Northamptonshire Safeguarding Adults Board

Training Strategy 2026-2029

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1. Introduction

The governance arrangements for Northamptonshire Safeguarding Adults Board (NSAB) places a responsibility on NSAB's Learning, Communication & Engagement (LCE) Subgroup to identify mechanisms for promoting, monitoring and reviewing the implementation and impact of policy and training across the partnership. The Care Act 2014 - Care & Support Statutory Guidance, October 2018 – 14.139 states: *There is a duty to promote multi-agency training, and to consider jointly commissioning specialist training with other partnerships.*

2. Purpose

2.1 The NSAB Training Strategy sets out our approach to support the Inter-Agency Policies and Procedures and associated legislation. All partner agencies: statutory, independent and voluntary, have a duty to ensure their own staff are appropriately trained, and it is the responsibility of NSAB via the Learning, Communication & Engagement Subgroup, to receive assurance from these agencies that their staff receive the appropriate level of training required to safeguard people with care and support needs. As NSAB is not a training provider, the strategy highlights workforce safeguarding training requirements for the statutory, private, voluntary and independent sectors to promote good quality safeguarding.

2.2 Training is integral to safeguarding adults at risk of harm and abuse, and in this regard, NSAB have agreed the safeguarding training expectations for individual's working with adults in Northamptonshire. This Strategy has been developed using the Adult Safeguarding Roles and Competencies for Health Care Staff, and the Bournemouth University/Learn to Care - National Competency Framework for Safeguarding Adults.

2.3 The following guidance has also been considered when developing this strategy and the training requirements:

- NSAB Strategic Plan 2026-2029
- NSAB Inter-Agency Policy & Procedures
- Care and Support Statutory Guidance – Issued under the Care Act 2014
- Making Safeguarding Personal - Guide 2014 – LGA & ADASS
- National Competency Framework for Safeguarding Adults – Bournemouth University
- Adult Safeguarding: Roles and Competencies for Health Care Staff – Updated July 2024 – Royal College of Nursing
- Care Quality Commission – Regulations for service providers and managers including the fundamental Standards – Updated July 2025
- Care Certificate Standards – Skills for Care

3. Aims of the NSAB Training Strategy

The aims of the NSAB Training strategy 2026-2029 are to:

- Support the development of good multi-agency practice to prevent and respond to local adult safeguarding issues within partner agencies.
- Act as a conduit for sharing learning for best practice and the lessons learned across the partnership at all levels, for example, from Safeguarding Adult Reviews (SARs) and other local and national learning.
- Seek assurance that training is being offered across the partnership and delivered to ensure consistent, high quality adult safeguarding practice is achieved.
- Seek assurance that all partner agencies embed Making Safeguarding Personal (MSP) as business as usual.
- Whilst NSAB is not a provider of training, the Group will promote and contribute to multi-agency learning & development opportunities following the publication of Safeguarding Adult Reviews (SARs)and Multi-agency Case Audits (MACA), and as part of the NSAB Week of Learning.
- Use the multi-agency practitioner forums to review the embedding of learning from SARs and MACA.

- Following the publication of Safeguarding Adult Reviews (SARs), and other activities such as practitioner surveys, the Group will respond to identified learning needs, and the expectation that agencies will facilitate colleagues' learning.
- Undertake biennial analysis of member agencies safeguarding adults training against the agreed benchmark.

4. Key Drivers

4.1 NSAB's vision is 'working together to help keep people safe'. The six key safeguarding principles of the Care Act 2014 underpin this vision:

	Key Principle	Description	What this means to the people who live in Northamptonshire
1.	**Empowerment**	People being supported and encouraged to make their own decisions and informed consent.	"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
2.	**Prevention**	It is better to take action before harm occurs.	"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
3.	**Proportionality**	The least intrusive response appropriate to the risk presented.	"I am sure that the professionals will work in my best interests, as I see them, and they will only get involved as much as needed."
4.	**Protection**	Support and representation for those in greatest need.	"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
5.	**Partnership**	Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse[1].	"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
6.	**Accountability**	Accountability and transparency in delivering safeguarding.	"I understand the role of everyone involved in my life and so do they."

This strategy reflects NSAB's key overarching priorities in the Strategic Plan as follows:

- Local safeguarding arrangements are in place and they fully comply with the Care Act (2014) and its associated statutory guidance.
- In accordance with 'Making Safeguarding Personal', practice is person-centred and outcome focused.
- There is visible collaborative working with a strong focus on open communication, prevention and early intervention.
- There is a timely and proportionate response when abuse or neglect has occurred.
- Safeguarding practice continuously improves and enhances the quality of life of adults with care and support needs in Northamptonshire.

[1] Neglect and abuse refers to the ten types of abuse as noted in the Care Act 2014 including self-neglect, modern slavery, domestic abuse, discriminatory, organisational, physical, sexual, financial or material, neglect and acts of omission and, emotional or psychological.

5. Legislation and Guidance

5.1 The overarching purpose of the Safeguarding Adults Board (SAB) is to help and safeguard adults with care and support needs. It does this by gaining assurance that local safeguarding arrangements are in place to protect adults in their area in order to meet the criteria set out in Chapter 14 of the Care Act 2014 supporting statutory guidance.

5.2 The Care Act 2014 requires SABs to seek assurance that partner agencies provide appropriate training for their staff on local multi-agency policy and procedures to reflect their roles and responsibilities in safeguarding adults at risk of harm and abuse, taking in account relevant legislation. Additional legislation pertinent to Safeguarding Adults are included in the links below (*this list is not exhaustive*):

- The Care Act (2014) and supporting statutory guidance
- Mental Capacity Act (2005)
- The Mental Health Act (1983)
- Deprivation of Liberty Safeguards – SCIE – Updated October 2022
- AGNI Judgement – June 2026
- Making Safeguarding Personal (MSP) – Local Government Association
- The Health and Social Care Act (2012)
- Safeguarding Vulnerable Groups Act (2006)
- Human Rights Act (1998)
- Modern Slavery Act (2015)
- Domestic Violence, Crime and Victims Act (2004)
- Domestic Abuse Act (2021)
- Serious Crime Act (2015) s76 coercive and controlling behaviour offence
- Forced Marriage (Civil Protection) Act (2007)
- Policing & Crime Act (2017)
- Female Genital Mutilation Act (2003)
- Sexual Offences Act (2003)
- Counter-Terrorism and Security Act (2015) and the PREVENT strategy
- Disability and Discrimination Act (1995)
- Equality Act (2010)
- Fraud Act (2006)

6. Audit and Evaluation

6.1 NSAB member agencies will provide analysis for the biennial NSAB Safeguarding Training Assurance Audit Return in respect of training delivered within their own organisation in order to provide assurance that they have met their own organisation's compliance. The audit is in line with self-assessment audit requested by the Quality Assurance Subgroup.

6.2 Agencies will present their audit at the Learning, Communication & Engagement Subgroup and the Subgroup Chair will provide a report of the findings to the Delivery Board to ensure accountability.

6.3 As previously agreed, all statutory and key agencies including health partners) will be expected to have a benchmark in place as to what percentage of staff must be trained at any given time (currently set at 85%) (this takes into account joiners and leavers). In consultation with the statutory partners, the Learning, Communication & Engagement Subgroup will periodically review and agree what this level should be.

6.4 The Training Assurance Audit (TAA) includes the Competency Framework Levels 1-4 (as outlined in pages 7 and 8). The TAA outlines specific courses relevant to safeguarding adults including:

- Safeguarding Adults including domestic abuse
- Mental Capacity Act 2005 (MCA)
- Prevent

6.5 Some in-house agency training courses include a number of the training courses listed above, therefore, agency safeguarding leads should confirm that they are happy that their internal courses provide topics at the level of detail required.

6.6 As part of the audit, members will be asked to advise what percentage of staff are trained at levels 1 - 4 for the courses stated at point 6.4, and provide an assurance statement as to how they assure themselves that appropriate training has been delivered and attended across the workforce.

7. Competency Framework & Levels of training

7.1 All staff should be trained to appropriate levels in accordance with their occupational role[2]. This should be monitored via regular training needs analysis carried out by safeguarding leads/managers within each organisation.

7.2 To ensure a consistent approach, NSAB recommend that all safeguarding adult related training is measured against the national competency framework(s) (as summarised below) in order to measure the agreed recommended NSAB skills and capability which will lead to greater agency accountability[3]. We appreciate that for some agencies, such as the Police and Integrated Care Board, that the training they provide does not easily fit into the specific categories listed in the framework below and that they will have their own national training programme with some equivalent parameters.

[2] For health care staff, the Adult Safeguarding: Roles and Competencies for Health Care Staff – August 2018 – Intercollegiate document sets out the minimum training standards

[3] Agreed by the Learning and Development Subgroup in August 2019

Competency Framework & Levels of Training – Recommended by NSAB

Training Level	Target audience	Including (but not limited to)	Minimum Requirement	Frequency
Level 1 / Group A	This is the minimum level of competence required of ALL staff working in any of the multi-agency organisations who have a responsibility to contribute to safeguarding adults but do not have specific organisational responsibility or statutory authority to intervene.	• All support staff in health & social care settings • Carers • Day Service/drivers/transport staff • HR/Clerical/Admin • Domestic and ancillary staff • Health & Safety Officers • Fire & Police Officers • Housing Officers • Voluntary Sector/Charity Trustees • Elected Members • Board level executives and non-executives	**Must include:** Safeguarding Adults (including an understanding of abuse types; Where abuse can happen; Who abuses; How to report concerns); Knowledge of Mental Capacity Act (MCA), Deprivation of Liberty Safeguards (DoLS), Decision Making Framework, Prevent, Making Safeguarding Personal (MSP) and awareness of consent, information sharing, data protection legislation.	Within 6 months of employment and updated every 3 years.
Level 2 / Group B	This group has considerable professional and organisational responsibility for safeguarding adults, and an ability to act on concerns and contribute appropriately to national and local policies, legislation and procedures. This group needs to work within an inter-agency or multi-agency context. They have regular contact with patients and their families, carers or the public.	• All practitioners who have regular contact with patients, their families/carers or the public including allied health care professionals • Social Workers • Care Managers/Senior Assessment Enablement Workers and Assessment and Enablement Workers • Doctors/Nurses • Frontline Managers/Provider Managers • Staff in the Quality team and Commissioning staff (Contract manager and above) • Health and Social Care Provider Managers • Safeguarding Champions • Social Worker or Care Manager who has received joint training with the Police on adult protection • Occupational Therapists • Achieving Best Evidence (ABE) Interviewers	**Must include:** In addition to Level 1: Relevant legislation; professional curiosity; understanding multi-agency approach to safeguarding; self-neglect; neglect; domestic abuse; record keeping and data protection; recording the wishes and feelings of the adult at risk; understanding of safeguarding enquiries and reviews; decision making in a person's best interests; and ensuring immediate protection plans are in place to safeguard adults at risk. *This can be topic-based training specific to job role and responsibilities.*	Within 6 months of employment and updated every 3 years.

Training Level	Target audience	Including (but not limited to)	Minimum Requirement	Frequency
Level 3 / Group C	This group is responsible for ensuring the management and delivery of safeguarding adult services is effective and efficient. In addition, they will have oversight of the development of systems, policies and procedures within their organisation to facilitate with allied agencies to ensure consistency in approach and quality of service.	• Registered health care staff working with adults who engage in assessing/planning/intervening and evaluating needs of adults where there are safeguarding concerns • Operational Managers • Principal Social Workers and Principal Care Managers • Team Managers • Heads of Assessment and Care Managers • Heads of Service (Levels 3 & 4) • Professional Leads from Police, Probation and Prison Service • Named Safeguarding Professionals	**Must include:** In addition to Levels 1 & 2 requirements; Risk assessment and management; Information sharing duties; Understanding multi-agency approach to safeguarding; Safeguarding within legal, policy and professional context; Legal powers and remedies; Understanding legislation not limited to Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS); Workshop Raising Awareness of Prevent (WRAP); Undertakes and contributes to inter-agency assessments and S42 enquiries; Contributes to/coordinates protection planning; Interpersonal skills; Supervisory skills; Evidence gathering; Auditing and monitoring.	Within 6 months of employment and updated every 3 years.
Level 4 / Group D	This group is responsible for ensuring their organisation, at all levels, is fully committed to safeguarding adults, and have in place appropriate systems and resources to support this work in an inter-agency context.	• Designated Leads for Adults at Risk • Executive Directors • Named Nurse/Doctor (specialist roles) • Designated Safeguarding Leads for adult safeguarding • Heads of Assessment and Care Management Services • Safeguarding Adult Board Independent Chair	**Must include:** In addition to Levels 1-3 requirements; should also include legislative updates; Undertakes chronologies and the development of action plans; Provides specialist advice about safeguarding; Leads/oversees safeguarding quality assurance and improvement; Undertakes risk assessments to safeguard adults at risk; Understands the roles and procedures of Coroner's Courts/Court of Protection and Regulators.	Updated every 3 years
Other	This group will have an excellent understanding of their own agency's policies and procedures, section 42 safeguarding enquiries and high-level knowledge of national legislation and guidance.	• NSAB Board Members	**Should include:** Board members will be deemed to be experts in respect of corporate safeguarding in their relevant agencies. In addition, the Independent Chair will have appropriate experience of Health and Adult Social Care. Note: *some EMAS reps are trained to level 3 but safeguarding experts are trained to level 4.*	