

BaNES Primary Care Adult Safeguarding Training Requirements 2021/22

- Training will be offered to all GPs by the Safeguarding partnership.
- GPs and practice staff can also access training through eLFH/ LMC/Virgin

The table below demonstrates the minimum levels of adult safeguarding training as included in **Adult Safeguarding: Roles and competences for health care staff – Intercollegiate Document August 2018**

<https://www.rcn.org.uk/professional-development/publications/pub-007069>

Level	Staff Group	Competencies and skills
1	<p>All staff in healthcare settings inc.:</p> <ul style="list-style-type: none"> ▪ Clerical & admin ▪ domestic & ancillary ▪ receptionists <ul style="list-style-type: none"> ▪ volunteers 	<ul style="list-style-type: none"> ▪ Have knowledge of policy, procedures and legislation that supports adult safeguarding adult activity ▪ Need to -recognise potential indicators of adult abuse, harm or neglect ▪ recognise where an adult may have caring responsibilities ▪ have an awareness that adults have rights around safeguarding ▪ have an awareness of how to respond to safeguarding concerns and of practice policy and procedure for making a safeguarding alert ▪ have the confidence to escalate concerns ▪ Be aware of consent, information sharing and data protection regulations <p>-Can be accessed by e-learning. -Some face to face is required to ensure staff know which personnel to speak with and how to access policies and procedures -30 minutes training needs to be undertaken within 6 weeks of starting job -2 hours minimum training completed 3-yearly after induction</p>
2	<p>Required by practice managers and practitioners who have contact with patients, their families and carers or the public e.g.,</p> <ul style="list-style-type: none"> ▪ HCAs, ▪ phlebotomists 	<p>As above plus:</p> <p>need to demonstrate skills and knowledge to contribute effectively to the safeguarding process</p> <ul style="list-style-type: none"> ▪ Need to understand what constitutes harm, abuse and neglect and to be able to identify signs of each ▪ Need to be able to ensure effective advocacy is provided, e.g. where there are mental capacity or communication issues. ▪ Need to be able to identify the professional roles, responsibilities and boundaries of yourself and your colleagues in a multi-agency setting <p>-Can be accessed by e-learning or 2- hour face to face session within 6 weeks of starting job unless already trained. -Thereafter need 3-4 hours training over 3 years. E-learning accepted but should also demonstrate some scenario-based and multi-agency -based training.</p>

<p>3</p>	<p>Required by registered health care staff who engage in assessing, planning intervening and evaluating the needs of adults where there are safeguarding concerns. This includes</p> <ul style="list-style-type: none"> ▪ GPs, ▪ Practice nurses ▪ PCNs, ANP,AHP 	<p>As level 1 & 2 plus:</p> <ul style="list-style-type: none"> ▪ Identify possible signs of sexual, physical or emotional abuse or neglect using a person- centred approach. ▪ identify adult abuse harm or neglect where there is a caring role and refer appropriately ▪ understand forensic procedures around safeguarding and how to meet clinical and legal requirements. ▪ undertake risk/harm assessment ▪ communicate effectively with individuals at risk ▪ contribute to and make judgments about safeguarding an adult at risk and the drawing up of a care plan ▪ manage uncertainty and risk around safeguarding ▪ contribute to inter-agency assessment ▪ document appropriately for safeguarding protection and for the legal process ▪ Know how to undertake-documented case reviews and supervision and to apply lessons learnt ▪ Contribute to and participate in safeguarding enquiries <p>Level 3 training requires 8 hours of training in the first year unless an ability to demonstrate relevant knowledge skills and competence have already been acquired during previous training. Thereafter 8 hours of refresher training is required over 3 years. Training should include a mix of e-learning, case-based discussion, personal reflection and organizational meetings (CCG, LMC, BGPRT etc)</p>
	<p>Practice Safeguarding lead</p>	<p>As level1,2 &3 plus;</p> <ul style="list-style-type: none"> ▪ Actively engage in supporting a multi-agency approach to Safeguarding Adults ▪ Ensure record systems are robust and fit for purpose ▪ Develop & promote effective policy & procedures for Safeguarding Adults in your organization

Session	Suitable for	Training Details
Level 1	All staff	<ul style="list-style-type: none"> -Can be accessed by e-learning. -Some face to face is required to ensure staff know which personnel to speak with and how to access policies and procedures -30 minutes training needs to be undertaken within 6 weeks of starting job -2 hours minimum training completed 3-yearly after induction
Level 2	Clinical staff Managers	<ul style="list-style-type: none"> -Can be accessed by e-learning or 2- hour face to face session within 6 weeks of starting job unless already trained. -Thereafter need 3-4 hours training over 3 years. E-learning accepted but should also demonstrate some scenario-based and multi-agency -based training.
Level 3	GPs	<p>Level 3 training requires 8 hours of training in the first year /an ability to demonstrate relevant knowledge skills and competence have already been acquired during previous training. Thereafter 8 hours of refresher training is required over 3 years. Training should include a mix of e-learning (not more than 50%), case-based discussion, personal reflection and organisational meetings (CCG, LMC, BGPART etc)</p> <p>Training should include the following topics; MCA/DOLS, WRAP3PREVENT, self-neglect, modern slavery,DVA, FGM</p> <p>This can be achieved through attendance at</p> <ul style="list-style-type: none"> ➤ training from CCG/Virgin or LMC which includes scenario based discussions ➤ Level 3 topic based safeguarding training events eg self neglect, modern slavery ➤ IRIS training ➤ WRAP3 Prevent training (available online) ➤ Case discussion/personal reflection eg in MDT.

Annual update	All practice staff	<ul style="list-style-type: none"> <input type="checkbox"/> Practice Adult Safeguarding Lead to provide verbal/written update to all staff <input type="checkbox"/> Resources will be provided by CCG eg via Primary care news or newsletter from Named GP Adult Safeguarding
---------------	--------------------	---

We think everyone who has done MRCGP could demonstrate the initial 8 hours training so we are being asked for **8 hours update over 3 years, NOT to have achieved 8 hours level 3 training in the transition between requiring level 2 and level 3.** All level 2 training already undertaken will count towards level 3 with some additional input, and all level 2 training put on by CCG and BGPART in the past has been equivalent.

eg If in one year you do an online PREVENT training and an IRIS update you are already 3-5 hours in. If you then put a quick reflection in your appraisal toolkit/safeguarding training portfolio when you have had a discussion about mental capacity at an MDT meeting or when you have done a referral to IRIS,or when you have managed a patient with self neglect or discussed a death with the coroner then you have added another 2-3 hours. Most practices could include one in-house adult safeguarding update per year and pick a topic such as modern slavery etc.