

Guidance for Voluntary & Community Sector Organisations on Safeguarding Training

This guide outlines information from a number of Government Guidance documents to help Voluntary & Community Sector Organisations to decide what safeguarding training they may need. These include:

- [Working Together to Safeguard Children A guide to multi-agency working to help, protect and promote the welfare of children 2023](#)
- [After-school clubs, community activities and tuition safeguarding guidance for providers 2023](#)
- [Safeguarding and protecting people for charities and trustees 2017](#)
- [Keeping Children Safe in Education Statutory guidance for schools and colleges 2024](#)



What is Solihull Safeguarding Children Partnership? And why has it produced this guidance?

Solihull Safeguarding Children Partnership (SSCP) is a statutory multi-agency partnership lead by three Lead Safeguarding Partners as stipulated in Working Together 2023. In Solihull they are:

- Chief Executive of Solihull Metropolitan Borough Council
- Chief Constable of West Midlands Police
- Accountable Officer for Birmingham and Solihull Integrated Care Board

Safeguarding partners are under a duty to put in place arrangements to ensure they work together and with other partners locally to safeguard and promote the welfare of all children in their area.

Solihull Safeguarding Children Partnership (SSCP) has a remit outlined in Working Together 2023 to provide multi-agency training and learning to

- support the collective understanding of demographics and need of the local community
- share learning from local rapid reviews and Child Safeguarding Practice Reviews to improve the local practice
- share learning and key information from national reports and research, including evidence of good practice.

The SSCP suggests as a general guide that those who are expected to engage in partnership working in child protection should have access to 4-6 hours a year of high-quality multi-agency training, in addition to their agency specific training; outlined in the [Solihull Safeguarding Children Partnership Multi-Agency Safeguarding Workforce Training Strategy](#).

While government guidance specifies the need for regular safeguarding training in VCS settings, each organisation is responsible for determining the appropriate level and type of training needed for their staff and volunteers. The SSCP cannot and would not want to tell any organisation what training they must do, but we have compiled this guide to help people consider what they may need and what is available locally.



Safeguarding training for all those working volunteering in VSC with Children

Working together 2023 advises that:

“All practitioners working with children and families, including those in universal services and those providing services to adults with children, need to understand their role in identifying emerging problems. They need appropriate training so that they:

- *know when to share information with other practitioners and what action to take to support early identification and assessment*
- *are able to identify and recognise all forms of abuse, neglect, and exploitation*

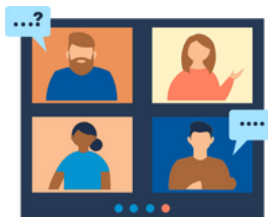
- *have an understanding of domestic and sexual abuse, including controlling and coercive behaviour as well as parental conflict that is frequent, intense, and unresolved*
- *are aware of new and emerging threats, including online harm, grooming, sexual exploitation, criminal exploitation, radicalisation, and the role of technology and social media in presenting harm*
- *are aware that a child and their family may be experiencing multiple needs at the same time*

Practitioners should be alert to the potential need for early help for a child who:

- *is disabled*
- *has special educational needs (whether or not they have a statutory education, health and care (EHC) plan)*
- *is a young carer*
- *is bereaved*
- *is showing signs of being drawn into anti-social or criminal behaviour, including being affected by gangs and county lines and organised crime groups and/or serious violence, including knife crime*
- *is frequently missing/goes missing from care or from home*
- *is at risk of modern slavery, trafficking, sexual and/or criminal exploitation*
- *is at risk of being radicalised*
- *is viewing problematic and/or inappropriate online content (for example, linked to violence), or developing inappropriate relationships online*
- *is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues domestic abuse*
- *is misusing drugs or alcohol themselves*
- *is suffering from mental ill health*
- *has returned home to their family from care*
- *is a privately fostered child*
- *has a parent or carer in custody*
- *is missing education, or persistently absent from school, or not in receipt of fulltime education*
- *has experienced multiple suspensions and is at risk of, or has been permanently excluded*



'After-school clubs, community activities and tuition safeguarding guidance for providers 2023' advises that the NSPCC provide an [introduction to safeguarding and child protection training course](#). The SSCP are aware that this course costs between £30 - £245 for organisations, depending on numbers trained. This basic foundation is expected to be provided by organisations for their staff/ volunteers, but as people are required to have this foundation of learning before engaging with multi-agency safeguarding training, it was agreed that an introductory course would be provided **free of charge for the VCS** only by the SSCP.



This course ([An introduction to training for voluntary and community sector organisations](#)) is available virtually and provides basic safeguarding training to enable you to spot the signs of different types of abuse and neglect, know how to respond to these concerns and who to report to.

[Module 1 – Early Help](#) will help professionals to apply local thresholds appropriately, respond to concerns about children with additional needs by working with multi-agency partners and carry out early help assessments effectively.

These 2 courses would cover the basic requirements of Working Together 2023 for all staff and volunteers and are available free of charge to those who work in Solihull and attend.

Designated Safeguarding Lead

Both the 'After-school clubs, community activities and tuition safeguarding guidance for providers 2023', and the 'Safeguarding and protection people for charities and trustees 2017' guidance state that each organisation should appoint an adult to be a safeguarding lead. This is referred to as a designated safeguarding lead in the 'After-school clubs, community activities and tuition safeguarding guidance', which is a term used within Education, and this guidance specifies that the detailed duties and relevant training can be found in Keeping Children Safe in Education:

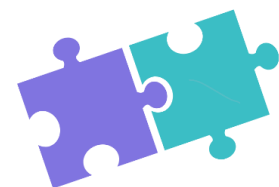
"The designated safeguarding lead (and any deputies) should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years. The designated safeguarding lead (and any deputies) should also undertake Prevent awareness training. Training should provide designated safeguarding leads with a good understanding of their own role, how to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk, and the processes, procedures and responsibilities of other agencies, so they:



- *understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements*
- *have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so*
- *understand the importance of the role the designated safeguarding lead has in providing information and support to local authority children social care in order to safeguard and promote the welfare of children*
- *understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes*
- *are alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health conditions and young carers*
- *understand the importance of information sharing, both within the school and college, and with the safeguarding partners, other agencies, organisations and practitioners*
- *understand and support the school or college with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation"*

All of the SSCP multi-agency safeguarding training modules include trauma informed practice and core multi-agency competencies:

- Application of thresholds
- Early help assessments
- Information sharing
- Challenge in practice
- Effective use of supervision
- Analysis and judgement



In addition to the 2 SSCP courses mentioned above, the following module would be relevant to KCSIE guidance:

[Module 2 Child Protection: An introduction to multi-agency working](#), delivered face to face, for those who identify child protection concerns and make child protection referrals. This module equips you to make evidence-informed child protection referrals, contribute effectively to safeguarding meetings, challenge drift and delay and use escalation procedures when needed.

If you have responsibility for supervising or leading others in their safeguarding responsibility, then this module may also be useful:

[Module 3 - Child Protection: The challenges of multi-agency working](#), delivered face to face. For those who also regularly attend child protection conferences and core groups and/or supervise or manage those who do, or lead organisations that do. This module enhances your ability to navigate challenges in partnership working, respect multi-agency differences, assess complex risks, address drift and delay, use supervision effectively, and provide constructive challenge to safeguarding.



There are additional training webinars and e-learning links available on the [SSCP training website](#) for adverse childhood experiences, Female Genital Mutilation, Forced Marriage, Prevent Awareness and referrals and Channel Awareness.

Rather than keep repeating the same modules, the SSCP suggest as a general guide, all those who regularly make child protection referrals, and are regularly expected to attend child protection conferences and core groups, and/or manage or supervise those who do, should receive a minimum of 3 hours and ideally 6 hours of multi-agency training per year. These should be selected as being appropriate to the individuals needs and those of their service.

Governance

All of the guidance documents require the promotion of an open and positive culture that ensure all involved feel able to report concerns and are confident that they are heard and responded to.

This requires safer recruitment practices to ascertain the suitability of staff and volunteers. Including:

- Clear policies and procedures that promote safeguarding and child protection as everyone's responsibility which are regularly reviewed and updated.
- A senior lead for reporting and managing allegations about a member of staff/ volunteer.
- Setting of training plans for trustees, staff/ volunteers on safeguarding and protecting people from harm.
- Regular evaluation of any training provided, ensuring it is current, valid and meets the organisation's needs.

The SSCP provide a range of guidance to support the governance role of a VSC organisation on the [SSCP website](#). There is also a training module delivered face to face on [Managing Allegations Against Staff](#). This training provides an essential grounding for managers to enable them to manage allegations of abuse against staff who have, or may have harmed a child, have, or may have committed a criminal offence against or related to a child/ren or have behaved towards a child/children in a way that indicates s/he is unsuitable to work with children This training is for those with managers and strategic leads in multi-agency organisations.



The Department for Culture, Media and Sport has created a safeguarding tool for charities on handling allegations of abuse. The tool aims to support charities in England with handling the reporting of safeguarding allegations about the behaviour or actions of a person in their charity. [Handling safeguarding allegations in a charity | Department for Culture, Media and Sport \(dcms.gov.uk\)](#)
In areas identified as priorities for Solihull, the SSCP has developed knowledge/ capability frameworks that may assist in deciding what should be included in training plans e.g. [Solihull Neglect Tiered Knowledge framework](#) and [Solihull Exploitation Capability Framework](#).

The SSCP have also made a range of training materials available to enable organisations to deliver in-house safeguarding training on some subjects:

[Exploitation](#)

[Child Neglect](#)

[Child Neglect- Working with parents](#)

[Information sharing](#)

[Domestic Abuse](#) and [Resources](#)

There are also guides to share [Learning from Child Safeguarding Practice Reviews, Safeguarding Adult Reviews and Domestic Homicide Reviews](#) to encourage individual or team reflection, along with many other practice guides, risk assessments and other tools on the SSCP website. Signing up to receive the [SSCP newsletter](#) would ensure you stay informed when new things are developed.

Representing the VSC sector

If you are a lead representing the VSC sector who contributes to Child Safeguarding Practice Reviews, or is involved in SSCP partnership meetings, then [Module 4 - Child Protection: Analysis, judgement and leadership in partnership working](#), may be useful for you. This module helps professionals to effectively provide support and supervision to practitioners, work with partners to analyse risk, lead escalations and set standards to continually improve work to safeguard children, young people and families.



Conclusion

Safeguarding training requirements will differ according to the type of setting. It is the responsibility of each setting to decide what these should be, but this guidance has brought key pieces of Government guidance together to assist VCS organisations in their decision making, along with training currently available from the SSCP.

Solihull Safeguarding Children Partnership is open to discussions and willing to explore different approaches, to delivering multi-agency safeguarding training, however the mandate is purely to provide multi-agency training, so recognition needs to be given that the SSCP multi-agency training offer will not meet every safeguarding training requirement an organisation may have.

Foot note

In 2006 Working Together included reference to 'levels' of training that referred to people's job roles and the amount of contact they had with children. Over the years this terminology became confused with some people referring to 'levels' meaning job roles and some referring to 'levels' of training, with both having different meanings in different sectors. Working Together 2015 removed this terminology and although it is sometimes still used in specific sectors, it is no longer found in Government safeguarding guidance.

Therefore, if a VSC organisation should be asked for evidence of engagement in 'levels' of safeguarding training, they should seek clarification of what exactly is required.

E-learning and more Information about safeguarding adults training can be found [here](#)

This guidance only makes reference to safeguarding training, however there may be other training available from a range of organisations within Solihull for Mental Health, Special Education Needs, etc. linking into the MHST locality meetings may be helpful; contact andrea.griffin2@nhs.net MHST Manager.