



Safeguarding
Adults Board
LEICESTERSHIRE & RUTLAND

Leicester
Safeguarding
Adults Board
WORKING IN PARTNERSHIP
TO KEEP ADULTS SAFE

Learning and Development Training Strategy 2024-2026

Published November 2024



Introduction

- The Learning and Development Subgroup of Leicester Safeguarding Adults Board (LSAB) and Leicestershire and Rutland Safeguarding Adults Board (LRSAB) is chaired by a member of one of the Boards' partners.
- Whilst it is the responsibility of partner organisations to ensure their own staff are appropriately trained in matters of adult safeguarding, it is the responsibility of the Learning and Development Subgroup to receive assurance from organisations that they know what levels of training are expected for their staff, have audited their needs, and that they are delivering the correct training. In the areas of understanding abuse, raising awareness, responding effectively and prevention.
- The Learning and Development Subgroup is also responsible for promoting multi-agency training within the partnership, promoting learning from Safeguarding Adults Reviews (SARs) and considering any specialist multi-agency training that may be required across the partnership relating to the Board's priorities.
- This training strategy aims to provide an overview of how the Learning and Development Subgroup plans to meet its objectives under the current [LSAB and LRSAB Strategic Plan](#).

Background and legislative context

- Competency frameworks set out the competencies, knowledge, skills, values and attitudes for different sectors and staff and volunteer roles in order to respond to safeguarding adults. The LLR Safeguarding Adults Board has developed its own Competency Framework for Safeguarding Adults based on national standards to support Social Care staff. Health services nationally work to the 'Adult Safeguarding: roles and competencies for health care staff' (known as the [Intercollegiate document for adults published by the Royal College of Nursing](#) in July 2024). In LLR staff will work to the required competencies relevant to their organisation.
- The implementation of the [Care Act \(2014\)](#) set a legal statutory framework for adult safeguarding and placed LSAB and its work on a statutory basis. It placed in legislation, the objective of a SAB which is to help and protect adults in its area who have needs for care and support, are experiencing or at risk of abuse or neglect and as a result of those needs is unable to protect themselves against the abuse or neglect or the risk of it. Section 43(3) of the act states, '*The way in which a SAB must seek to achieve its objective is by coordinating and ensuring the effectiveness of what each of its members does*'.



- Whilst the Care Act itself does not state anything specific about a SAB's responsibilities in relation to training, the corresponding [statutory guidance](#) (Department of Health, 2016, updated in 2024) does highlight the following:

14.139 "Each SAB should... promote multi-agency training and consider any specialist training that may be required. Consider any scope to jointly commission some training with other partnerships, such as the Community Safety Partnership."

14.151 "The SAB ...will promote multi-agency training that ensures a common understanding of abuse and neglect, appropriate responses and agree how to work together... The SAB should also consider any specialist training that is required..."

14.157 "The annual report must set out how the SAB is monitoring progress against its policies and intentions to deliver its strategic plan. The SAB should consider the following in coming to its conclusions: ...the impact of training carried out in this area and analysis of future need."

Local approach and governance

- Locally, LSAB and LRSAB's joint Strategic Plan includes a core priority of 'enhancing everyday business' which outlines the expectation that each agency will ensure that its own staff have the core safeguarding training that they need to do their jobs effectively and safely. It also confirms that each SAB will take a lead in ensuring that there is enhanced training for the partnership.
- LSAB and LRSAB priorities relating to staff training and awareness will be achieved through the Learning and Development Subgroup, which provides quarterly updates on progress to the board in the form of a written 'chair's report' and verbal updates. The board will, at the beginning of each financial year, allocate an amount available to the Learning and Development Subgroup for the work of the subgroup to be progressed. The use of 'in house' specialists along with joint commissioning of training with other multi-agency partnerships locally and across the region should be considered to ensure that duplication is avoided, and training remains cost effective.
- We have a process of inter-subgroup referrals where if another subgroup identifies learning and development needs across the LSAB and LRSAB and Local Safeguarding Children Partnership subgroups, they can refer in areas of work identified and potential joint working opportunities. In the same vein the Learning and Development Subgroup can also send referrals to other subgroups to maximize best use of resources and expertise.



The work of the LSAB and LRSAB's Learning and Development Subgroup

Seeking Assurance

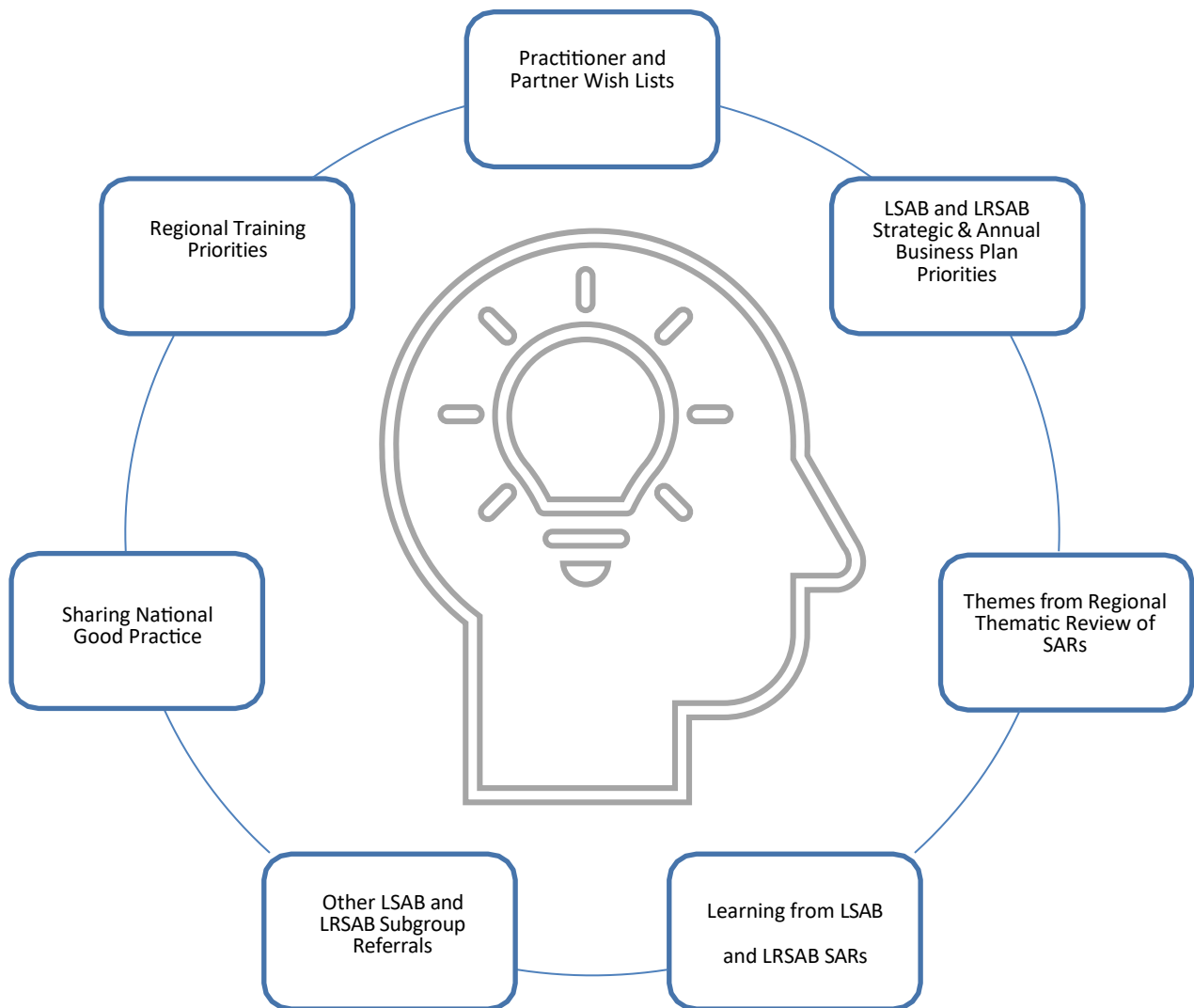
- The Learning & Development Subgroup will seek assurance from our partners that their organisational safeguarding and Mental Capacity Act (2005) training meets the prescribed standards for that organisation and sector, for example health following the Intercollegiate Safeguarding Adults Training Competencies.
- The Performance Sub-Group receives the data and narrative regarding safeguarding adult training performance. Each of the SAB's subgroups reports to the SAB.
- Furthermore, the Learning and Development Subgroup will receive referrals from other subgroups and other relevant system groups relating to learning and development. This can result in a range of materials and outcomes for use across the partnership.
- The Learning and Development Subgroup will consider the recommendations and suitable learning and development strategies that can promote multi-agency learning such as the commissioning of topic specific training, safeguarding short films and animations, sharing national and local good practice, learning tools or specific learning and development events relating to Safeguarding and our SAB priorities and create sustainable learning opportunities across the partnership; particularly around the model of MCA Communities of Practice; such as promoting agencies lunch and learn events and provider forums.
- Each partner will be responsible for sharing the learning from SARs within their own agency. The Learning and Development Subgroup will be responsible for collating assurance that this has been completed on behalf of the Board.
- We do this through multi-agency spotlight sessions, each partner has an allocated slot at the Learning and Development Group meeting to present their training plans and provide assurance to the group and partners have the opportunity to ask questions and challenge.

Identifying multi-agency training needs and opportunities to enhance existing single agency training

- Each financial year within its allocated budget, the Learning and Development subgroup will commission multi-agency safeguarding training above and beyond the core safeguarding training provided by individual agencies to their staff. When deciding upon what specialist training is required, the group will consider the SAB Business Plan and this may reflect this diagram.



- By taking the above into account when considering any scope to jointly commission training with other partnerships, the Learning and Development Subgroup will ensure that the LSAB and LRSAB safeguarding priorities remain at the heart of its work.
- Specialist multi-agency safeguarding training commissioned by the Training Subgroup on behalf of LSAB will be made available across partner agencies as well as across voluntary, third sector and commissioned services as deemed appropriate, with the key aim being to enhance effective safeguarding practice across Leicester, Leicestershire, and Rutland.



Promotion, awareness raising and confidence building across the partnership

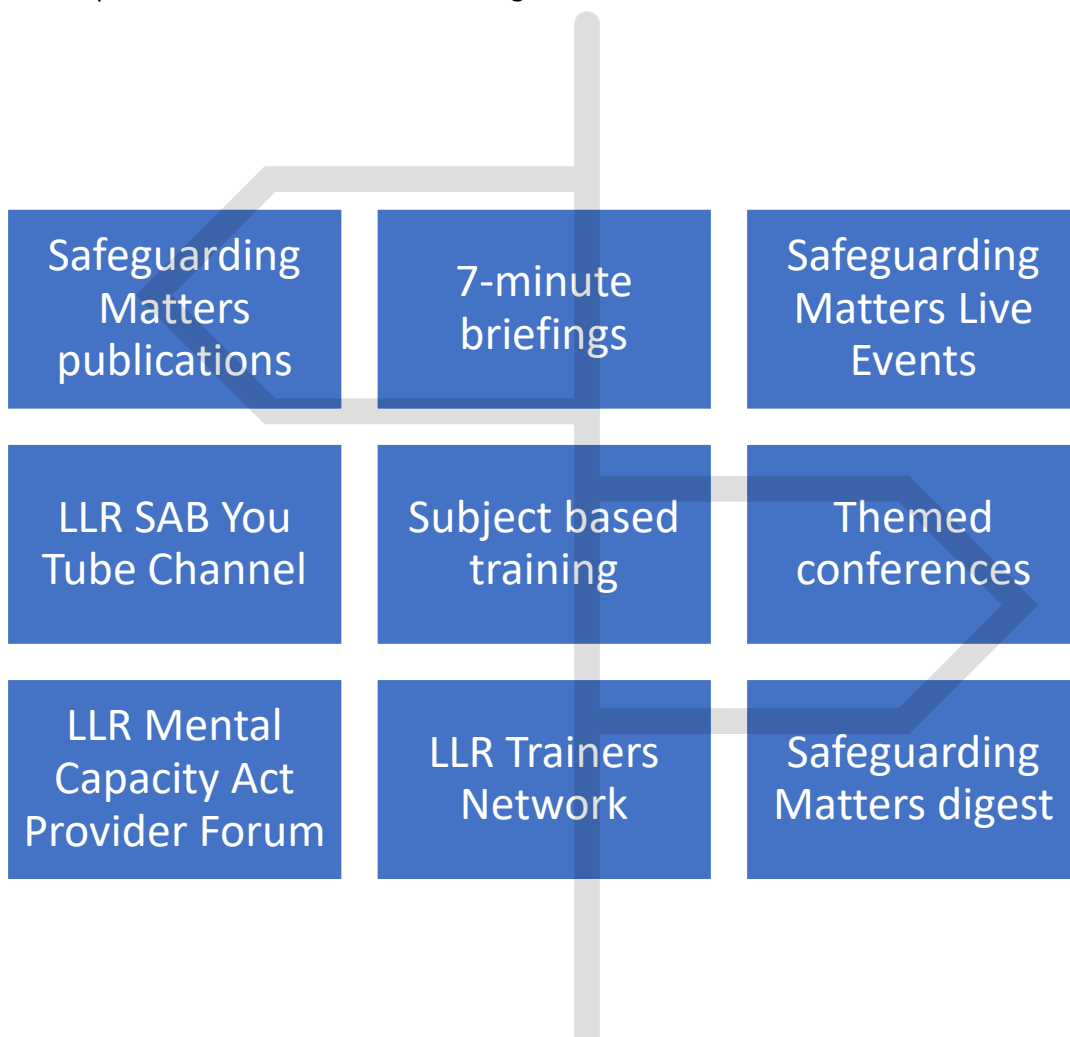
Awareness and promotion of learning is shared through our variety of methods, and we have a suite of channels in which to share learning seen in this diagram.

- LLR Trainers' Network – This network of training leads from private and voluntary organisations across Leicester, Leicestershire and Rutland meets quarterly. The content of



the meetings is decided upon and facilitated jointly by LSAB and LRSAB. The Learning and Development Subgroup will have a standing agenda item in relation to the Trainers' Network to ensure that key messages from the Board are being fed into the network.

- MCA Providers Forum – This forum was created to build upon providers knowledge base, enhance skillsets and confidence by allowing provider staff the space to learn from real life examples from one another, talk through completing mental capacity assessments, to support each other and hear from experts in the field. This group will re-launch as an LLR resource in 2024-2025.
- Where specific multi-agency learning themes are identified as a local need, the Learning and Development Group will consider commissioning specific themed training. For example, Edge Consultancy Training is being provided for MCA Basic Awareness and In Practice for staff across the partnership in 2024-2025.
- We consider Safeguarding Adult Review recommendations and acknowledge suitable learning and development strategies that can promote multi-agency learning- such as the commissioning of training, safeguarding films, sharing learning tools or specific learning and development events and 7-minute briefings.





Legislative background and references

	Care Act 2014
	Social Care Institute for Excellence (SCIE)
	Department of Health (2017) Care and Support Statutory Guidance
	Mental Capacity Act (2005)
	Human Rights Act (1998)
	Modern Slavery Act (2015)
	Data Protection Act (2018)
	Domestic Abuse Act (2021)
	The Six Safeguarding Principles
	The 5 MCA Enabling Principles
	Adult Safeguarding roles and competencies for healthcare staff
	LLR Safeguarding Adults Competency Framework
	LLR Safeguarding Matters Publications
	LLR Safeguarding Matters Live Events Recordings
	LLR SAB You Tube Channel
	LLR SAB 7-Minute Briefings
	LLR Safeguarding Adults Multi-agency Policy and Procedures