

TRAINING STRATEGY

2020 to 2021

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

The 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 is reflective and reflexive, 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

Through its Workforce Development sub-group the Board will:

- 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:
 - A core training programme of courses and e-learning modules
 - Association of Directors of Adult Social Services events
 - Learning from Practice Briefings
 - RSAB Specialist Interest Training Programme
 - Safeguarding Awareness Week conferences and workshops
 - South Yorkshire Safeguarding Training Consortium courses and conferences.
- Set and quality assure high standards, expectations and compliance for its core training programme and those of partner agencies and measure its impact.