (e.g. violence against women; adult protection; working with difficult, dangerous and evasive families; child protection</p>	Dependent on individually agreed PDP's	RCPCH Level 4  NES Level 3

			and disability; parental substance misuse).		
<b>Specialist Child Protection Training</b>	<b>Intensive Contact Workforce</b> has specific responsibilities for child protection issues as part of their role. This includes those with core responsibilities for assessment and planning for children and those involved in undertaking child protection investigations or working with complex cases	Variable	Annually discussed and agreed by managers at practitioner professional development meetings.	Dependent on individually agreed PDP's	RCPCH Level 5 NES Level 4