



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

Guidance for organisations

How training, learning and development looks like for different organisations.

First published: 2 October 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/guidance-for-organisations> for the latest version.

How training, learning and development looks like for different organisations.

Organisational development and training departments play an important part in developing effective practitioners.

All organisations are responsible for supporting their employees to have the right safeguarding knowledge and skills to do their role.

We recognise that training, learning and development is a continual process for practitioners who have safeguarding responsibilities.

In this framework, people who move past group A will only need to refresh their training, learning and development at the group they reach.

This means practitioners starting a new role don't have to re-do training, learning and development.

Opportunities should be flexible to meet the needs of all practitioners.

When we plan training, learning and development, we need to consider practitioners who have protected characteristics that may impact the way they learn and develop.

Every organisation has its own training, learning and development framework and documents.

This makes it challenging to write a training framework that works for all organisations.

Some employers may need certain staff groups to be trained to a higher level than described in this framework, to meet the needs of their organisation.

Click on your organisation type below to find out what training, learning and development could look like for your organisation.

The agencies have given us this information.

Local authority

Show

Local authority practitioners have similar training, learning and development needs to staff in other statutory sectors.

There are different legal and professional frameworks that govern the opportunities given to staff.

The Social Services and Well-being Act (2014) Wales (SSWBA) is the legal framework for:

- improving the well-being of people who need care and support, and carers who need support
- transforming social services in Wales.

The SSWBA introduces a stronger, more robust and effective partnership way of safeguarding.

Codes of Practice and statutory guidance help practitioners work within the new framework created by the SSWBA.

Safeguarding training, learning and development also needs to reflect the *Wales Safeguarding Procedures*.

Education

Show

Practitioners in education directorate have the same training requirements as their local authority colleagues.

Schools are autonomous institutions and are responsible for making sure they arrange the right training, learning and development.

When needed, education organisations adhering, where mandated, to required timescales for refreshers or retraining.

Health

Show

Healthcare practitioners must have the competences to recognise adults and children who are at risk, and to take effective action as appropriate to their role.

To benchmark their safeguarding training, learning and development needs, NHS organisations use:

- [**Safeguarding children and young people: roles and competencies for healthcare staff**](#) - Royal College of Nursing
- [**Adult safeguarding: roles and competencies for health care staff**](#) - Royal College of Nursing
- the NHS Wales safeguarding training framework
- [**UK core skills framework 2016**](#) - Skills for Health

Practitioners use e-learning and face-to-face learning as depicted by these documents.

Police

Show

The Association of Chief Police Officers (ACPO) agree the police training requirements, needs and time scales for police officers and police staff in each force.

For consistency, the training in different police forces is very similar.

It's controlled by The National College of Policing and other accredited agencies.

Some training is tailored to each force area to make sure the needs of the community it serves are met.

Probation services

Show

Probation employees must do mandatory e-learning on child and adult safeguarding every three years.

Probation Service Officers, and people doing the Professional Qualification in Probation, do core training and required learning on:

- child safeguarding
- adult safeguarding
- domestic abuse.

They do the training virtually and face-to-face.

The safeguarding courses aim to make practitioners more confident and competent at identifying and managing of complex risks and vulnerabilities, while working to legal frameworks.

The training uses case studies to focus on complicated child and adult safeguarding concerns in a probation practice context.

It focuses on using professional curiosity and person-centred approaches.

The domestic abuse training:

- uses case studies to develop skills in professional curiosity
- promotes effective multi-agency working
- explains how to notice and manage emerging domestic abuse risk, and consider the intervention framework for perpetrators
- highlights the principles of effective victim safety planning
- is underpinned by the *National domestic abuse policy framework*.

The Probation Service is committed to the continuous professional development of its staff.

It values the benefits of multi-agency working to do learning and development, which the *National safeguarding training, learning and development framework* aims to achieve.

Third sector

Show

Safeguarding learning needs in the third sector reflect the needs of its statutory partners.

The voluntary sector includes:

- registered charities
- voluntary and community organisations
- social enterprises.

It's involved in different types of work led by statutory agencies, and often fills the gaps in-between.

Thousands of paid practitioners and volunteers run organisations with services that enhance and complement each other and their statutory partners.

They also need tools and training, learning and development to do their roles effectively.

Charity trustees are accountable to the Charity Commission, which says they're responsible for safeguarding in their organisations.

They're responsible for making sure safeguarding is a governance priority, and that the Board oversees any safeguarding duties carried out by the organisation.

Trustees may have to make complex safeguarding decisions in their organisation, and on behalf of individuals.

They also need tools and training to do their roles effectively.

Early years, childcare and playwork

Show

All practitioners, staff and volunteers working in early years, childcare and playwork should understand safeguarding, and be able to put the setting policy into practice in line with the *Wales Safeguarding Procedures*.

The requirement to complete safeguarding training is outlined in the *National minimum standards for regulated childcare* for children up to the age of 12.

Other organisations

Show

Not all organisations will fit into the other categories.

The [training, learning and development standards](#) and framework are also suitable for:

- private or independent sectors
- volunteers
- elected members of local authorities.

Organisations will need to do a training needs analysis to understand their employees' roles.