

Worcestershire Safeguarding Adults Board



Training Strategy 2019 – 2022

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Contents

1. Introduction
2. Aims and Objectives
3. Training, Development and Practice Sub-Group
4. Multi Agency Safeguarding Adults Competency Framework
5. Course Development
6. Delivery, Evaluation and Costs
7. Administration and Monitoring
8. Expectations of the Worcestershire Safeguarding Adults Board
9. The Worcestershire Health and Social Care Economy
10. Conclusion

Appendices

Forward

"Living a life that is free from harm and abuse is a fundamental right of every person" - *Adult Safeguarding: Multi-agency policy & procedures for the protection of adults with care & support needs in the West Midlands, September 2016*

The Worcestershire Safeguarding Adults Board has adopted the West Midlands regional policy and procedures to create consistency across the region in the way in which adults with care and support needs are safeguarded from abuse and neglect.

In addition to the West Midlands policy and procedures, due regard and consideration is afforded to the *Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018* which states:

"All health and social care organisations must work to ensure that those who use their services are safeguarded, and that staff are suitably knowledgeable and skilled and supported."

The Worcestershire Safeguarding Adults Board Learning and Development Strategy is guided by these two documents and fundamentally the key principle that **"Safeguarding is Everyone's Responsibility"**.

This strategy aims to detail how WSAB, through its Learning, Development and Practice sub-group, will seek assurance from organisations that everyone working (paid or unpaid) with adults who have care and support needs within Worcestershire, has the necessary skills and knowledge to contribute to providing a safe environment where adults with care and support needs can live a life that is indeed safe from harm and abuse, as is their fundamental right.

Furthermore, the WSAB Learning, Development and Practice sub-group will seek assurance that organisations maintain accountability, effective leadership and governance, develop and maintain partnership working and that they have policies and procedures in place, that have review schedules, to ensure the safety and well-being of individuals with care and support needs using their service.

It is further recognised that that safeguarding adults training and education does not solely involve formal training. It can occur through practice based learning and other developmental and informal opportunities.

Equally, safeguarding formal training does not "stand alone" and should be embedded in all aspects of learning, development and practice. It is essential that training and education is also available to staff on dignity and respect, confidentiality, Data Protection/GDPR, and Mental Capacity/Deprivation of Liberty Safeguards (DoLS is to be replaced in 2020 by Liberty Protection Safeguards).

It is acknowledged that this Strategy should be read in conjunction with policy, guidance and minimum standards of professional bodies, professional regulators, CQC and individual employers.

1. Introduction

This WSAB Learning and Development Strategy 2019 -2022, has been produced in consultation with a range of partner agencies within Worcestershire and replaces, and builds on the work of the Worcestershire Safeguarding Adults Board Training Strategy 2015 – 2018.

It is envisaged that the Strategy is relevant and appropriate to not only statutory, private, independent and voluntary health and social care organisations, but to our colleagues in partner organisations such as Hereford and Worcester Fire and Rescue Service, West Midlands (Worcestershire) Ambulance Service, Worcestershire Regulatory Services, West Mercia Police and West Mercia Probation Service, local colleges and universities, Her Majesty's Prison Services and so on. The ambition is that the Strategy will provide guidance and support to a diverse range of organisations who may support or encounter, adults with care and support needs.

The objective of the strategy is to promote a flexible education model and structure to ensure that all people working with, or who have contact with, adults with care and support needs in Worcestershire are able to acquire the knowledge and skills required to provide safe and effective support.

The Learning and Development Strategy strives to empower individual organisations and agencies to ensure appropriate and relevant training and development in safeguarding adults for workers, paid and unpaid, is available, undertaken and monitored.

This Learning and Development Strategy further supports the legislative requirements of the Care Act 2014, and the ***Adult Safeguarding: Multi-agency policy & procedures for the protection of adults with care & support needs in the West Midlands*** (appendix 1) and ***Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018*** (appendix 2).

The Learning and Development Strategy details the framework for delivery and access for anyone seeking training in safeguarding adults with care and support needs. It is anticipated that organisations will utilise ***the Multi Agency Safeguarding Adults Competency Framework*** (appendix 3), and the ***Multi Agency Mental Capacity Act & Deprivation of Liberty Competency Framework*** (appendix 4). Both documents have also been aligned to reflect the NHS/RCN Intercollegiate document.

This standardised approach aims to ensure all those supporting and/or working with adults who have care and support needs, have the skills and knowledge commensurate with their role to provide a safer environment, to correctly and confidently identify and respond to incidents of abuse and; provide positive outcomes for adults who have experienced, or who have been at risk of abuse or harm.

Historically, safeguarding adults training needs have been met through attendance at training courses at a range of levels. However, learning is dependent on the individual delegate and completion of training alone does not necessarily evidence a delegate's competence in any particular area or task. Therefore in an effort to increase flexibility and meet the needs of a dynamic and changing workforce, the Worcestershire Safeguarding Adults Board recognises that learning required for practice and service improvement can be gained from a wide range of sources.

Increased knowledge and skills can be achieved through:

- attending Safeguarding Adults face to face "traditional" formal training or conferences,
- distance learning, webinars and/or e-learning
- job shadowing, placements, secondments
- professional discussion of local Serious Case Reviews at team meetings
- Professional journals and knowledge portals
- professional discussion and reflection of personal experience, national cases, media/news stories, storylines featured in TV programmes, TV documentaries
- undertaking national induction programmes such as the Care Certificate and achieving national qualifications such as the Diploma in Health and Social care and apprenticeships
- a combination of all of the above.

All of this learning activity can be captured and evidenced through reflection and/or professional discussion using the WSAB Safeguarding Adults Competency Framework in regular supervision meetings as per the organisation's own normal arrangements and CQC requirements.

It is the manager's and therefore, employing organisation's responsibility to ensure their workforce achieves the safeguarding adults skills and knowledge requirements within the level, appropriate to their job role.

The over-arching responsibility of the Worcestershire Safeguarding Adults Board is to seek assurance that all staff working in within the health and social care economy and partner agencies within Worcestershire, are competent; and are able to access safeguarding adults education that is of good quality, reflects current practice, is fit for purpose and promotes learning which is then embedded into practice.

To enable all those who support, work or come into contact with adults with care and support needs to assess their knowledge and develop their skills, the **Worcestershire Multi Agency Competency Framework** (appendix 3) sets out a competency based approach. It is designed to assess current capability, raise standards and ensure consistent and proportionate response to adult safeguarding issues.

The **Worcestershire Multi Agency Competency Framework** has been devised to provide a baseline for standards of knowledge and skills that individuals can expect to receive from those workers and organisations that have key responsibilities in adult safeguarding. The Competency Framework is aligned with the **Adult Safeguarding: Multi-Agency Policy & Procedures for the protection of Adults with Care & Support needs in the West Midlands** and the **Adult Safeguarding:**

Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018

The ***Worcestershire Multi Agency Safeguarding Adults Competency Framework*** can be used by organisations to assess current levels of skills and knowledge and also support staff to achieve an expected level of competence, recognising that the competencies can be achieved in a variety of ways as previously discussed.

Safeguarding adults courses and training solutions are widely available from a range of local and national training providers. Agencies and organisations can access the Worcestershire County Council Safeguarding Adults courses, develop their own or procure training providers to deliver good quality courses. Agencies and organisations must have robust quality assurance systems in place to ensure training purchased meets the requirements and desired outcomes.

Worcestershire County Council, as lead for adult safeguarding under the Care Act 2014, has developed a comprehensive suite of courses to enable its own employees to deliver high quality service provision and support. In accordance with the Care Act 2014, this strategy promotes a multi-agency approach to the safeguarding of adults with care and support needs, Worcestershire County Council ensures the courses are made available to partners and other organisations who have involvement with adults who have care and support needs as this adds to the richness and experience of the course content.

This Strategy aims to support mandatory guidance and a partnership approach. It is also informed by statutory and legislative requirements of:

- Worcestershire Safeguarding Adults Board policies and procedures
- Adult Safeguarding: Multi-agency policy & procedures for the protection of adults with care & support needs in the West Midlands.
- The Care Act 2014
- Making Safeguarding Personal 2014
- Care Quality Commission Fundamental Standards
- Health and Social Care Act 2008 (Regulated Activities) Regulations 2014
- Anti-social behaviour, Crime and Policing Act 2014
- Judgment of the Supreme Court : P v Cheshire West and Chester Council and another P and Q v Surrey County Council 2014
- Health and Social Care Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- Mental Capacity Act 2005
- Deprivation of Liberty Safeguards 2007
- Safeguarding Vulnerable Groups Act 2006
- Public interest Disclosure Act 1998
- General Data Protection Regulations 2018
- CQC Key Lines of Enquiry
- Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018

2. Aims and Objectives

Aim:

This Learning and Development Strategy, in part, aims to detail how the Learning, Development and Practice sub group will seek assurance that everyone working (paid or unpaid), or who regularly come into contact with adults who have care and support needs within Worcestershire, have the necessary skills and knowledge to contribute to providing a safe environment where adults with care and support needs can live a life that is free from harm and abuse, as is their fundamental right.

A long term objective is for the Learning, Development and Practice sub-group aspires to is to produce a shorter Competency Framework that can be launched, published and utilised by all businesses across the County, ensuring that the Board can be assured that safeguarding really is Everybody's Business in Worcestershire.

Learning, Development and Practice Sub-group Objectives:

- Raise the profile of adult safeguarding, including new statutory duties, within the wider health and social care economy and the general public, reinforcing the message that Safeguarding is **Everybody's Business** and forms part of all of our everyday roles
- To actively and robustly cascade the learning from Worcestershire Safeguarding Adults Reviews
- Request training and competency compliance data from organisations and partner agencies
- Request statistical evidence of adult safeguarding practice from organisations within Worcestershire and evaluate its impact.
- Review training needs identified by analysis of available data, learnings and recommendations from Safeguarding Adults Reviews (SARs) and learning from any other WSAB sub group
- To support the Worcestershire Safeguarding Adults Board to organise and facilitate a WSAB Annual Learning Event.
- Produce and monitor a Learning and Development Strategy that is aligned with the Care Act and Making Safeguarding Personal.
- Promote the Multi Agency Safeguarding Adults Competency Framework and encourage its use as a staff performance and development tool.
- Seek assurance that everyone working with adults who have care and support needs has access to the Your Life Your Choice website (<https://ylc.worcestershire.gov.uk/>) and to the Worcestershire Safeguarding Adults Board policy and procedures via their website <https://www.safeguardingworcestershire.org.uk/>

- Request confirmation that workers who are required to undertake a specialist adult safeguarding role, are equipped with the necessary skills, knowledge and support to do so confidently and effectively.
- Link with other training and development streams to provide a comprehensive learning and development pathway for adult safeguarding.
- To influence and share best practice with organisations
- To support other WSAB sub groups in achieving their objectives where appropriate
- To identify and share emerging themes in the sector
- Consider CQC research, inspection findings and recommendations with regard to Safeguarding Adults
- Establish links with Worcestershire Safeguarding Children Partnership

The Worcestershire Safeguarding Adults Board Learning, Development and Practice sub-group will monitor and review the strategy to ensure the success and achievement of its aims and objectives.

3. Expectations of Worcestershire Safeguarding Adults Board

It is the expectation of the Worcestershire Safeguarding Adults Board that individual organisations, and their service managers, are responsible for the protection and well-being of the individuals with care and support needs who use their services. They are also responsible for the training and professional development of their staff.

Managers are responsible for assessing whether their individual staff members are competent, that being defined as "having the skills and knowledge to carry out tasks that they are asked do within their role".

Managers can evidence that staff are competent and have achieved the required baseline competencies by using the **Worcestershire Multi Agency Adult Safeguarding Competency Framework**. Using the Framework will provide an objective assessment/judgement on whether individuals are able to carry out their daily responsibilities, including making a judgement on whether staff are competent to fully participate in safeguarding of adults within Worcestershire and/or the SARs process.

The Competency Framework should be used as an ongoing review and development tool within regular staff supervision or one-to-one meetings.

Where managers assess staff as not competent, regardless of what competency assessment method is used, they must put a development plan in place to support the individual's development and progress towards achievement.

It is the expectation of the Worcestershire Safeguarding Adults Board that organisations contracted to, or working in partnership with Worcestershire County Council, and are responsible for providing direct care and support to adults with care and support needs, meet their contractual obligations in ensuring staff have received adult safeguarding training appropriate to their role and level of responsibility.

All WSAB partner agencies that have contact with adults with care and support needs are also required to ensure their staff are educated and competent to the expected level commensurate with their professional duties and level of responsibility.

Formal training must be refreshed every three years or sooner if the manager deems it necessary to ensure the worker is demonstrating the appropriate level of skills, knowledge and behaviour for their role.

Likewise, when a manager has completed the Competency Framework assessment with an individual worker, the document should be reviewed and updated at least:

- every three years **or**

- after a safeguarding incident within their service **or**
- where the manager has concerns about the individual's practice, knowledge or skills.

All commissioned services are expected to routinely access published Safeguarding Adults Reviews on the Worcestershire Safeguarding Adults Board website to ensure their safeguarding responsibilities are informed and action taken from identified recommendations and learning opportunities.

<https://www.safeguardingworcestershire.org.uk/>

Each member agency of the Worcestershire Safeguarding Adults Board must ensure that they have their own workforce strategy which identifies:

- The five Safeguarding Adults principles – Empowerment, Prevention, Proportionality, Protection, Partnership, Accountability
- Which staff require adults safeguarding training, including refreshers, and at what level
- How the organisation will monitor the uptake of training and overall compliance
- How the organisation will monitor and ensure competence is achieved
- How the organisation will evidence continuous professional development in adult safeguarding competences.
- How the organisation will meet any skills gaps

4. The Worcestershire Health and Social Care Economy

This Learning and Development Strategy aims to detail the expectations and challenges in meeting statutory and legislative requirements within a pressured financial environment. It also seeks to offer some solutions to assist in meeting some of the challenges.

The Health and Social Care economy within Worcestershire comprises of, but not exclusively:

- Worcestershire Safeguarding Adults Board members
- Worcestershire County Council
- Worcestershire Acute Hospitals NHS Trust
- Worcestershire Health and Care NHS Trust
- Worcestershire Clinical Commissioning Groups
- West Mercia Police
- Hereford and Worcester Fire and Rescue Service
- Hereford and Worcester Ambulance Service NHS Trust
- Health watch
- Contracted Care providers
- Non-contracted Care providers
- Voluntary and charity sector

- Worcestershire Prison service
- Worcestershire Probation Service
- GP practice staff
- District councils
- Housing Associations and providers
- Colleges and Higher Education Institutions
- Councillors
- Advocacy services
- Drug and alcohol Services
- Carers
- Adults with care and support needs who use services.
- Independent Pharmacists
- Dentists
- Other Health providers

This is not an exhaustive list and this Strategy is designed to be utilised by any agency, organisation or business in Worcestershire who work with, support or employ adults with care and support needs.

Agencies, organisations and businesses should use the Multi-Agency Safeguarding Adults Competency Framework, or have systems in place to train and assess their workforce in safeguarding adults' skills and knowledge, and to gather data to evidence that their workforce is competent.

5. Worcestershire Safeguarding Adults Board Learning, Development and Practice Sub-group

The Worcestershire Safeguarding Adults Board (WSAB) Learning, Development and Practice sub-group is an established group which provides a multi-agency overview and perspective of safeguarding adults training needs across the Worcestershire health and social care economy.

Membership of the Training and Development sub-group (as at June 2019)

Sub Group Sponsor	WSAB Board member
Learning and Development Advisor – Safeguarding lead	Worcestershire County Council
Safeguarding Adults Lead	Worcestershire Clinical Commissioning Groups
NHS lead	Worcestershire Acute Hospitals NHS Trust/Worcestershire Health and Care Trust
Learning and Development Advisor	West Mercia Police
Vulnerable Persons Officer	Hereford & Worcester Fire and Rescue Service
Senior Probation Officer (Public Protection)	National Probation Service - West Mercia
Worcestershire Safeguarding Adults Board Co-ordinator	Worcestershire County Council
Homecare/Domiciliary Care Sector	WMCHA
*	Carers Representative
Housing Provider	Worcester City Council
*	Heart of Worcestershire College
University/HE	University of Worcester

*awaiting representation

Each member is expected to attend the scheduled quarterly sub group meetings. In the case of non-attendance the sub-group member should arrange for a representative to attend the meeting, or apologies should be sent one week in advance of the meeting date. .

6. Multi Agency Adult Safeguarding Competency Framework

The increasing integration of work practices across the health and social care sector has brought many new ways of working. While partnership working is highly positive and contributes to achieving positive outcomes, in certain situations this can lead to some confusion on where responsibility lies in critical areas of practice, such as safeguarding. This further indicates the importance of all employees knowing their responsibilities within their job role.

The Worcestershire Multi Agency Adult Safeguarding Competency framework (appendix 3) has been produced to support partner organisations in the development of a workforce that is competent and knowledgeable in safeguarding adults practice that are continuously improving. It outlines the sets of competences required for particular categories or levels of job roles.

The framework promotes a consistent, competency based approach to enable all staff working with adults at risk to develop their skills and knowledge. Its aim is to raise standards and ensure consistent and proportionate responses to safeguarding issues for adults with care and support needs. The Competency Framework has been devised to provide a baseline for agreed standards of competence that individuals with care and support needs can expect to receive from those workers and organisations that have key responsibilities in providing care and support and/or safeguarding adults. The Competency Framework is aligned with the Adult Safeguarding: Multi-Agency Policy & Procedures for the protection of Adults with Care & Support needs in the West Midlands and the Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018.

It is recognised and encouraged that practitioners should also take account of all safeguarding Adults guidance and requirements published by their own professional body and regulators.

The competency framework allows for the consideration of other forms of Continuous Professional Development. This could take the form of formal training but could also include practical experience and workplace learning such as shadowing, coaching and mentoring, blended learning, e-learning, conferences or other events, critical professional reflection on national events or cases or other learning personal events etc. Organisations and partner agencies are requested to encourage and support staff attendance on multi-agency events

Individual organisations should also consider existing mechanisms that may contribute to the assessment of these competencies. For instance, the Care

Certificate for health and social care settings and the Diploma's at level 2, 3, 4 and 5 or apprenticeships in Health and Social care are all perfectly aligned to meeting the competences at varying levels.

It is considered best practice that managers use the **Multi-Agency Adult Safeguarding Competency Framework** and the **Multi-Agency Mental Capacity Act & Deprivation of Liberty Safeguards Competency Framework (to be replaced in line with new legislation)** in conjunction with each other to ensure adults with care and support needs are fully supported and protected.

7. Course/Training Development

It is recognised that training is more effective when it is relevant and underpinned by evidence-based practice and the use of examination of real case studies and scenarios. When used appropriately, disseminating the key learnings from real life Worcestershire Safeguarding Adults Reviews support the delegates to see the application of the subject into their own role and day to day practice – e.g. residential settings, domiciliary, learning disabilities, mental health etc.

Organisations delivering or procuring their own training must ensure that robust quality assurance checks are undertaken to secure the best solution for their workforce and that the quality assurance evidence is made available. The WSAB Learning, Development and Practice sub-group will seek assurance that organisations have robust quality assurance arrangements in place and that evidence is available to support this.

Modern and fit for purpose training solutions must also utilise and embrace a digital approach. The Worcestershire County Council Social Care webpages, the Worcestershire Safeguarding website and Social Care Institute are excellent resources for additional guidance and support.

All good quality training should reference evidence based practice ie strengths based approaches, Making Safeguarding Personal, local Safeguarding Adults Reviews, and include signposting to organisational policies and procedures, local authority and the Worcestershire Safeguarding Adults Board website.

All Safeguarding adults training needs to include reference to the MCA & DoLS (LPS) Competency Framework and vice versa. This inclusive approach will support delegates to identify how safeguarding and MCA/DoLS fit together and to fully appreciate that both are concerned with supporting individuals to retain or achieve autonomy, choice and the best possible outcomes and life experience.

It is further advised as best practice for safeguarding adults training to make reference to Safeguarding Children procedures and signpost to the Worcestershire Safeguarding Children Partnership.

The **Multi Agency Adult Safeguarding Competency Framework** encourages organisations to continue to recognise the value of multi-agency training yet move from established traditional courses that perpetuate entrenched traditional practice.

Health and social care providers can also commission their adult safeguarding training solutions from any reputable training provider but must be assured that the course content is reflective of the current policy and practice within Worcestershire and underpins the knowledge requirements of the **Worcestershire Safeguarding Adults Board Multi- Agency Adult Safeguarding Competency Framework** and includes learnings from Worcestershire Safeguarding Adults Reviews .

Course Delivery, Evaluation and Reporting

While individual agencies and organisations can develop or source their own training solutions to meet the requirements of the Care Act and the Multi Agency Competencies, Worcestershire County Council are keen to work in partnership and would welcome staff from partner agencies on any of their courses.

.Worcestershire County Council offer safeguarding adults courses to our partners and to any other non-contracted health and social care provider. Individuals can book themselves on to WCC courses via <https://capublic.worcestershire.gov.uk/LearnDevPublic/CourseSearch>

The pathways and course content are available on the above web-link, and are currently under review to ensure the courses remain relevant and responsive.

Quality Assurance and Evaluation

It is essential that any training event or course is relevant, understandable and engaging for the delegate. The safeguarding responsibilities under the Care Act and Making Safeguarding Personal, make it clear that Safeguarding is not "**business as usual**" and therefore training courses must ensure delegates are fully briefed on the changes to practice and can apply them to their role.

Safeguarding Adults is critical in everyday practice, and it is crucial that delegates leave the training session, with a full understanding of their responsibilities and actions they must take if they suspect or witness a safeguarding issue.

Any organisation developing or commissioning Safeguarding Adults courses must be satisfied that the training provider they select have recognised teaching qualifications, experience in the sector and has considered a range of learning styles, includes effective and robust learner assessment and evaluation methods in place.

Evaluation of courses is important to confirm that critical learning has taken place. A variety of methods can be used to evaluate the learning gain. Organisations should adopt evaluation forms to gather learning gain which are then used to provide reportable data.

Where the trainer identifies, during the training course/session, that the required learning has not been achieved by the delegate, the information should be communicated to the delegate's manager/organisation at the earliest opportunity following the event.

Worcestershire Safeguarding Adults Board Learning, Development and Practice subgroup will offer advice and guidance, upon request, to any provider seeking to quality assure their preferred training solution.

The workforce/training strategy of individual organisations, and the manner in which they ensure the quality of their training provided to staff, will enable them to submit annual data, when requested by the WSAB Learning, Development and Practice sub-group, to inform WSAB's own quality assurance processes.

8. Administration, Reporting and Monitoring

All agencies must have effective Management Information Systems in place to collate training data on attendance on all courses, including safeguarding, delivered by them and report to the sub group at an agreed frequency.

The reported data will include:

- the number of training places offered for each safeguarding course,
- the number of people trained in safeguarding Adults and to what level
- the organisation/work base of those trained.

Data should include numbers of staff who have completed the Care Certificate, Diploma in Health and Social Care at Levels 2, 3, 4 or 5 or an apprenticeship or other relevant qualification in the related field.

Safeguarding Adults training is a mandatory requirement for new starters in non-regulated job roles through the Care Certificate programme, as advocated by the Francis Report 2013 and subsequent Cavendish Review 2015 and the Skills for Care and Skills for Health, the sector skills councils.

It is a mandatory requirement that all existing staff follow the pathway to progress through the training courses to achieve the correct competency level commensurate with their role, or evidence other ways that they have achieved the required competencies.

9. Summary

This Learning and Development Strategy details how the sub group will seek to assure that everyone working (paid or unpaid), or have regular professional contact, with adults who have care and support needs within Worcestershire, has the necessary skills and knowledge to contribute to providing a safe environment where adult with care and support needs can live a life that is free from harm and abuse, as is their fundamental right.

The Worcestershire Safeguarding Adults Board Learning, Development and Practice sub-group will seek assurance that organisations maintain effective leadership, partnership working and governance; that they have effective policies, procedures and practices in place to ensure the safety and wellbeing of any one using their service.

The Learning, Development and Practice sub-group has provided a Competency Framework tool to assist organisations and agencies to establish a baseline for safeguarding Adults knowledge and skills, and for use as an assessment and evidence tool.

The Learning, Development and Practice subgroup will further seek assurance that all Safeguarding Adults training and education programmes developed or commissioned by organisations and delivered to employees and volunteers, is Care Act compliant, factually accurate and reflective of current practice and procedures within Worcestershire.

10. Conclusion

This Learning and Development strategy supports the view of the Worcestershire Safeguarding Adults Board that individual agencies and organisations hold responsibility, and are held to account, for ensuring their staff are trained to appropriate standards and achieve the competencies, as detailed in the ***Worcestershire Adult Safeguarding Competency Framework***. In doing so, individual organisations can be assured that their workforce are operating in accordance with the ***Care Act 2014*** and the ***Adult Safeguarding: Multi-Agency Policy & Procedures for the protection of Adults with Care & Support needs in the West Midlands***. Health colleagues will also take account of the Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing Intercollegiate Document, August 2018.

This strategy has outlined options and solutions to ensure the health and social care economy within Worcestershire is well trained and capability to work with or support people who have care and support needs empowering them to realise their potential and achieve positive outcomes.

Appendices

1. Adult Safeguarding: Multi-agency policy & procedures for the protection of adults with care & support needs in the West Midlands
2. Worcestershire Safeguarding Adults Board Multi Agency Adult Safeguarding Competency Framework
3. Worcestershire County Council's Adult Safeguarding and MCA/DoLS Suggested Structure and Content 2015

References

<https://www.safeguardingworcestershire.org.uk/>

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<https://www.gov.uk/government/publications/mental-capacity-act-deprivation-of-liberty-safeguards>

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<http://www.cqc.org.uk/content/fundamental-standards>