



Our vision: 'That children and young people in Nottinghamshire grow up in a safe and stable environment and are supported to lead healthy, happy and fulfilling lives'.

Multi-Agency Training Programme

April 2025-March 2026

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NSCP Training Programme

1. Purpose

This report details the multi-agency training programme for 2025/2026 coordinated and delivered by the Nottinghamshire Safeguarding Children Partnership (NSCP) in conjunction with its partner agencies. In addition, details of further safeguarding training opportunities provided by partner agencies are also included (Appendix C) for information. This programme is produced once at the beginning of the training year as a reference document and details of the actual courses/eLearning available throughout the year are put onto our website for partners to see.

2. Background

The Working Together to Safeguard Children statutory guidance (Dec 2023, updated Feb 2024) clearly highlights the importance of multi-agency working and training and states:

The duty to make arrangements to safeguard and promote the welfare of all children in a local area rests with the three safeguarding partners. The purpose of multi-agency safeguarding arrangements is to ensure that, at a local level, organisations and agencies are clear about how they will work together to safeguard children and promote their welfare. This includes:

- senior leaders promote and embed a learning culture which supports local services to become more reflective and implement changes to practice.

In chapter 1: A shared Responsibility (P16), it states, Strong multi-agency and multi-disciplinary working is vital to identifying and responding to the needs of children and families and the guidance introduces expectations which underpin this multi-agency working. The expectations are structured into three levels and under Direct Practice it includes: **Learn**: practitioners learn together by drawing on the best available evidence from their individual fields and sharing their diverse perspectives during regular shared reflection on a child's development, experiences, and outcomes.

In chapter 2: Multi-agency safeguarding arrangements (P40) the guidance confirms that local arrangements must include the process for undertaking local child safeguarding practice reviews, setting out the arrangements for embedding learning across organisations and agencies.

In chapter 3: Providing help, support and protection (P45) it states, Local organisations and agencies should have in place effective ways to identify emerging problems and potential unmet needs of individual children and families and that: multi-agency and multi-disciplinary training will be important in supporting this collective understanding of the demographics and needs of the local community, the local practice framework, and the services available to support children. It also states

local safeguarding partners need to ensure all practitioners are supported to be able to achieve the national multi-agency practice standards (P80) which includes creating learning cultures in which practitioners stay up to date as new evidence of best practice emerges.

Nottinghamshire Safeguarding Children Partnership has identified that in order to support effective multi-agency working, information sharing and the dissemination of learning, the partnership needs to consider a range of learning opportunities, including multi-agency face to face/virtual training courses, seminars, and eLearning. This report describes how it will approach this.

The NSCP Training web page [Training events \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk/training-events) is the main source of information on NSCP training and provides full details of:

- the NSCP training pathway
- course information, and
- the booking on process

Training is provided free of charge to all members of the Partnership, contributing partners, small, registered charities, voluntary organisations, and private non-profit organisations. Training comprises of a range of eLearning, core safeguarding training events, subject specific training events and seminars on key safeguarding issues. Other organisations (whose work is primarily based within the county of Nottinghamshire) including private profit-making organisations/companies and those that do not contribute financially to the Partnership can access our training however there is a charge. Please see Appendix A for general course information and clarification of our charging policy.

The NSCP training provision aims to deliver high quality up to date safeguarding training that will enable participants to keep safeguarding and promoting the welfare of children at the centre of their work. All our training events are **multi-agency**, so are attended by delegates from a variety of organisations, offering a great opportunity to meet partners and discuss safeguarding children's issues and at the same time gaining an insight on how others work to safeguard children. Our aim is to complement single agency safeguarding children training. The NSCP Learning and Workforce Development (LWD) Group oversees the training programme, quality assures the training provision and ensures that the training pool that delivers a significant proportion of the events is sufficiently resourced by partner agencies.

The NSCP Training Coordinator, in conjunction with the NSCP Manager, reviews the training programme each year considering the feedback provided by attendees and training needs identified through Rapid Reviews, Local Child Safeguarding Practice Reviews, Audits and issues identified at a national level. Information is also considered from partner agencies via their LWD representative, from completion of an Annual Training Needs Analysis and from any issues identified by front line practitioners. The Nottingham City Safeguarding Children Partnership is consulted to identify the potential for joint events where appropriate. The training programme is therefore very flexible, with a variety of learning and development opportunities being added throughout the year. This allows the programme to be responsive and reflect any changes, for example national and local legislation/guidance etc.

3. NSCP Safeguarding Training Expectations

NSCP expect that all partners and relevant agencies to provide their staff with Introduction to Safeguarding Children training, as part of their initial induction process. NSCP provides one eLearning module called *Safeguarding Children* of which organisations can use in conjunction with their own training at this level or where this provision doesn't exist.

In addition, it is an expectation that all partners and relevant agencies take responsibility in ensuring that all their staff maintain their current safeguarding knowledge and update this regularly.

NSCP recommend that all staff should update their safeguarding training at a minimum of every 3 years. Furthermore, agencies may also need to follow relevant national or local legislation/guidance relating to their specific field of work.

The level of training required to meet this requirement, will need to be reflective of the staff member's individual roles and responsibilities, their agencies competency frameworks, and therefore agreed by the agency and/or their line manager.

Additional information for education: Designated Safeguarding Leads (DSL's) should attend the NSCP Working Together to Safeguard Children course (Pre-Course Reading/eLearning and Virtual Event), once they have completed their initial Designated Safeguarding Lead Training (which must be updated within a minimum of every 2 years). Whole School training must be updated at a minimum of every 3 years.

4. NSCP Safeguarding Children Competency Framework and Training Levels

A joint Nottinghamshire and Nottingham City Safeguarding Children Competence Framework has been developed which is available for all agencies to use to review that different staff groups are competent to an appropriate level in relation to safeguarding children and that they are accessing appropriate training to support this (see Appendix B to view Competency Framework). This framework provides agreed minimum standards regarding competency levels that are applicable to all partner agencies, however it is recognised that staff with specific roles and responsibilities may have additional competence requirements specified by their own organisation.

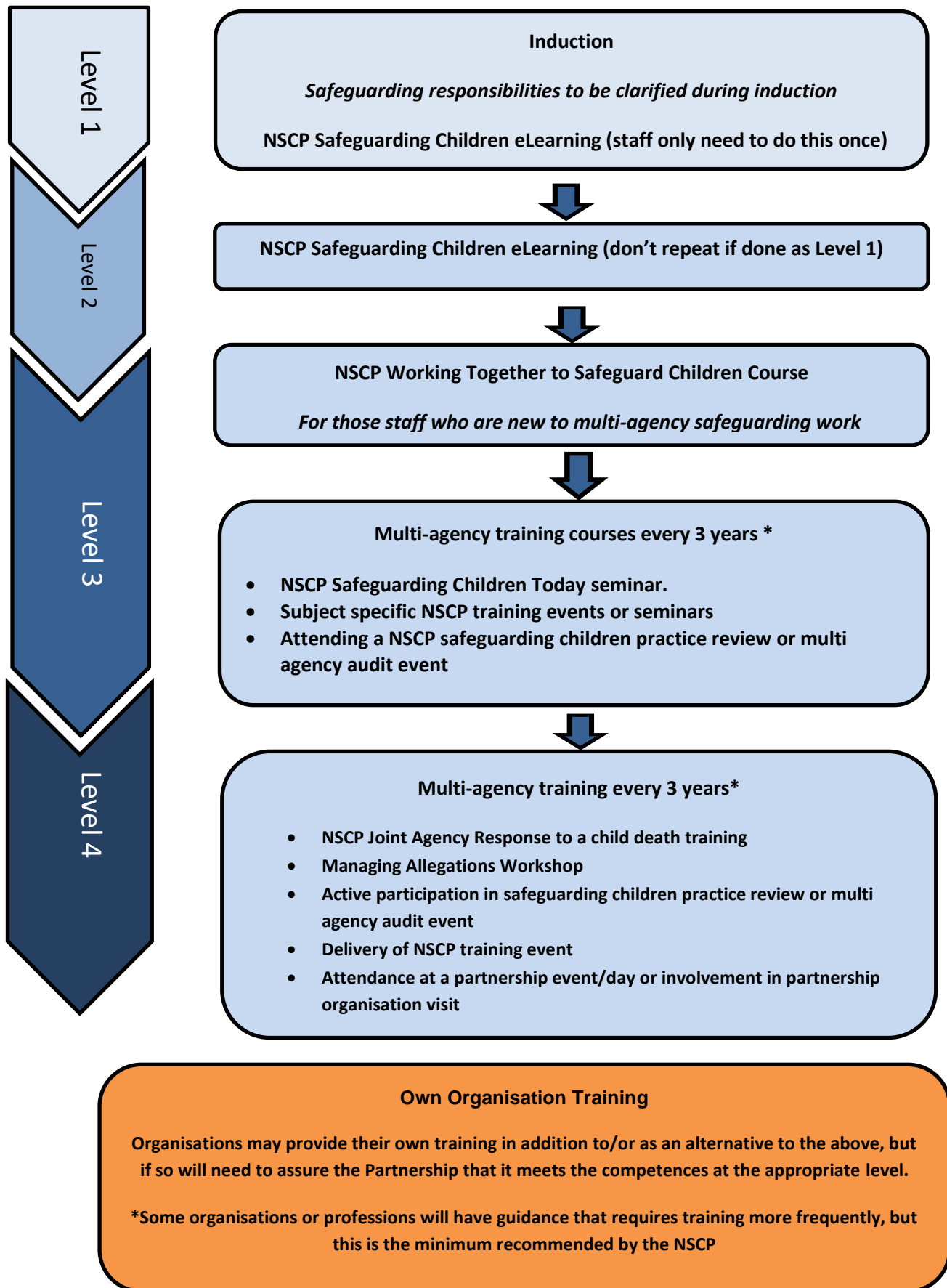
To further support this and ensure that staff attend courses which are at an appropriate level to their role and responsibilities. NSCP have set out 4 Target Groups/Training Course Levels of which all courses are aligned to. Please see the table on page 6 which summarises these and illustrates examples of the audiences for each target group (please note these are not definitive examples but act as a guide).

It is each agencies responsibility to decide which group a member of staff is placed in depending on their role within that organisation, in line with your own organisational levels.

5. NSCP Training Pathway

The NSCP Training Pathway is designed to help agencies clarify which multi-agency training staff need to undertake and in what order, see following diagram:

NSCP Safeguarding Children Training Pathway



Training Course Levels and Roles

Level 1

For all staff whose role brings them into contact with children, young people, and families, including staff who may only have infrequent contact. NB All staff within the workforce will be expected to complete mandatory training at this level in order to raise awareness of Safeguarding issues (this is often provided in-house).

For Example: librarians, GP receptionists, community advice centre staff, housing maintenance staff, environmental officers, leisure centre staff, grounds staff, dentists, pharmacists, volunteers etc.

Level 2

For all staff who work regularly with children, young people, and families /carers, who may be in a position to identify concerns about maltreatment and may be asked to contribute to safeguarding processes.

For Example: All health clinical and hospital staff, housing staff, sports development officers, police other than in specialist roles, faith group staff, play scheme workers, volunteers etc

Level 3

For all staff who work predominantly with children, young people and/or parents/carers and could potentially contribute to assessing, planning, intervening, and reviewing the needs of children and young people, including parental capacity, where there are safeguarding concerns.

For Example: Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers: such as Children's Social Care Team Managers would also be included in this level.

Level 4

For staff who have responsibilities for supervising or guiding staff in safeguarding processes, including coordinating assessments and staff with managerial positions.

For Example: Designated safeguarding professionals and leads, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators, NSCP members.

6. Training Programme

The following section provides details of the training provision for:

eLearning

The NSCP provides online eLearning packages which are suitable for those needing an introduction to a subject or wishing to refresh their knowledge around a subject. In addition, it may also be stipulated that some eLearning courses need to be completed as a pre-requisite to face to face/virtual training events, to ensure all delegates come with the same underpinning awareness of the subject area.

Benefits of eLearning:

- Quick and easy self-registration process
- Takes approximately 30-180 minutes to complete.
- Complete at a time that suits yourself.
- Access from any internet ready pc/portable device/phone
- Bright and visual style
- Records your progress/keeps a log of your on-going training record.
- Flexible

The below course can be used as an alternative to single agency introduction to safeguarding children training:

Level 1/2

eLearning: Safeguarding Children

An introductory/awareness raising level course which only takes between 1- 2 hours to complete, which is targeted at staff who may come into contact with children for short periods during the course of their work and /or work directly with children and families.

After completing this course staff will have a better understanding of the types of abuse and neglect a child may suffer, how to identify the signs of neglect and how to take the correct course of actions to safeguard a child or young person. It highlights that safeguarding child is everyone's responsibility.

Level 1/2

eLearning: Further Opportunities

Other courses we offer include:

- Child Criminal Exploitation and County Lines
- Child Protection Conferences and Looked After Children Review Meetings
- Managing allegations and concerns in relation to adults working with children
- Reducing Parental Conflict
- Safeguarding Adults Awareness
- Safer Sleeping for Babies (SIDS)
- Supporting Looked After Children
- Trauma, Toxic Stress and Adverse Childhood Experiences (ACEs)
- Strengths Based approaches when working with children and families

Please check our website regularly as new courses will be added throughout the year

After completion of each course learners can print off a certificate. Please note you can only print off a certificate **once for each course** - we therefore recommend you only complete each course **once** and then choose another course if you want to refresh or update your safeguarding children knowledge.

For more information on our eLearning visit the NSCP Website: [NSCP E-learning - Learning Pool](#)

Level 1/2

eLearning: Further Opportunities

We have a list of other eLearning courses of which we think you might find helpful provided by other external organisations, such as HM Government, Virtual College etc. To access these, go to: [External training opportunities](#)

Examples include:

- Female Genital Mutilation
- Awareness of Forced marriage
- Child Victims of Modern Slavery
- Understanding animal welfare in violent homes
- Forced Marriage
- Prevent Duty – learn how to support people susceptible to radicalisation (3 modules)

Course and Seminar Information

The face-to-face training provision provided through the NSCP for 2025-2026 includes a number of core training events, subject specific events, and seminars on key safeguarding issues. We now offer a blended approach to our training, with the majority of events being offered virtually via Microsoft Teams but also some events being offered as a face-to-face (classroom) event. Each year we offer approximately 50 face-to-face/virtual training events all aimed at a multi-agency audience.

Accessing Courses and eLearning

We use Kallidus (link says Identity) as our learning management system which enables you to electronically book onto face-to-face courses and access our eLearning. Initially you will need to create an account. For more information on this go to: [Create a new account](#)

List of Courses

- To access all of our courses, including eLearning you can go directly to our NSCP training/Kallidus log in page: [Identity](#)
- Or alternatively you can see a list of events coming up on the training page of the NSCP website, under upcoming courses and events: [Training events](#) . Here you will see more detailed description of each event, including the course aims, the trainers and the target audience.

Venues and accessibility of Training.

If the event is being offered face-to-face, we will try to offer training at a variety of venues around the county to ensure that courses and events are easily accessible for all practitioners, however this is dependent on availability and cost.

Please note the physical environments for training and development are appropriate for a diverse audience and we aim to make all courses accessible for all participants and therefore can accommodate individual needs when we are made aware of them. We also try to ensure parking facilities are provided where possible, to ensure ease of accessibility. Please note carparking charges are applicable on some sites.

Core Training Events

We have two main core courses of which we offer every year and regularly throughout the year. They are:

Level 3

Working Together to Safeguard Children

This is a half day course which will be offered on 11 occasions over this training year. This course is offered virtually via Microsoft Teams. The maximum number of attendees is between 40-45 to enable both direct input from trainers and small group exercises/case study work to facilitate multi-agency information sharing and learning. Note: before you book on/attend this course you need to complete the Pre-Course Reading/eLearning which is prerequisite and includes essential course pre-reading/preparation.

Target Group: It is aimed at all practitioners and managers from all agencies who work directly with children, young people, adults and families. As part of your role you will have responsibility to undertake Section 47 enquiries, co-ordinate assessments of children in need, or will be expected to attend and participate in Initial Child Protection Case Conferences, Review Conferences, Strategy Meetings or Core Group Meetings etc. The course is also applicable to managers and staff who work with adults where there are children in the family.

Please note- you only need to attend this course once; there is no requirement to undertake again as a refresher course, and we would recommend you attend the Safeguarding Children Today seminar for this purpose.

The expected learning outcomes are as follows:

- Apply knowledge from legislation, policies, procedures and research to inter-agency practice.
- Strengthen awareness of your role and responsibilities, and that of others, in safeguarding children and the child protection process.
- Understand how to contribute effectively to the identification, assessment and analysis of risk and need to improve the outcomes for children.
- Understand the aims and objectives of strategy meetings/discussions, child reviews and core group meetings; including your role within these and how to develop and contribute to child protection plans.
- Recognise the importance of efficient communication and information sharing in working together to safeguard children.

This is a half day seminar which will be held virtually via Microsoft Teams 5 times during 2025-26. It provides a briefing on current local and national safeguarding issues and also acts as a 'refresher' for practitioners who may have attended core training events. This is a large training seminar with a maximum of 140 attendees to ensure that any new learning around safeguarding is cascaded to as many practitioners as possible.

Target Group: For all practitioners and managers from statutory, voluntary, and independent agencies who work within a safeguarding children's context.

The expected learning outcomes are as follows:

- Increase understanding of the national and local context for the safeguarding agenda
- Increase knowledge of relevant new legislation, inter agency practice guidance and revisions to the child protection procedures.
- Identify sources of information, advice, and training regarding safeguarding children
- Refresh and up-date knowledge on Safeguarding issues and themes currently affecting practice in Nottinghamshire
- To share learning identified from Local Child Safeguarding Practice Reviews/Rapid reviews (Warning: These will be recent reviews which have occurred in Nottinghamshire, so some practitioners may have been involved with them, if so, you may find content upsetting).

Details of exact programme for these seminars are sent out prior to the event via e mail (as content can change regularly). This ensures delegates are aware of topics/themes to be covered and also clarifies if the event is the most appropriate event for delegates to attend. The same programme may run for a year, so we do not advise people to access the course again within a 12-month period (Training Year April – March each year), but you could attend yearly if you wanted to.

Trish Jordan. NSCP Training Coordinator.

March 2025

Course information including charges.

NSCP Charging Policy

Our overall aim is to make the NSCP courses and events accessible to all practitioners who work with children and families in Nottinghamshire and to also make it clearer who can access training free of charge and who is expected to pay.

Please see table below re face-to-face training events:

NSCP Safeguarding Children Training		
Nottinghamshire Safeguarding Children Partnership provides multi-agency safeguarding children training events and e learning for people whose work is primarily based within the county of Nottinghamshire . The following schedule for Nottinghamshire based staff sets out whether you will be charged at the point of accessing training.		
	Applicable to:	Charge:
1	Nottinghamshire County Council staff	No charge (covered by annual partnership contribution)
2	NHS provider organisations and ICB staff providing services in the county	No charge (covered by annual partnership contribution)
3	Police staff providing services in the county	No charge (covered by annual partnership contribution)
4	Partner organisations that contribute to the partnership (typically through national funding arrangements – National Probation Service, CAF/CASS)	To be allowed free training places up to the value of their contributions for staff providing services in the county.
5	Partner organisations that do not make an annual partnership contribution	Charge at point of access (this would include for example, all schools, District & Borough Councils).
6	Private non-profit organisations, including community interest companies and community benefit societies.	1 Free place per setting per year (for Designated Person/Safeguarding Lead) on each course Course charges apply for any additional places
7	Charities & Voluntary/Community organisations with an annual turnover below £150,000 (N.B. If higher charges will apply)	Free*
8	Private profit-making organisations	Charge at the point of access

* Subject to availability

eLearning Charges:

Applicable to:	Charge (access to all modules):
Organisations in groups 1,2,3 and 4	No charge (covered by annual partnership contribution)
Organisations in groups 5, 6 and 7	0-5 registered users - no charge
	6 – 50 registered users - £100 per year
Group 8	£25 per licence per year

Charges for face-to-face events:

Where charges apply the cost will be:

- £60 for a full day face to face course - £35 per Virtual Event via Microsoft Teams
- £35 for a half day face to face course - £25 per Virtual Event via Microsoft Teams

Non-Attendance Charges:

- A charge of £40.00 (£20.00 per Virtual Event) will be made for non-attendance at any of the training courses unless we are given at least 24 hours' notice of cancellation (does not include weekends). This does apply if you are off sick also, as we do still need to cover the cost of the place booked. Early cancellation of a place will afford other colleagues, who wish to attend, the opportunity to do so.

General Information:

- To make sure that the training retains a multi-agency focus, places will be offered on the basis of ensuring as many different agencies and roles are represented as possible for each event. We therefore may not be able to offer places to some delegates if we are oversubscribed from your organisation for a particular date and may ask you to attend on another date.
- No lunch is provided for any events however refreshments are provided on arrival, mid-morning, and mid-afternoon for face-to-face events.
- Courses and briefings are delivered by colleagues from NSCP partner agencies.
- Conferences and seminars are led by national or local speakers who have skills, knowledge, and experience in a particular field.
- A variety of training methods are used as appropriate in order to meet individual learning styles.

- Unless stated events usually start at 9.30am with registration from 9.15a.m. Finish times will vary due to length of event, but you **MUST** be able to attend for the whole event otherwise you won't be able to access the course certificate.

Prior to the event

- Once booked onto a course you will receive a confirmation email immediately. If you are unsure if you have a place or for any other training queries, contact Sarah Bale sarah.bale@nottscc.gov.uk
- Virtual Training Events: You will receive a link via e mail for accessing the event twice - 1 week and then 1 day prior to the event. (It is not sent via a Teams meeting invite into your calendar, however some delegates who use outlook may get Teams reminders sent here).
- After applying for a course, please keep the date free in your diary and ensure that you are able to attend for the whole day/session (This also applies if you put your name down on a wait list).
- Please inform us of any special requirements or additional needs you may have prior to attendance at an event, for us to ensure we can adequately meet your needs.
- If appropriate, please familiarise yourself with the relevant sections of the NSCP Interagency Safeguarding Children Procedures, which can be found at: <https://nottinghamshirescb.proceduresonline.com/>
- On some occasions we may ask you to print off or download documents prior to the event in readiness to use on the day and/or complete some pre-course reading.
- Please go back into your account and **cancel your place if unable to attend** an event and re-book onto another event if required.

On the Day

- Do not attend an event if you have not received an e mail confirmation of your place.
- Face to Face Events/Virtual Training Events; Please arrive on time and expect to stay to the end of the event as all the course content is valuable.
- Face to Face Events; Please ensure that you **sign the course register**, as this is used to record agencies attendance and follow up on non-attendance. (This is automatically recorded for Virtual Training Events).
- Face to Face Events - If you need to access your mobile phone and/or portable devices for work purposes, please only use during break times as this is distracting for other participants.

After the event

Following attendance at the event please log back into your NSCP training account where you can:

- Complete the course evaluation. This contains limited questions, and your feedback is very important to us.
- Print off your own certificate.
- Access an electronic copy of the PowerPoint presentation and any training resources.
- View your own training log of all NSCP training attended or E learning completed at any time. You can also print this off to use to evidence what training you have undertaken via the NSCP.

Contact Details

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Nottingham City & Nottinghamshire Safeguarding Children Competence Framework

April 2025- March 2026

This competence framework for safeguarding children has been developed and agreed by the Nottingham City Safeguarding Children Partnership (NCSCP) and Nottinghamshire Safeguarding Children Partnership (NSCP).

It has been agreed for the following purposes:

- As the basis for enabling partner agencies to review and assure the Partnerships that different staff groups are competent to an appropriate level and accessing appropriate training to support this. This will be reviewed and monitored through the City and County Training Groups annually.
- As the basis for the criteria used to quality assure safeguarding training delivered by organisations and agencies in the City and County.
- To inform levels of multi-agency training offered by the Partnerships.

The framework has initially informed by National Competence Framework for Safeguarding Children (published in 2011 by Bournemouth University), and the Intercollegiate document 'Safeguarding children and young people: roles and competences for health care staff' (published by the Royal College of Paediatrics and Child Health).

The framework provides agreed minimum standards regarding competence levels that are applicable to all partner agencies, and it is recognised that staff with specific roles and responsibilities may have additional competence requirements. These will have been identified and agreed within agencies.

Informed by the above documents, the NCSCP / NSCP Competence Framework identifies **FOUR** groupings of staff that should have different levels of safeguarding responsibilities and therefore competences. Whilst the following identifies some staff roles in some agencies that would fit into each grouping as a guide, it is the responsibility of each agency to identify which of their staff fit into which group.

Staff group 1:

Staff (including volunteers) in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. E.g. librarians, GP and hospital receptionists and administrative staff, community advice centre staff, grounds staff, recreation assistants, environmental health officers.

Staff group 2:

Staff (including volunteers) in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers including those who may be in a position to identify concerns about maltreatment, including those that may arise during the course of a CAF/EHAF. For example: housing, the police other than those in specialist child protection roles, Library assistants and homework officers, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers and all health clinical staff, including those who work with adults, not identified as requiring a higher level of training.

Staff group 3:

Staff who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

For example, Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers: such as Children's Social Care Team Managers would also be included in this level.

Staff group 4:

Staff who have specialist safeguarding roles and responsibilities. E.g. Named professionals, safeguarding leads, safeguarding Partnership representatives, specialist police officers, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators.

Update to content for 2024/25	Competence/Knowledge	
	Consider any implications throughout training in relation to updated Working Together to Safeguard Children. HM Government. December 2023.	
Staff group	Competence	Evidence which may help to demonstrate competence
<p>Staff group 1: Staff (including volunteers) in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. E.g. librarians, GP receptionists, community advice centre staff, grounds men, recreation assistants, environmental health officers</p>	<p>Ability to understand and recognise child safeguarding issues.</p>	<p>Can demonstrate: An understanding of how and why safeguarding children is an essential part of their responsibilities (including basic legal information).</p> <p>An understanding of the nature of child abuse and neglect, including Working Together definitions.</p> <p>Knowledge of signs and indicators of abuse and neglect – linked with Working Together definitions.</p> <p>Understanding of bruising in non-mobile babies and significance. i.e. <i>Babies that don't cruise rarely bruise.</i></p>
	<p>Knowledge of and ability to respond to concerns about a child.</p>	<p>An understanding of the importance of identifying concerns at the earliest stage possible (early intervention and better outcomes for children)</p> <p>An understanding of the importance of being child focussed / listening to the child.</p> <p>An understanding of what to do if they have a concern about the welfare of a child – who to talk to, what to record, where and when to do this, and why this is important, including where the concern is about staff members.</p> <p>Knowledge of local points of referral (For Child Protection and Early Help).</p>

		<p>Confidence in handling disclosures – what to say and do if a child or someone discloses abuse to them.</p> <p>An understanding of Confidentiality – what information can be shared / must be shared. What to do if asked to keep a secret.</p> <p>An understanding of issues around consent – what to do if someone doesn't agree that they can talk to someone else.</p>
	<p>Ability to understand potential barriers to effective responses and where to get support.</p>	<p>Knowledge of sources of support – who can they speak to about this, what support is there for them?</p> <p>An understanding of the importance of collaborative working with others.</p> <p>An understanding of the importance of respecting diversity. Being sensitive to and taking difference into account, but not at the risk of harm to a child.</p> <p>How they recognise how their own beliefs, values and experience might influence their recognition and response to safeguarding concerns.</p> <p>Knowledge of their single agency safeguarding policy.</p>
	<p>Understanding when and how, to escalate concerns about a child.</p>	<p>An awareness of the escalation process within inter-agency procedures.</p> <p>An ability to resolve professional differences in opinion in individual cases and know whom to talk to escalate concerns, being clear on what their role is within the escalation pathway.</p>

Staff group	Competence (in addition to the above)	Evidence which may help to demonstrate competence
<p>Staff group 2: Staff (including volunteers) in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers including those who may be in a position to identify concerns about maltreatment, including those that may arise during the course of a CAF/EHAF. For example: housing, the police other than those in specialist child protection roles, library assistants and homework officers, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers and all health clinical staff, including those who work with adults, not identified as requiring a higher level of training.</p>	<p>More in depth knowledge of factors that relate to understanding and identifying child safeguarding issues.</p>	<p>Can demonstrate: A basic knowledge of stages of child development – what children of particular ages would be expected to be able to do.</p> <p>An understanding of specific risk factors for vulnerable children including Contextual Safeguarding. For example: disability, race and racism, private fostering, fabricated or induced illness, child sexual exploitation, child criminal exploitation including County Lines, children who go missing, female genital mutilation, forced marriage, gang activity, belief in spirit possession, trafficking, radicalisation, extremism, hate crime & on-line safety.</p> <p>An understanding of how adult risk factors such as the trilogy of risk (domestic abuse, adult mental health and adult substance abuse) impact on the welfare of children. Duty to refer adult concerns to adult social care.</p> <p>Knowledge of relevant safeguarding legislation and agency role.</p> <p>Knowledge of Safeguarding Partnership web sites and what to find there, including the web based inter-agency safeguarding children procedures and practice guidance.</p>

		<p>An understanding of key messages from learning from Child Safeguarding Practice Reviews and other reviews (Relevant to target group).</p>
	<p>Ability to contribute to the assessment and management of risk of child safeguarding concerns.</p>	<p>Knowledge and use of local approaches to early intervention. Family Support Strategy / Pathway (City) and Pathway to Provision (County), including information on the Assessment Triangle, needs of the child & levels of support.</p> <p>Ability to contribute to a Common Assessment Framework assessment (CAF) in the City and / or Early Help Assessment Framework assessment (EHAF) in the County, including helping to build an understanding of a family's history and functioning.</p> <p>An understanding of the need to promote and encourage the participation of children and families in safeguarding processes.</p> <p>An ability to identify appropriate ways of supporting children and young people for whom there are safeguarding concerns.</p> <p>City - An awareness of Signs of Safety and its use in referral and assessment processes. County – An awareness of Strengths Based Practice.</p>
	<p>Ability to understand the importance of own behaviour and boundaries.</p>	<p>Knowledge of and adherence to professional and organisational codes of conduct.</p> <p>An understanding of the importance of promoting equality (e.g. both women and men can be perpetrators, issues apply to same sex as well as opposite sex relationships).</p>

		<p>Knowledge and understanding of how own attitude and behaviour can have an effect on children, young people and families.</p> <p>An understanding and awareness of the emotional impact of working with children, young people and families.</p>
Staff group	Competence (in addition to the above)	Evidence which may help to demonstrate competence
<p>Staff group 3: Staff who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.</p> <p>For example, Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, , youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers; such as Children's Social Care Team Managers would also be included in this level.</p>	<p>Ability to work together to meet the needs of children where there are safeguarding concerns, including understanding their own role and the role of others.</p>	<p>Can demonstrate: How they develop effective working relationships with other professionals.</p> <p>An understanding of own and others role in safeguarding processes.</p> <p>How they identify learning from Case Management Reviews.</p> <p>An ability to maintain accurate and up to date records.</p>
	<p>Ability to contribute to interagency safeguarding assessment, decision making and planning meetings.</p>	<p>An ability to initiate and lead on a Common Assessment Framework assessment (CAF) in the City and / or Early Help Assessment Framework assessment (EHAF) in the County, including helping to build an understanding of a family's history and functioning.</p> <p>An ability to work within child protection conference processes and core groups.</p> <p>An ability to prepare reports for meetings about vulnerable children.</p>

		<p>An ability to critically reflect and analyse evidence about a child and family's circumstances.</p> <p>An ability to contribute to and challenge decision making.</p> <p>Understanding of the impact of child abuse and neglect on child development.</p>
	Ability to engage and challenge families in safeguarding.	<p>An ability to effectively engage children and their families in understanding safeguarding concerns and changes required.</p> <p>An ability to recognise and overcome barriers to engagement of children and families (e.g. disguised compliance).</p>

Staff group	Competence (In addition to the above)	Evidence which may help to demonstrate competence
<p>Staff group 4: Staff who have specialist safeguarding roles and responsibilities. E.g. named professionals, safeguarding leads, safeguarding partnership representatives, specialist police officers, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators.</p>	<p>Understanding of the national picture and developments in Safeguarding.</p>	<p>Can demonstrate:</p> <p>An ability to access sources of information to keep abreast of national developments in safeguarding.</p> <p>Attendance at relevant briefings, conferences, training courses.</p>
	<p>Understanding the role of the Safeguarding Children Partnerships and expectations on them within the partnership forum.</p>	<p>Where appropriate, how they contribute to Safeguarding Partnership functions.</p> <p>How they ensure they are aware of learning from Child Safeguarding Practice Review's and Audits and also how they ensure their own organisation takes appropriate action.</p>

		<p>How they promote multi-agency training and other learning opportunities.</p>
	<p>Understanding and ability to contribute to the development and improvement of own organisation safeguarding practice.</p>	<p>An ability to handle internal and external Safeguarding Investigations within organisations.</p> <p>An ability to quality assure internal Safeguarding Procedures within own organisation.</p> <p>An understanding of the expectations around Safeguarding Policies and Procedures within own organisation.</p> <p>How staff within own organisation should be trained to deal with Safeguarding Issues. Appropriate training for role.</p> <p>How they manage a team who commonly make safeguarding referrals (including providing professional supervision).</p>

Further Safeguarding Children training opportunities across Nottinghamshire

Local Authority training for schools and FE colleges

The local authority offers safeguarding in schools training: Whole School Training and Designated Safeguarding Leads (DSL) Training. N.B. Charges apply for both courses.

For more information contact the Business Support or visit the website below:

<https://www.nottinghamshire.gov.uk/education/for-schools/safeguarding-in-schools-training>

- e-mail: safeguarding.training@nottsc.gov.uk
- Telephone: 01159 772347

FREE Domestic Violence (DV awareness, Challenging DV and other courses).

Equation offers expert multi-agency training for anyone who wants to develop skills in responding to domestic abuse in their working life, including frontline professionals, community workers and volunteers. They offer an annual multi-agency training program with a variety of courses being free of charge to all practitioners who support children & families either in the City or County of Nottinghamshire.

- website: www.equation.org.uk
- email: info@equation.org.uk

Free Mental Health Training Events

Nottinghamshire County Council, Nottingham City Council and NHS Nottingham and Nottinghamshire ICB have commissioned Harmless to deliver a range of Mental Health, Self-Harm awareness and Suicide prevention courses. These are half day training sessions which take place online via Zoom or MS Teams.

To check scheduled events got to: [Harmless Let's Talk Training Events | Eventbrite](#)

It is the courses in green which are for Nottinghamshire practitioners.