



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Group A

National safeguarding training, learning and development framework: group A

First published: 9 November 2023

Last updated: 13 November 2023

This document was downloaded from socialcare.wales and may not be the latest version.

Go to <https://socialcare.wales/resources-guidance/safeguarding-list/national-safeguarding-training-learning-and-development-framework/group-a> for the latest version.

See a description of this group in the National training, learning and development standards.

Overview

Group A practitioners are **all** staff who work or volunteer in a public or voluntary sector organisation or agency in Wales.

This includes:

- those in private sector settings
- volunteers
- elected members of local authorities.

Competence for this group is for all practitioners and volunteers to:

- have an understanding about safeguarding
- know what they, and others, need to do
- know their responsibility to share concerns of actual or potential harm, abuse or neglect.

Group A training should be completed before training for the other groups, unless the full content of group A training is included in training delivered in other ways.

Memorable principles

- I know what the term safeguarding means.
- I know what to look out for.
- I know who to report to.

According to the standards, people in group A should know:

- how to work in ways that safeguard people from abuse, harm and neglect
- the factors, situations and actions that could lead or contribute to abuse, harm or neglect
- how to report, respond and record concerns or allegations related to safeguarding.

Learning outcomes

Learning outcomes can be done in one module or session.

At the end of a learning activity, they'll:

- be able to explain the term 'safeguarding'
- recognise abuse, or the risk of abuse, harm or neglect
- know they have a duty to report abuse, harm or neglect
- know what they need to do if they witness or suspect abuse, harm or neglect or if someone tells the practitioner they're being abused.

Training, learning and development

- Group A training materials must be standardised.
- Face-to-face training, learning and development opportunities can be made available so all practitioners get safeguarding training. (Some work areas have limited or no access to online training.)

E-learning doesn't give many opportunities for multi-agency work or discussion.

But, because group A training should be raising general awareness, the e-learning module is suitable for this group.

The e-learning module is available on our website:

Group A safeguarding e-learning module - Social Care Wales

The e-learning module is for all staff working in:

- social care
- health care
- local authority departments
- education
- early years and childcare
- the third and voluntary sector, including volunteers
- independent contractions (commissioned services)
- the third and voluntary sector, including volunteers
- criminal justice organisations, such as the police and probation services.

Things to consider

The e-learning is designed to reflect the knowledge and competence group A practitioners should have. It includes:

- case scenarios where there may be safeguarding concerns, and how to respond
- basic questions or assessments integrated throughout the module to test how much the learner's understanding
- videos, showing stories and examples of safeguarding
- an opportunity for the learner to give feedback about the module.

How much training, learning and development?

- New group A practitioners need to complete the e-learning module before starting their role, or as part of their induction.
- The e-learning module is always available, and they can use it flexibly so they're confident in their role and with their responsibilities.
- If they stay in group A, they'll need to refresh their learning:
 - a **minimum** of one to three hours every three years
 - when there are changes to safeguarding legislation and practice
 - more often if required by their manager or agency.
- E-learning (or its equivalent) will be a maximum of two hours.