

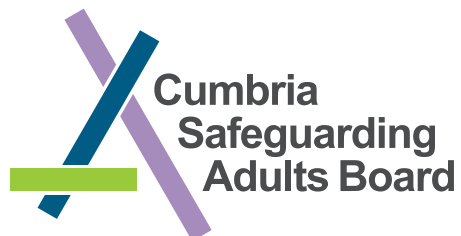


Safeguarding Adults

Learning and Development Strategy 2021 - 2023

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1. Introduction

Cumbria Safeguarding Adults Board (CSAB) is committed to a culture of learning and improvement. [Chapter 14 \(14.139\) of the Care and Support statutory guidance](#) states that Safeguarding Adult Boards should “promote multi agency training and consider any specialist training that may be required”.

Central to effective adult safeguarding is a competent workforce. This multi-agency Learning and Development Strategy and supporting information is designed to enhance best practice for the development of training and ensure staff access training relevant to their role in safeguarding adults at risk of abuse or neglect as defined in the [National Competency Framework Safeguarding Adults](#).

Whilst it is the responsibility of individual organisations to provide training for staff relevant to their roles. CSAB will seek assurances that training meets required national standards expected for staff groups working to safeguard adults from abuse or neglect.

The successful delivery of this strategy will add value through continuous learning across the system and is dependent on a commitment from partners and relationships with other strategic boards to maximise the impact of sharing learning across the workforce.

CSAB expect that all agencies work together to implement this strategy and thereby ensure that all staff and volunteers are trained to recognise the sign of abuse and neglect of adults in Cumbria.

2. What is our vision and commitment

Our **vision** is to put the people of Cumbria at the centre of everything we do.

Cumbria Safeguarding Adults Board is **committed** to support the protection of and appropriate service provision for vulnerable people living in Cumbria. We listen; we learn; we proactively support all agencies to improve, share, embed and deliver effective practice.



3. Training Strategy Aims

Making Safeguarding Personal (MSP) is a key area of adult safeguarding and defined in the Care Act. Often referred to as MSP, it means all interventions and actions should be person led and focussed. It engages the person to respond to their situation in a way that ensures involvement, choice and control as well as improving the quality of life, well-being and safety. Learning activities should be underpinned by the six key safeguarding principles.



4. How will we deliver this strategy?

Cumbria Safeguarding Adults Board is committed to supporting the provision of high quality learning across the system. It is the responsibility of each partner organisation to ensure that their staff receive the appropriate training to reflect their role in safeguarding adults in line with competency frameworks.

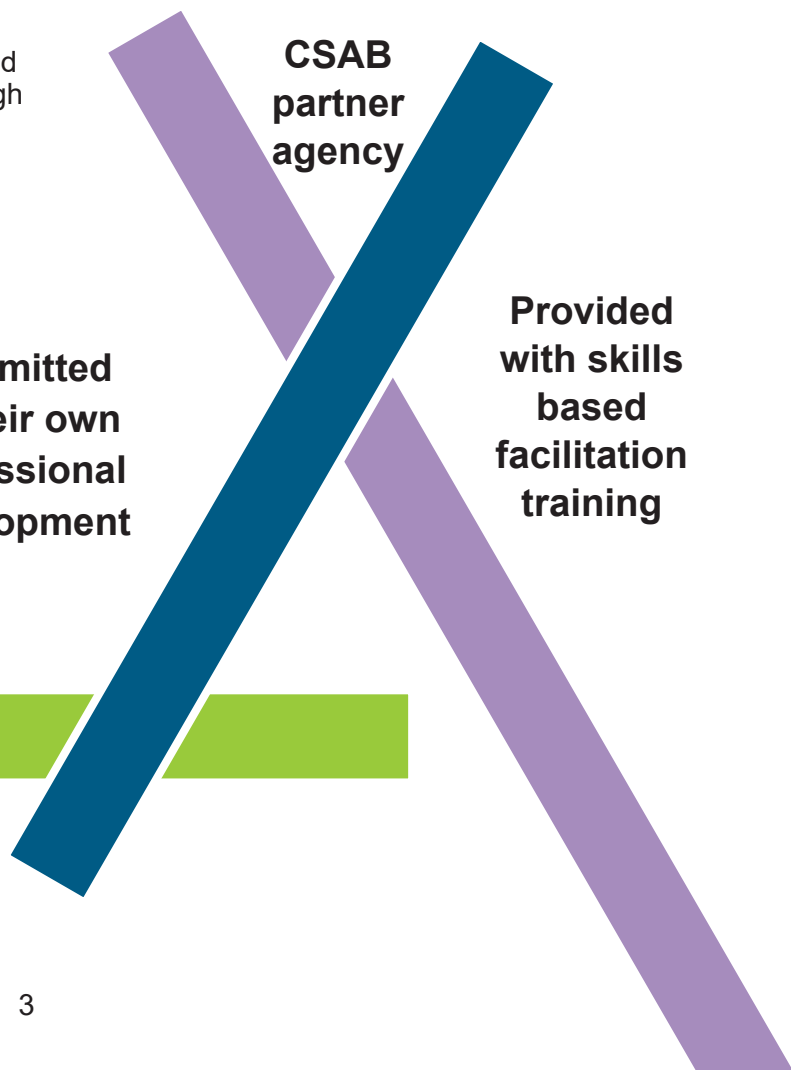
Through delivery of this strategy CSAB will add value to the single agency training offer through provision of multi-agency “learning” activities and resources.

Delivery of this strategy is based upon successfully developing a pool of facilitators skilled in sharing “learning” with multi-agency staff groups. The facilitators will be;

Committed to their own professional development

Provided with skills based facilitation training

Supported to plan and deliver learning



5. Who is the strategy for?

The [National Safeguarding Adults Competency Framework](#) offers a clear framework of the competencies required for staff roles across organisations who work within a safeguarding adults context and is designed to ensure that all who work with and support adults have the skills and knowledge to keep them safe.

The main aims of the competencies are to;

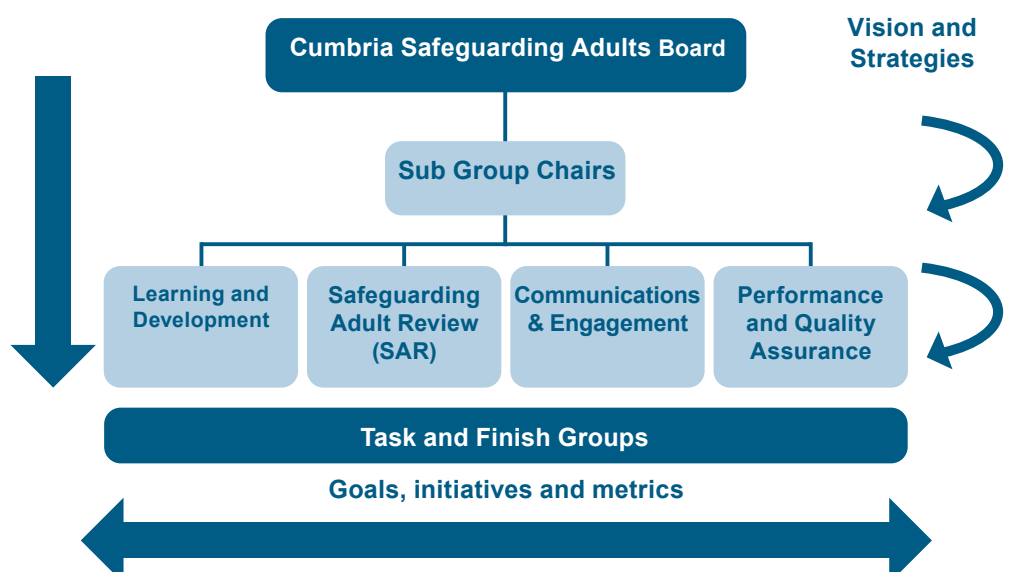


Note; across professional roles there are other competency frameworks and tools to support individuals who need safeguarding.

Partner agencies are responsible for identifying the levels of training that staff groups and volunteers require. Staff must seek clarification regarding the level of training they are required to undertake their job role. The National Competency Framework for Safeguarding Adults can be used to assist in assessing workforce training needs and as a checklist of specific role competencies.

6. What is the role of the Learning and Development sub-group?

The Learning and Development group is a sub group of CSAB tasked with delivery of the [3 year Strategic and Annual Business Plans](#). Membership includes identified leads with responsibility for a competent safeguarding workforce within their own agencies and across the partnership.



7. What will we deliver?

Year 1 2021/22

- Promote the existing safeguarding adults e-learning offer through “My Learning” platform to support basic awareness competencies across the system.
- Deliver a skills-based session for staff across the partnership as facilitators to support onward sharing of learning and facilitation.
- Facilitate and deliver a series of virtual learning sessions to share learning from SARs across the partnership and wider system.
- Share “learning” through the use of themed learning briefs.
- Capitalise on opportunities already available across the partnership for staff.
- Identify opportunities to share webinars and virtual learning sessions for learn at lunch or team meetings hosted on the CSAB website “learning zone”.
- Explore development of video’s and share good practice case studies and learning to increase accessibility and wider dissemination.

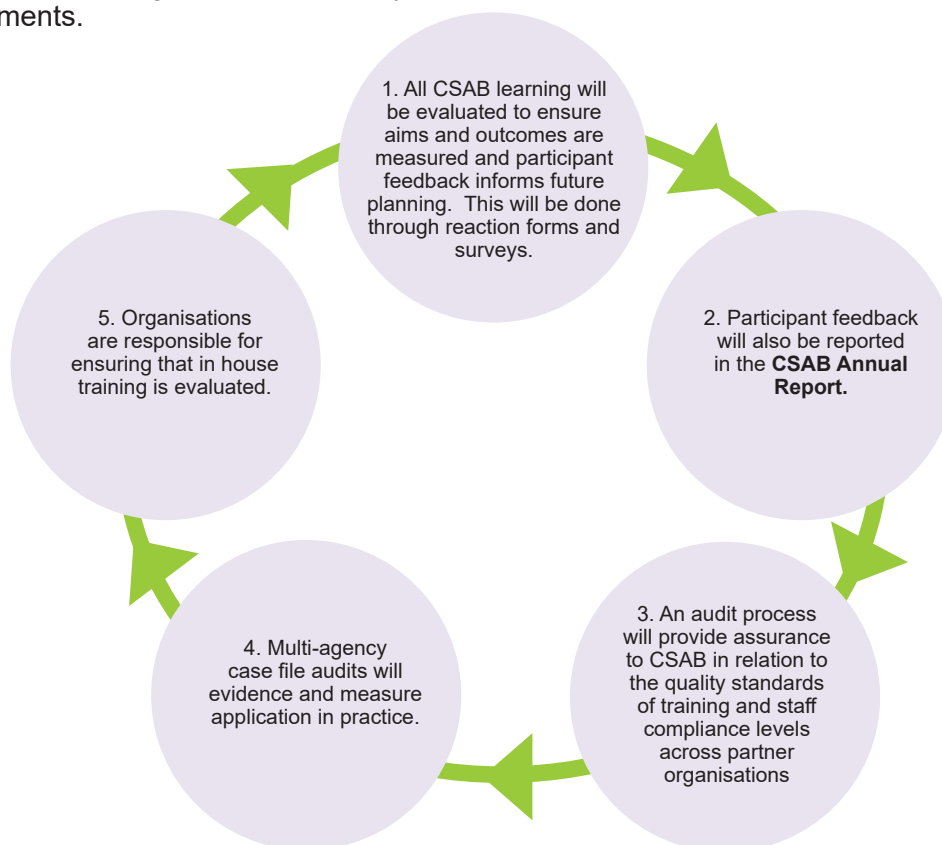
Year 2 2022/23

- Continue to strengthen learning and arrangements delivered in Year 1
- Plan the delivery of an annual safeguarding conference informed by SARs, national developments, audits, data, changes in legislation etc.
- Establish multi-agency practitioner forums to discuss and share safeguarding practice issues and promote multi-disciplinary discussion and networking

8. How will we evaluate learning and monitor performance?

CSAB support the minimum expected standards for the delivery of all learning and development activities as set out in National Competency Frameworks.

Training and learning is a continuous cycle and should be reviewed and evaluated to inform improvements.



Further details can be found on the [CSAB website](#) in the “learning zone” for staff and professionals working together in Cumbria to protect adults at risk of abuse or neglect.

