



North Yorkshire  
Safeguarding Adults, Mental  
Capacity Act (MCA) and Deprivation  
of Liberty Safeguards (DoLS)  
Training Strategy  
2016 -2018

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## 1 PURPOSE

The North Yorkshire training strategy sets out our approach to the learning and development activities to support the North Yorkshire Multi Agency Safeguarding Adults Procedures, the Mental Capacity Act and Deprivation of Liberty Safeguards legislation and associated competencies. This strategy takes into account current legislation and guidance for example, the Care Act 2014, and also acknowledges any expected changes to legislation, evidence from relevant influential bodies, and new case law being available.

This strategy replaces the current Safeguarding Adults and Mental Capacity Act and Deprivation of Liberty Safeguards Training Strategy (2013 – 2016).

For the purposes of this strategy the term ‘workforce’, applies to both paid workers and volunteers.

This strategy is relevant to all organisations that are supporting vulnerable adults / adults at risk, beyond the boundaries of those working in traditional social care roles.

Anyone who works with adults in our community, either as a paid worker or volunteer, has a role to play in safeguarding adults and promoting their health and wellbeing. Unfortunately the neglect of vulnerable adults / adults at risk does occur; similarly decisions are made on behalf of people who lack capacity without the correct procedures or legislation being followed. It is important anyone supporting a vulnerable adult / adult at risk is aware of actions to take if they have concerns, how to respond to and deal with reports of allegations of abuse, and what they can do to prevent neglect and abuse happening in the first place. It is important that providers supporting adults ensure that those being trained also understand the implications of the Mental Capacity Act 2005 in relation to safeguarding, and the wider implications for safeguarding within the personalisation agenda.

In line with the vision of the Safeguarding Adults Board (SAB), this strategy aims to assist the SAB to: **provide leadership, challenge and direction to ensure that the partner agencies improve outcomes for adults at risk of harm or abuse.** We will promote values of openness, trust, respect and learning.

## 2 KEY DRIVERS

The key drivers for this strategy are:

- The North Yorkshire Safeguarding Adults Board Strategic Outcomes 2015 – 2018 which upholds the principles of:
  - Awareness and empowerment, prevention, protection and proportionality, and partnership and accountability
- Safeguarding Adults West and North Yorkshire and York Multi-Agency Policy and Procedures
- The Care Act 2014

- Mental Capacity Act (MCA) (2005) including Deprivation of Liberty Safeguards (DoLS) (2009)
- Care Quality Commission (CQC) Fundamental Standards
- National Capability Framework for Safeguarding Adults (Bournemouth Competencies)

The above documents highlight a number of key challenges for safeguarding, MCA and DoLS training including:

- Ensuring the workforce from all sectors are aware of the local arrangements for protecting people from abuse; training and its implementation in practice
- Ensuring training takes place, at the required levels within an organisation, within recognised timescales and recognising training is a continuing responsibility
- Ensuring commissioners and partner agencies and organisations are aware of the North Yorkshire Safeguarding Adult, MCA and DoLS competencies and that these form part of the commissioning process
- Ensuring any training provided is in line with the North Yorkshire Safeguarding Adults, MCA and DoLS competencies
- Evaluating training as qualitative outcomes in addition to recording quantitative information
- Continuing to build relationships with partner agencies, statutory and non-statutory organisations, to promote safeguarding adults, MCA and DoLS training in a changing health and social care landscape
- Responding proportionately to changes to legislation, serious case reviews and best practice guidelines within the training provision

### **3 CURRENT TRAINING PROVISION**

The North Yorkshire County Council Training and Learning Unit provide a range of training solutions as outlined below:

#### Classroom training:

- Level 1 Alerter (including Alerter Champions – train the trainer)
- Level 2 Responder/Referrer
- Level 3 Formal Enquiries (with accompanying input from Police trainer)
- Level 4 Chairing and the role of the Designated Safeguarding Manager
- Relevant refreshers for level 3 and 4 - determined by the Health and Adult Services directorate.
- Supporting Individuals (age 16+) to make decisions within the Mental Capacity Act
- Deprivation of Liberty Safeguards for Registered Managers of provider services
- Mental Capacity Act Complex Decision Making Part 1 and Part 2
- Best Interest Assessor qualification for those undertaking DoLS Best Interest Assessments
- Mental Capacity Act Intermediate Course (in development)

#### E-Learning

- Safeguarding Alerter/Awareness
- Mental Capacity Act Awareness
- Deprivation of Liberty Safeguards Awareness
- Numbers of delegates trained, from the training provided above, is recorded via Quarterly Reports to the Safeguarding Adults Board

In addition to the training listed, many statutory partner organisations deliver their own safeguarding adults, MCA and DoLS training. Statutory organisations are required to report annually to the Practice Assurance and Training Group, the % of their staff trained to alerter level against the target of 95% of relevant staff trained to this level.

## **4 STRATEGIC AIMS**

The following strategic aims have been identified as key activities for the training strategy until 2018. They are based on Safeguarding Board Strategic Outcomes (2015 – 2018) and current key drivers.

The Practice Assurance and Training Group, chaired by the Assistant Director of Care and Support, and attended by a NYCC Workforce Development Advisor, will oversee these strategic aims. Progress will be reported to the Safeguarding Adults Delivery Group.

### **4.1 Training Needs and Competency**

- 4.1.1 The competencies required for the workforce involved in safeguarding, MCA and DoLS are clearly defined and linked to the national competencies (e.g. Learn to Care/Bournemouth Competencies).

### **4.2 Training Solutions and Accessibility**

- 4.2.1 The NYCC Training and Learning Unit provide appropriate training solutions for NYCC employees and wider sector partners
- 4.2.2 The training takes into account the diverse needs of the workforce and the practical needs of organisations; it incorporates the relevant competencies, the multi-agency procedure, current and changing legislation and best practice
- 4.2.3 Training is offered as classroom and e-learning provision, wherever possible free training is available to wider private and voluntary social care sector
- 4.2.4 Any available funding streams to support training will be explored and accessed if appropriate
- 4.2.5 Where other statutory organisations provide their own training; they are supported to ensure their training incorporates the competencies identified and the multi-agency procedure and changing legislation and best practice

### **4.3 Training Evaluation and Quality Assurance**

Training evaluation needs to include quantitative and qualitative information.

#### 4.3.1 Quantitative:

NYCC Workforce Development Unit provide quarterly figures of the numbers trained per training module to the Practice Assurance and Training Group and the Mental Capacity Act Forum  
Statutory organisations provide figures of the % of their staff trained to safeguarding adults alerter level annually, the target being 95% trained to this level

#### 4.3.2 Qualitative:

Evaluation of training will be undertaken at an appropriate level and reported to the Practice Assurance and Training Group via the annual report. This will include feedback from delegates who have attended the training and the impact training has had on their practice and also, wherever possible, the difference that the workforce undertaking the training (and their subsequent practice) has had on people receiving support.

### **4.4 Sustainability**

- 4.4.1 Safeguarding adults and Mental Capacity Act training, to the appropriate standard, is built into induction training for all new staff and volunteers. Successive levels of training are identified and provided in line with professional, personal and career development
- 4.4.2 Commissioning organisations routinely embed the safeguarding adults and MCA competencies within contracting arrangements with providers routinely Incorporate the Safeguarding Adults West and North Yorkshire and York Multi-Agency Policy and Procedures into commissioning arrangements
- 4.4.3 Work with commissioners to identify 'hard to reach' groups and how to promote competencies, multi-agency procedures and training opportunities to these groups

## **5 RESPONSIBILITIES**

### **5.1 Safeguarding Adults Delivery Group**

The North Yorkshire Safeguarding Adults Delivery Group will:

- Approve this strategy and associated action plan
- Visibly demonstrate that it supports the aims of this strategy
- Ensure appropriate resources are available to support this strategy
- Agree standards and competencies for the delivery of relevant training, including those competencies which apply at board level
- Include training performance within the Strategic Delivery Plan
- Commission multi-agency training to meet common needs

## **5.2 North Yorkshire MCA Forum**

The North Yorkshire MCA Forum will:

- Be the operational owner of the MCA and DoLS aspects of this strategy and be accountable for its implementation.
- Ensure appropriate resources are available to deliver this strategy.
- Agree standards and competencies as the basis of all MCA and DoLS training which is delivered locally.
- Commission multi-agency training to meet common needs.
- Ensure this strategy is communicated positively across partner agencies.
- Agree performance targets for the MCA and DoLS aspects of this strategy and oversee progress against these.

## **5.3 Practice Assurance and Training Group (including the Training Task and Finish Group)**

The Practice Assurance and Training Group will:

- Oversee the action plan and delivery of this strategy and address any issues arising to ensure the plan is delivered
- Ensure that training solutions are developed and available to meet wider sector identified needs
- Identify any potential funding streams
- Monitor overall provision of safeguarding adults training across North Yorkshire
- Evaluate training provision against agreed benchmarks
- Identify any identified risks to the delivery of the strategy and report these to the Safeguarding Adults Delivery Group.

## **5.4 Organisations**

It is recognised this strategy may not reach all the relevant organisations in North Yorkshire. However, the aspirations for this strategy are that in North Yorkshire organisations will:

- Ensure that staff and volunteers at all levels have appropriate knowledge and competence in relation to their safeguarding responsibilities (including, where applicable, MCA and DoLS)
- Ensure that all training delivered 'in-house' or by other training providers is consistent with the competencies and multi-agency procedure
- Ensure that appropriate safeguarding, and MCA training where appropriate, is built into induction training for all new staff and volunteers and that this is mandatory where appropriate
- Ensure appropriate successive levels of training are provided to staff in line with their personal, professional and career development
- Provide, to commissioners and North Yorkshire training group when required, of any training provided (or commissioned from external supplier)

to staff and volunteers, including numbers trained, levels of training and any evaluation undertaken

## **5.5 Training Providers**

It is recognised that this strategy may not reach all relevant training providers in North Yorkshire. However, the aspirations of this strategy are that in North Yorkshire, training providers will:

- Ensure any safeguarding and/or MCA training offered meets the competencies and multi-agency procedure as well as national standards
- Ensure that further and higher education courses to criminal justice, health and social care professionals include safeguarding adults and MCA in their curriculum

These requirements will be reinforced through commissioning arrangements between partners and training providers.

## **6 IMPLEMENTING THE STRATEGY**

### **6.1 Action Plan**

An action plan has been developed which identifies the actions required, by when and by whom to implement this strategy. Progress against the plan will be monitored by the Practice Assurance and Training Group and MCA forum and reported to the Safeguarding Adults Delivery Board.

### **6.2 Communication and Marketing**

The Practice Assurance and Training Group will promote this strategy via partners and the safeguarding adult's website. In addition it will identify and promote specific components, for example the training available and the competencies via partners, commissioners and the website.

Agencies and partners are responsible for disseminating the information as appropriate within their organisation and where relevant, to partners, carers and service users.

### **6.3 Measuring Success**

The Practice Assurance and Training Group will report against the action plan and Board strategic delivery plan areas relevant to training quarterly or more frequently should this be required.