Embedding Safeguarding Training in Practice

**Background and Context:** following a Domestic Homicide Review (DHR) a range of actions and recommendations were identified for Your Homes Newcastle (YHN). These include a number of training-related actions which were also highlighted in a safeguarding training audit conducted by Newcastle City Council (NCC). The DHR report and recommendations highlighted a 'culture of apathy' towards safeguarding in some services. The subsequent safeguarding training audit highlighted issues around non-attendance of mandatory in-house and / or multi-agency safeguarding training courses together with the need for more thorough testing and evaluation of learning at all levels. This guidance is to assist managers in ensuring that all relevant staff are appropriately trained in safeguarding and that they understand how it fits with their practice.

**Your role as a manager**

- Promote safeguarding in your team / service ensuring that it is everybody’s business, and that safeguarding training is seen as a priority; and
- Ensure that all staff within your team / service attend and participate in the training required for their job role.
- Keep safeguarding ‘on the agenda’ by discussing it as a standard item in 1:1 supervision with your staff. This will enable your staff to reflect on their practice and share with you any concerns or issues they may have. It will also be useful for you to update them about any developments on cases, and to identify any further training or support your staff may need.
- Following your staff’s participation in any safeguarding training, discuss their learning with them within 1 week of their attendance to help them contextualise and apply their learning in practice. An example of the questions that managers can use to do this is provided below.

**Embedding Safeguarding Learning: Guidance for Managers**

Within 1 week of your staff’s participation in any level of safeguarding training, it is essential that you take 15 minutes of your time to discuss their learning with them. Their learning will still be fresh and you can help them make the links between what they have learned and how they apply it in practice.

Here are some examples of the type of questions you can ask during this discussion.

1. How effective was the training you attended in terms of its content and how it was delivered?
2. What do you now understand about the term ‘abuse’?
3. What types of abuse did you learn about during your training?
4. What signs and indicators of abuse would prompt you to take further action?
5. What is your role as an ‘alert’ or ‘referrer’ in dealing with possible cases of abuse? How clear are you about your role in relation to Safeguarding procedures?
6. Do you know where you can find your Safeguarding Adults at Risk and Safeguarding Children procedures?
7. How will you now apply your learning within your job role?
8. As your manager, how can I support you in applying your safeguarding learning in practice?

**We would encourage you to continue to discuss training and its impact on practice routinely during supervision**