

# Appendix 3 – Safeguarding Training Summary

## Staff Training Completion

776 members of staff are recorded on the training register (excluding new starters in last three months who will still be within their induction period and thus may not have yet completed their training).

This includes both Cherwell District Council (CDC) and South Northants Council (SNC) staff as most roles are shared across both authorities.

All 776 members of staff were required to complete the following 'level 1' safeguarding training. The following table outlines the training requirements under level 1 and the volume/percentage completion:

Level 1 training Requirements	Volume/percentage completion (of 776 staff rounded to nearest 1%)
<b>Read CDC/SNC safeguarding policy and sign declaration of compliance</b>	686/88%
<b>Complete 'Safeguarding Everyone - Protecting Children, Young People and Adults at Risk' E-learning via the NSCB</b>	691/89%*
<b>Complete Home Office Prevent e-learning</b>	689/89%*

\* These figures include 146 waste collection/street cleansing staff who were not required to complete the online training due to lack of access to a PC. Instead they received a face to face briefing delivered by Line Management.

Some roles have been identified as requiring enhanced safeguarding training. These roles are commonly those delivering services which would bring them into contact (face to face, via the telephone etc.) with vulnerable groups or they are responsible for teams who do. 298 members of staff are currently recorded as requiring this enhanced/level 2 training.

Not all of these staff will be exposed to children, young people and vulnerable adults. The numbers below outline the volume/percentage completions based on those we expect to be completing each training element, which is dependent on their exposure to each vulnerable group:

Level 2 training Requirements	Volume/percentage completion
<b>OSCB Generalist Safeguarding Training</b>	Of 267 required to complete this training: 117/44%*
<b>OSAB Level 2 (Frontline Worker) Adult Safeguarding Training</b>	Of 251 required to complete this training: 222/88%

\* There are 68 members of the Customer Service team who are outstanding this training due to an inability for staff to be released for a half-day session. A bespoke children's safeguarding session is to be run by the Safeguarding Officer in November/December 2018 for this service area which will meet this need.

Training reminders have been sent to individuals and further requests for completion of training will be sent via Executive Directors and Assistant Directors in the coming weeks.

## Councillor Training

We have 48 Elected Members recorded on our training register, all of whom are required to complete a series of safeguarding training as part of their role for CDC.

Councillors are asked to complete this training once every three years.

The following table outlines the training requirements and the volume/percentage completions to date:

<b>Councillor Training Requirements</b>	<b>Volume/percentage completion (of 48 Councillors rounded to nearest 1%)</b>
<b>Read CDC/SNC safeguarding policy and sign declaration of compliance</b>	14/29%
<b>Complete Home Office Prevent e-learning</b>	7/15%
<b>Attend Safeguarding Awareness Briefing</b>	20/42%

A further safeguarding awareness briefing is to be held for Councillors on 7 February 2019. The portfolio holder for Safeguarding is being asked to encourage attendance.

Training reminders have been sent and further reminders will be sent via the Portfolio holder in the coming weeks.

## Conclusion

Whilst not yet at 100% training completion across the board, since the inception of the Safeguarding Training Framework in August 2017 we have come a long way in raising awareness of safeguarding amongst staff and councillors. The success of this training programme has been evident in the volume and quality of safeguarding referrals made to the Safeguarding Team.

We will strive to reach a position where every member of staff has met the core safeguarding training requirements for their role over the coming months.

Following the end of the partnership between CDC and SNC, safeguarding training requirements for each council will need to be reviewed and revised as each council will no longer be able to access the training available via its previous partner's County Safeguarding Board. This work will take place during 2019.