

Standards for safeguarding training

Guidance for commissioners

This guidance is supplied to support commissioners (those who commission or appoint trainers to deliver safeguarding training in Wales, for payment, to the workforce for children and adults at risk in Wales) to engage effective and appropriate trainers.

This guidance should be viewed as aspirational for individuals intending to become deliverers of safeguarding training (or any specific topics within the wider remit of safeguarding e.g. Prevent), and for commissioners of in-house trainers, or those who deliver safeguarding training as part of a wider job role.

Safeguarding is a very particular and demanding topic to deliver. It is vital to the competency of the workforce who safeguard others that they are trained by those with sufficient sensitivity, knowledge and credibility.

STANDARDS

Standard 1

All training is delivered by appropriately experienced tutors, with extensive practical knowledge of safeguarding from a relevant background (e.g. social care, social work, youth work education, police...)

Standard 2

All Safeguarding training is linked to current and evolving Regional and All Wales National procedures. Trainers must demonstrate knowledge of Social Services and Well-Being (Wales) Act and specifically part 7 (Safeguarding).

Standard 3

The training has clear aims and objectives and meets agreed learning outcomes – and has a positive impact on the practice of learners.

Standard 4

The course is informed by current research, is evidence based and includes lessons from Child / Adult Practice Reviews, local and national policy and practice development.

Standard 5

Training materials are clear, accurate, and relevant and up-to-date. They are available in English and Welsh.

Standard 6

The training will be delivered by trainers who have completed Training the Trainers programme, a professional equivalent qualification (or have relevant training experience) or are committed to doing so.

Standard 7

Training will be delivered in an environment which is conducive with learning and accessible, to ensure all appropriate staff are given the opportunity to attend.

Standard 8

All training creates an ethos that values working collaboratively with others, respects diversity, observes the standards around Welsh Language, race, religion and disability, and promotes equality.

Standard 9

All training will be evaluated to ensure that standards are being maintained and that it enhances practice in the long and short term.

Standard 10

All training places the child/adult at the centre and promotes the importance of understanding the child's/adult's daily life experience.

Standard 11

All training encourages healthy debate and appropriate challenge, and is supportive of peer learning.

Standard 12

All training offers an opportunity for learners to disclose concerns, be supported with sensitive issues and be appropriately signposted/referred to services. Appropriate confidentiality should be explained and maintained.

The commissioner of training should consider what evidence could be presented to support each of the standards. Some may be required in advance of training delivery, others afterwards. For example, standards 3, 4, 5, 8 and 9 should appear as requirements in any tendering or commissioning process.

The trainer's evidence/credentials could answer standards 1, 2, 6, 10, 11 and 12. These might include training certificates, their CV, testimonials, previous course evaluations etc. It would be helpful for them to a) provide a sample of their own training materials or describe how they use recognised learning resources; and b) demonstrate their understanding of how the safeguarding courses they deliver relate to the bigger picture, e.g. All Wales Induction Framework for Health and Social Care.

The trainer should be asked how they intend to evaluate the learning that takes place during the course, the learner experience of the course, and how longer impact of the learning term on practice might be evaluated. It would be expected that the trainer should share with the commissioner any issues or questions raised in the training that may need addressing by the commissioning body.

The commissioner may wish to drop in or observe part or all of the training delivery, in person or by proxy and encourage direct feedback from the learners.

The commissioner may use the feedback and evaluation to consider future use of the same trainer for training delivery in this field.

The trainer will be expected to treat all learner personal information with respect and in accordance with GDPR.