



# Sussex Learning and Development Strategy 2019 – 22



# Contents

Purpose of the strategy	1
Principles	2
Aims of the strategy	4
Roles and responsibilities	4
Implementation of the strategy	5
Shared areas of focus 2019 – 2022	6

## Purpose of the strategy

The purpose of this three-year Learning & Development Strategy is to provide an over-arching framework for adult safeguarding training and workforce development in all three Sussex area Safeguarding Adults Boards (SABs). The strategy provides a shared approach to the promotion of safeguarding competency frameworks, analysis of learning outcomes from Safeguarding Adults Reviews (SARs) and how such learning outcomes are put into practice. The strategy does not specify the training provided in each SAB area and should be read alongside the respective SAB subgroup work plan or business plan.

Implementation of the strategy will support staff working with adults who have care and support needs to be competent and confident to carry out their responsibilities, and assist them in appropriately responding to, and preventing, abuse and neglect.

This strategy is also driven by requirements set out in the Care Act 2014:

- to create shared learning opportunities between agencies,
- to embed the Making Safeguarding Personal (MSP) principles into practice, and
- to ensure the new categories of abuse of modern slavery, self-neglect and domestic abuse are appropriately incorporated and addressed in training and development activities.

This strategy sits alongside the national safeguarding competencies for multi-agency use, and the national Mental Capacity Act competency framework, both endorsed by all three Sussex area SABs.

The strategy has been produced by a working group of representatives from the East Sussex Training and Workforce Development Subgroup, Brighton & Hove Learning and Development Subgroup and the West Sussex Training & Development Subgroup.

# Principles

This training strategy reflects the six principles underpinning all safeguarding work, outlined in the Care Act 2014:

## Empowerment

- People being supported and encouraged to make their own decisions and informed consent.

## Prevention

- It is better to take action before harm occurs.

## Proportionality

- The least intrusive response appropriate to the risk presented.

## Protection

- Support and representation for those in greatest need.

## Partnership

- Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

## Accountability

- Accountability and transparency in safeguarding practice.

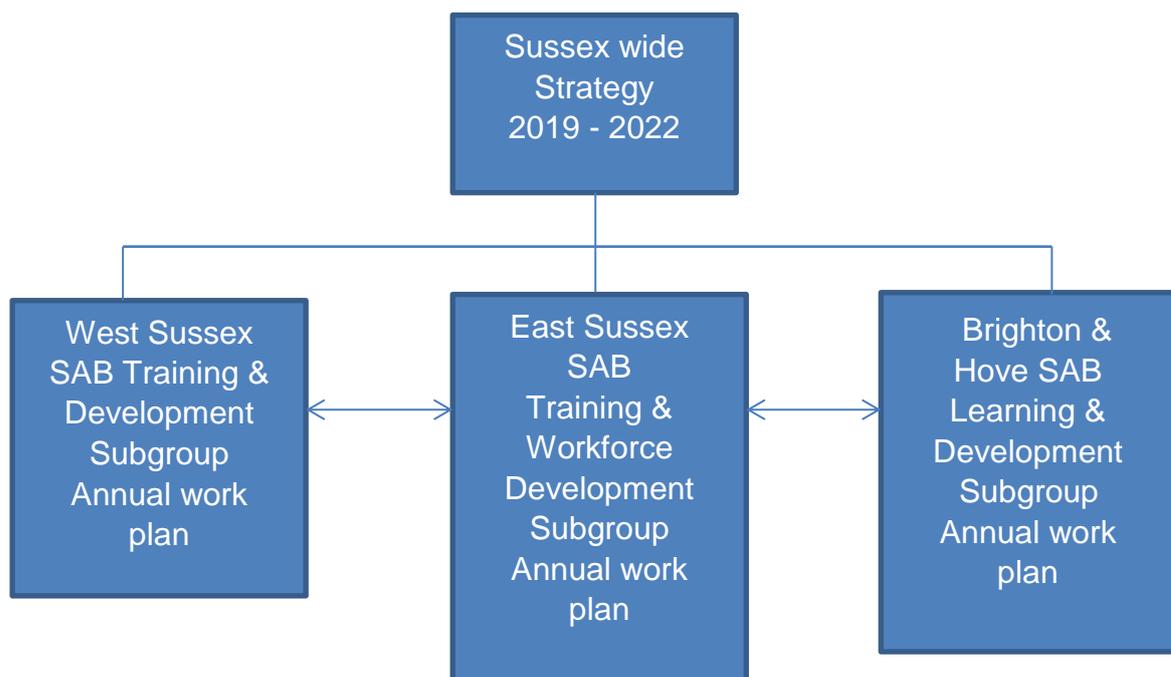
## Safeguarding is everyone's business.

The Learning and Development Strategy will underpin the aim to raise wider public and partner awareness about safeguarding adults, and the roles that they can play.

These principles are reflected in the Making Safeguarding Personal approach, where adults are at the centre of any safeguarding intervention, with training underpinning expectations that people will be empowered to prevent abuse and manage risks where possible.

## A Sussex wide approach

- A Sussex wide strategy group (comprising representative members from each SAB Subgroup) will meet to refresh the strategy on an annual basis.
- The annual refresh will take into account learning from national and local SARS, audit activity during the preceding year and any other relevant learning to inform priorities.
- The Sussex strategy will set out agreed shared priorities. This may include:
  - Opportunities for multi-agency training and development.
  - Joint SAB conference or learning events.
  - Co-ordination and planning of annual events e.g. Safeguarding week.
- Each SAB Learning and Development Subgroup will produce an annual work plan which takes into account the Sussex strategy and shared priorities plus local priorities.
- Each SAB Learning and Development Subgroup will meet quarterly.



## **Aims of the strategy**

- Ensuring lessons from Safeguarding Adults Reviews (SARs) are disseminated and recommendations are reflected in the content of multi-agency training.
- Supporting respective SABs and their partner agencies in meeting their responsibilities to develop and implement their own workforce development plans in line with their respective competency frameworks.

## **Roles and responsibilities**

### **Role and responsibilities of each SAB and respective Training/Learning & Development Subgroups**

- Promotion of the relevant safeguarding competency frameworks to partner agencies in their SAB area including:
  - The National Competency Framework for Safeguarding Adults
  - The National Mental Capacity Act Competency Framework
  - The Intercollegiate document - Adult Safeguarding: Roles and Competencies for Health Care Staff.
- Receive and evaluate information from:
  - Annual audits completed by each SAB member on percentage of workforce trained and which courses have been completed
  - The Sussex-wide strategic safeguarding self-assessment process
  - Single agency safeguarding audits
  - Multi-agency audits
  - Any recent SARs or case reviews.
- Make recommendations on minimum requirements including specifying mandatory training and standards for training provision.
- Co-ordination, commissioning, delivery and evaluation of multi-agency training as appropriate.

## Role and responsibilities of SAB partner agencies

- Ensuring that all training provision supports and reflects the standards set out in the relevant safeguarding competency frameworks including:
  - Ensuring that all staff are competent in carrying out their responsibilities for safeguarding and contributing to the prevention of abuse and neglect.
  - Ensuring that all staff are aware of how to raise a safeguarding concern and be aware of the minimum standards and competencies relevant to their role.
- Establishing systems to measure and monitor the effectiveness of training in improving practice.
- Ensuring the outcomes of training are reported to the appropriate SAB.
- Ensuring that learning activities directly respond to concerns and development needs identified from Safeguarding Adults Reviews (SARs), or other case reviews, both locally and nationally.
- Creating and promoting shared learning opportunities between agencies and promoting inter-agency collaboration and information sharing, including sharing learning resources where appropriate.
- Supporting multi-agency training by:
  - Providing staff to support the delivery of SAB training where relevant expertise is identified.
  - Providing venues and other facilities.
  - Releasing staff to attend SAB multi-agency training.
  - Evaluating the impact of the training through supervision, appraisal and other identified mechanisms, and monitoring staff compliance with practice standards expected for their role.

## Implementation of the strategy

Each SAB will be responsible for ensuring their partner agencies are aware of the Learning and Development Strategy, and that all training for safeguarding adults reflects this strategy.

Each SAB Learning and Development Subgroup will be responsible for producing an annual work plan which takes into account the Sussex strategy and shared priorities plus local priorities.

Each SAB Learning and Development Subgroup will be responsible for monitoring progress against their respective annual work plans.

Each SAB Learning and Development Subgroup will share their annual work plan with the other Sussex Learning and Development Subgroups.

The strategy will be reviewed and refreshed annually.

## **Shared areas of focus 2019 – 2022**

### **Common themes from SARs and audits**

- Communication and co-ordination between agencies
- Professional Curiosity
- Working with families (in SARs)
- Managing high risk cases
- Record keeping
- Trauma Informed Approach
- Staff confidence and resilience
- Mental Capacity/Coercion and control.

### **The Sussex-wide strategy group agreed to focus on these four key areas**

- Managing high risk cases
- Staff confidence and resilience
- Communication and co-ordination between agencies
- Working with families (in SARs).

### **Approach to sharing multi-agency training**

- There was general agreement that multi-agency training commissioned by each SAB would be made available to staff in neighbouring SAB partner agencies where possible.
- Training leads in each SAB will maintain regular contact and share training resources where possible.

### **Process for sharing SAR and audit learning between SABs**

- Each SAB to share SAR and multi-agency audit learning briefings with the other SABs within two weeks of publication. Other joint learning events may be organised as and when required.