**Safeguarding Training Framework for Managers**

Mapped to Core Values and Behaviour Framework

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| Integrity logo | Integrity - Being honest and always trying to do the right thing. |
| **OUR** **BEHAVIOURS** | **Delivers** | **Shapes** | **Leads** |
| Decision making | **Understands professional boundaries -** You understand when something falls outside of your role and when to refer to others. | **Makes prompt and clear decisions -** You take responsibility for people and decisions which may involve tough choices or considered risks, giving clear direction.  | **Promotes a culture of openness -** You promote transparency around decisions and create a culture where others feel able to challenge decisions being made.  |
| Addressing risk | **Recognises risk** **–** You plan, recognise and action safety measures in response to risk to self and/or others from behaviours or situations.  | **Promotes safe behaviours -** You promote and ensure that behavioural values, health and safety and safeguarding practices guide the work of your team.  | **Promotes a safe working culture -** You establish and promote a positive culture where health, wellbeing, safe working practices and safeguarding is everyone’s responsibility.  |
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| **Corresponding Safeguarding Training Level** | **Delivers** | **Shapes** | **Leads** |
|  | * **VAWDASV** (Awareness e-learning) **–** all staff and managers, incl. Education and Schools, Early Years, Childcare and Playworkers & Volunteers.
 | * **DBS Training –** split into two separate coursesDisclosure & Barring training.
* **Safer Recruitment** – this will cover interview and selection in the context of Safeguarding as well as maintaining a safe culture of vigilance.
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| **Please note** – this learning required by the National Frameworkmust be undertaken consecutively.  | * **Group A Safeguarding Training** - all staff and managers incl. Education and Schools, Early Years, Childcare and Playworkers & Volunteers.

(please see group description below)  | * **Group B to C Safeguarding Training** - Adult and Children’s Service Managers incl. Education and Schools, Early Years, Childcare and Playworkers &, Volunteers.

(please see group description below) | * **Group D to F Safeguarding Training** -Strategic Managers, incl. Elected Members.

(please see group description below)  |
|  | * **Group A** - are **all** staff who work or volunteer in a public or voluntary sector organisation or agency in Wales, including those in private sector settings, volunteers and elected members of local authorities.
 | * **Group B –** managers and staff have regular contact with adults, children and members of the public in their roles. This includes practitioners who are or aren't registered or regulated and volunteers.
1. managers, staff and practitioners are those who spend time with people in a group setting or on a one-to-one basis. They will have a particular responsibility in relation to the people they work with and will need a higher level of knowledge than those in Group A because of their direct involvement with people. The people they work with may or may not have safeguarding concerns.
2. If there are safeguarding concerns, there will be a clear line of reporting in the organisation and the practitioner will be aware of their responsibility to report concerns, both internally and to social services directly.
* **Group C-** staff and managersare those who have direct responsibility for safeguarding people and:
1. who have an assessing role that’s linked to the safeguarding process and / or
2. who are operating at a level where they can give advice about safeguarding to those in group A and group B and / or
3. in a setting they work in or manage and / or
4. with whom they spend a lot of time unsupervised in a setting where there is increased risk of safeguarding concerns.
5. Group C managers and staff can also include an organisation’s designated safeguarding person and people who take a more prominent role in safeguarding decisions, including those with an active role in core groups and protection planning activities.
 | * **Group D –** managers are those who operate at a higher level in the safeguarding process. It’s primarily a strategic role, however, some responsibilities may be delegated to specialist Group C practitioners (see previous column). They give advice, guidance and supervision (if applicable) to others within their organisation.

**Group D -** managers will: 1. be expected to have a high level of knowledge and expertise of safeguarding in their area of work,
2. be expected to contribute to, act as a reviewer or panel member for Child Practice Reviews and/or Adult Practice Reviews (Single Unified Safeguarding Reviews) and chair reviews when needed,
3. be able to advise partner agencies about safeguarding matters and understand the importance of multi-agency working,
4. be able to justify their decision-making using legislation, process and procedures, making sure that everyone avoids making assumptions,
5. be aware of the importance of child/person-centred practice and the positive impact it can have on the safeguarding process,
6. make sure the person’s voice is heard and promoted in decision-making processes.

Statutory agencies will usually identify Group D practitioners as they have higher-level decision-making powers for safeguarding and some of the roles include operational line managers, specialist safeguarding roles and chair-person roles for safeguarding work.* **Group E** - the roles in Group E are those who have the ‘final decision or say’ about safeguarding decisions during the safeguarding process. They can advise about high level, complex situations and ‘make a call’ about any safeguarding decisions that need to be made. Certain decisions in the safeguarding process cannot be made below this level. These include the higher levels of care and support packages (placements) that are sometimes needed because of safeguarding concerns.

Strategic managers at this level will:1. have oversight on all safeguarding matters within the organisation,
2. will aim to ensure that they have sufficient resources to meet the organisation’s safeguarding duties,
3. will use knowledge and influence to improve safeguarding practice regionally and national.
* **Group F**

Group F practitioners are the most senior people in an organisation and will be responsible for ensuring consistent safeguarding practice across agencies and regions in Wales and beyond.All Group F practitioners should have access to safeguarding advice and expertise from designated or named professionals.**Group F** practitioners don’t need the same in-depth knowledge of safeguarding as Group E practitioners because they don’t need to have the same level of expertise and skills. They do need to have the basic awareness of safeguarding covered in Group A. They will also need to complete relevant training, such as the VAWDASV training that’s aimed at this group. |