

**Rotherham Safeguarding Adults Board**  
**Training Strategy**  
**2017-2020**

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**Purpose**

This Training Strategy provides a framework for establishing priorities and plans for multi-agency and specialist safeguarding adults training and resources in support of achieving the Strategic Plan of Rotherham's Safeguarding Adults Board.

**Vision**

Training equips the workforce with the knowledge, skills and behaviours to carry out their role to safeguard adults from abuse and/or neglect.

**Strategic Goals**

Board's strategic goals for training are:

- To lead multi-agency and specialist safeguarding adults training amongst partner agencies.
- To promote a learning culture where the workforce are reflective and continually review their practice, take responsibility for their personal and professional development and strive to improve outcomes for adults at risk of harm.
- To achieve a confident and capable workforce equipped with the knowledge, skills and expertise to fulfil their job roles.

**Scope**

This Strategy applies to all partner agencies that have agreed and endorsed the South Yorkshire Safeguarding Adults Procedures, including those organisations commissioned to deliver services on their behalf within Rotherham. It covers all staff engaged in safeguarding adults work.

**Principles and beliefs**

The Board believes that:

- Training plays a critical role in preventing and detecting abuse and neglect and protecting adults at risk of harm.
- Training opportunities provided should be relevant to the needs of staff for their job role.
- Training should equip a worker with the knowledge, skills and behaviours required to enable them to carry out their role competently and to expected standards.

- Training should enable the worker to enhance and improve their performance in their current job role.
- Workers should have access to appropriate opportunities for continuing professional development in their jobs.
- Workers should have access to appropriate training throughout their career.
- Training should support the worker to respond to change and learn new skills and behaviours.

### **Implementing the Strategy**

The Board will, through the work plan of its sub-training group:

- Commission a needs-led learning and development programme and respond to emergent training needs.
- Champion multi-agency and specialist safeguarding adults training amongst partner agencies.
- Promote a learning culture where the workforce reflects and continually review their practice, take responsibility for their personal and professional development, and strive to improve outcomes for individuals.
- Support the workforce to be equipped with the knowledge, skills and expertise required to fulfil their job roles effectively through the provision of a rolling programme of training.
- Set and quality assure high standards, expectations and compliance for its learning and development programme and those of partner agencies and measure its impact.

### **Learning and development programme**

The Board remains committed to providing a rolling programme of training that is inclusive, where no staff group, volunteer or personal assistant would be excluded from accessing relevant training for their role.

Training should only be undertaken appropriate to duties and responsibilities, as determined by the employing organisation.

The Board supports a wide range of learning and development methods in order to ensure flexibility and maximise opportunity to meet organisational and individual identified needs.

**Kirsty Leahy**

**Chair of the Training Sub-group of Rotherham Safeguarding Adults Board**

**December 2016**