

# MULTI-AGENCY INDUCTION TRAINING PROGRAMME: SAFEGUARDING CHILDREN

## 1. Relationship to single agency inductions

Individual agencies are responsible for ensuring that their workforce is competent and confident in carrying out its responsibilities for safeguarding and promoting the welfare of children.

The training that individual New Starters in individual agencies will need depends upon the degree of their contact with children or parents/carers and the role they may be asked to play in child protection processes. Depending upon their particular role, staff will have enhanced levels of training.

It is an expectation of the Local Safeguarding Children Board (LSCB) that each partner agency has a programme in place that is able to respond to these different training needs – and which includes an induction element – in the context of the agency's particular professional responsibilities.

## 2. Types of New Starters

To aid the thinking around different training levels or groups, it helps to consider ISA categories of workers and the guidance 'Competence Matters' issued by the London Safeguarding Children Board.

Depending on staff's roles and responsibilities, and levels of contact with children and families, individual New Starters are categorised in three distinct groups, as follows:

Safeguarding Group A workers have limited contact with children, young people and with their parents/carers; they have a responsibility to contribute to safeguarding and promoting the welfare of children in the community but do not necessarily have specific organisational responsibility to intervene in the lives of children and their families.

Safeguarding Group A includes workers who perform 'Controlled Activities' as defined by the ISA (see [http://www.isa.gov.org.uk/PDF/VBS\\_Guidance.pdf](http://www.isa.gov.org.uk/PDF/VBS_Guidance.pdf)) and workers who perform 'Regulated Activities' but have no real contact with children (e.g., workers with the elderly).

Safeguarding Group B (Safeguarding Professionals) consists of people who work regularly with children and young people and adults who are parents/carers. Group B has considerable professional and organisational responsibility for safeguarding and promoting children's welfare and has to be able to act on welfare concerns and to contribute appropriately to safeguarding processes. Group B needs the skills and knowledge to manage effectively the interface between themselves and those from Group A, who may approach them with concerns about a child's welfare, and Group C to whom referrals will be addressed.

These are staff who perform Regulated Activities and come into contact with children in the course of their work.

Safeguarding Group C (Protecting Professionals) has particular responsibilities for safeguarding and child protection. They hold professional or organisational authority and a substantial degree of personal responsibility and autonomy to act on child welfare concerns. They work extensively within a multi-agency context and often have responsibility for the work of others.

These are staff who perform Regulated Activities and come into contact with children in the course of their work.

Appendix 1 shows these different staff groups in more detail.

## 3. LSCB-led Multi-agency Safeguarding Induction Programme

### Stage 1

The LSCB delivers a multi-agency induction programme in two stages, which takes account of the three training 'groups' outlined above. It is designed to supplement, not replace, existing single agency/corporate induction programmes.

Stage 1 is directed at all Groups of New Starters (A, B and C) and should take place within two weeks of an individual starting work.

## a. e-learning course: introduction to child protection

(available to all local authority staff on Harinet and to external partners via the LSCB website, [www.haringeylscb.org/training](http://www.haringeylscb.org/training))

## b. Induction Pack

All new staff appointed to permanent posts will be issued with the following documents:

- LSCB Child Protection Handbook (contains core processes from the London Child Protection Procedures but is small enough to fit in a pocket/bag)
- Information Sharing: Pocket Guide (DfES)
- Information sheets:
- Local contact numbers and a space to insert the detail of your own designated officer
- Profile of Haringey children
- Leaflet: Understanding referrals & assessments
- Leaflet: 'What to do if you're worried about a child'
- LSCB Thresholds of Need

**Agency HR Leads will notify the LSCB Training Officer of all new appointments at the point that letters of appointment are sent to new staff, together with the estimated start date, contact details and details of manager; this will allow time, albeit short, to plan for numbers and appropriate staff mix.**

**Staff must have completed the e-learning course prior to attending Stage 2.**

## Stage 2

Stage 2 is directed at Groups B & C and requires attendance at a one-day training course – either together or separately depending on numbers at any given time. It is an expectation that the learning from this course will be reinforced by support and opportunities to put learning into practice in the workplace.

The course includes workshop-style activities and presentations/handouts on:

- What is Safeguarding?
- Every Child Matters
- What is Child Protection & Child Abuse?
- Recognising signs & indicators of abuse
- What is the impact on children?
- Categories of abuse
- Thresholds
- Terminology
- What to do when you notice indicators of abuse/maltreatment?
- How referrals work in Haringey
- Clarity about Roles & Responsibilities
- Information sharing
- Understanding of interface between groups B & C
- Barriers to identifying risk
- Learning from recent local and national Serious Case Reviews