
SAFEGUARDING TRAINING

1 PURPOSE OF REPORT

- 1.1 To consider whether it should be mandatory for all councillors to undertake “Level 1” safeguarding training.

2 INTRODUCTION

- 2.1 The Council’s Safeguarding Policy details arrangements which support a robust assurance framework for ensuring compliance with statutory safeguarding duties across the Council and with partners. The policy is further enhanced by ongoing awareness, training, and understanding throughout the organisation.
- 2.2 Level 1 safeguarding training is currently mandatory for all of the Council’s employees and is delivered annually. Not only does this ensure that all employees are aware of their safeguarding duty and what to do, it also enables the organisation to evidence how it is actioning the Council’s Safeguarding Policy.
- 2.3 Elected Members often come across issues in their ward work or through other official routes which may give rise to safeguarding concerns. Some referrals are made to the Council by Members who recognise the issues and realise that escalation is necessary. It is proposed that this awareness be extended to all members through designation of Level 1 safeguarding training as mandatory. This will primarily ensure that all members are equipped with the knowledge necessary to identify and escalate safeguarding concerns and thereby protect vulnerable residents. Mandating training for all Members will ensure a one organisational approach, which reinforces the message that everyone shares responsibility for safeguarding adults and children, irrespective of individual roles.

3 SALIENT INFORMATION

- 3.1 The Council has a statutory duty to ensure that residents are safeguarded from abuse and neglect and as part of this duty, learning and development must be considered effective and appropriate. Level 1 safeguarding training is a basic level of competency which ensures the Council can evidence as an organisation, that is able to recognise abuse and neglect and act swiftly and proportionately when abuse or neglect does occur.

Level 1 Safeguarding training

- 3.2 Level 1 safeguarding training outcomes, will include:
- Awareness of what adult and children safeguarding is;
 - Most common types of concerns dealt with by the Council;

- Safeguarding concern examples and action taken;
- Know how to raise a concern and where to seek advice and support;
- To have an awareness of the concept of Professional Curiosity.

Delivery of training

- 3.3 Learning and development for all employees currently occurs in many formats including workplace communications, face to face learning, webinars, and workplace experience. The COVID-19 pandemic has seen the introduction of a virtual personalised Level 1 training programme, carried out by the safeguarding lead and deputy lead officers with ongoing peer to peer support provided by safeguarding links officers.
- 3.4 It is proposed that all member Level 1 safeguarding training will continue in a virtual setting and carried out annually by the Council's safeguarding lead and deputy lead officer.

4 RISK IMPLICATIONS

- 4.1 The Care Act 2014 gives Safeguarding Boards the responsibility to ensure that learning and development opportunities in their local area are effective and appropriate. Level 1 safeguarding training is a basic competence level expected of a range of staff groups and this is audited by the Boards through regular formal safeguarding children and adult audits. The Council in its audit responses cannot currently evidence basic training for the total organisation and an ongoing audit action remains in place, which is to ensure all best endeavours are taken to embed the right level of training across the Council and that it is used in practice.
- 4.2 Level 1 safeguarding training should be an integral part of the overall performance and risk monitoring for the Council and an increased awareness across the organisation will ensure a lower risk rating.

5 RESOURCE IMPLICATIONS

- 5.1 There are no resource implications. All training will be carried out internally using existing officer i.e., safeguarding lead and deputy lead, resources.

6 LEGAL IMPLICATIONS

- 6.1 It should be noted that there is no legal requirement for Members to attend training and training therefore cannot have a mandatory effect. Should the Council agree that safeguarding training is mandatory, it could only be "enforced" through political group discipline.

7 PARISH IMPLICATIONS

- 7.1 Parish and Town Councils will continue to be invited to attend Level 1 safeguarding training to share learning and good practice and ensure consistency of approach for all our residents.

8 EQUALITY AND DIVERSITY IMPLICATIONS

- 8.1 The Equality Impact Assessment (EIA) indicates that the proposals in this report will not have a disproportionately adverse impact on any people with a particular characteristic. An all-organisational approach to safeguarding training, will have a positive impact for all residents.

9 RECOMMENDATION

- 9.1 It is proposed that the Committee **RECOMMENDS** that Level 1 safeguarding training is made mandatory for all elected members.



Louisa Moss

Assistant Director, People & Communities

Background Papers:-

None.

For further information please contact Louisa Moss, Assistant Director People & Communities on:-

Phone: 01702 318095
Email: Louisa.moss@rochford.gov.uk

If you would like this report in large print, Braille or another language please contact 01702 318111.