



# OLDHAM ADULTS SAFEGUARDING BOARD

## Safeguarding Workforce Development and Training Strategy

2021/2022



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# 1. INTRODUCTION

## 1.1 Purpose

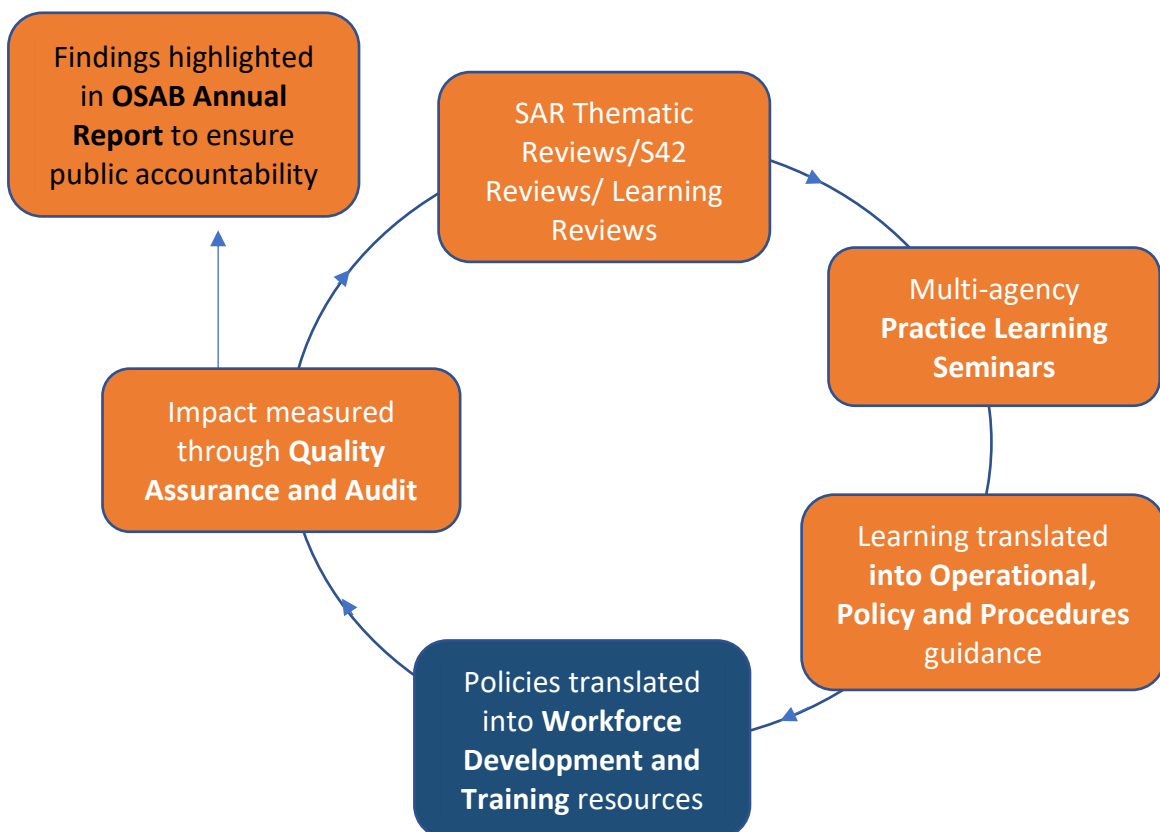
The purpose of this strategy is to set out Oldham Safeguarding Adults Board (OSAB) vision and framework for adult safeguarding training up to April in 2022. It sets out priorities for staff development based on OSAB's Three Year Strategy, Care Act responsibilities, competency requirements and learning from Oldham's Safeguarding Adult Reviews (SARs).

OSAB has a duty to ensure that partners provide training for staff and volunteers on legislation, policies, procedures and professional practices that reflect the local safeguarding adult arrangements. It must also ensure that safeguarding training is consistently and effectively applied by practitioners within their day to day practice.

This safeguarding framework is designed to encompass a **multi-agency workforce development programme and competency framework** that operates alongside **single agency training** requirements. This combined approach will increase the range of safeguarding training available to staff and volunteers and ensure more consistent quality standards apply across organisations. Utilising a mix of formal and informal learning methods it will also equip staff and volunteers with the knowledge, skills and confidence to safeguard and promote the wellbeing of adults, carers and families. This Multi-agency training framework is designed to add value rather than replace single agency training.

## 1.2 Context

Training and workforce development are central to OSAB's business development cycle. Offering a flexible mix of formal and informal learning methods provide the mechanism for ensuring safeguarding legislation, policy, procedures and practice are understood and embedded into daily practice. The following diagram also shows that workforce development is critical to implement learning from the statutory SARs as well as evidencing the impact of frontline safeguarding practice across Oldham.



## 2. NATIONAL AND LOCAL CONTEXT

### 2.1 Our Vision

Oldham Safeguarding Adults Board is a partnership of organisations whose aim is to safeguard adults who are at risk of experiencing abuse and/or neglect. The role of the Board is to assure itself that organisations and agencies across Oldham are working together to protect and enable adults to live safely. This means helping people to make decisions about the risks they face in their own lives and protecting those who lack the capacity to make these decisions.

The OSAB is therefore committed to creating an environment where excellent practice can flourish and this in turn improves outcomes for adults and families in Oldham. Continuing to strengthen our workforce to protect adults from harm is core to the delivery of our safeguarding duties set out in the 2014 Care Act.

Our vision is one where:

The people of Oldham have a right to live safely, free from abuse and neglect, and are supported to do so by co-operative communities and organisations which:

- Do not tolerate abuse and neglect.
- Champion Making Safeguarding Personal.
- Work preventatively through early identification of new safeguarding issues.
- Deliver excellent practice as the norm.
- Share Information effectively.
- Ensure that the public feel confident that adults are protected
- And where **board partners promote and embed learning**

Work will be undertaken to ensure that Making Safeguarding Personal principles are at the heart of this strategy. To help achieve this, opportunities to include individuals, carers and families as part of the development and delivery of training will be actively considered, including creative ways to capture peoples stories and experiences. This work will be led by members of the Making Safeguarding Personal Subgroup and wider network of community and service user groups.

Alongside Making Safeguarding Personal principles workforce development activity will be based on the six national principles that govern adult safeguarding:

- **Empowerment** – taking a person-centred approach, whereby individuals feel involved and informed
- **Protection** – support and representation for those in greatest need
- **Prevention** – it is better to take action before harm occurs
- **Proportionality** – having a proportionate and least intrusive response appropriate to the risk presented
- **Partnership** – information is shared appropriately and the individual is involved
- **Accountability** – all agencies have a clear role

Training resources will adopt a strengths based approach by recognising the existing skills, knowledge and experience of individuals and include flexible learning approaches that focus on reflective practice, understanding lessons learnt and developing strategies for person-centred interventions.

## 2.2 Role of the Workforce Development and MCA Subgroup

The Workforce Development (WFD) and MCA Subgroup reports directly to the Oldham Safeguarding Adults Board. Its membership includes voluntary sector and independent providers, CCG, adult social care, GMP, NWAS and acute health services. Tasked with the production of the safeguarding adults Workforce Development Strategy and annual training calendar the Subgroup aims to strengthen safeguarding workforce practice across Oldham and ensure that teams have the required competencies to support and protect adults with care and support needs.

To help achieve this, the WFD Subgroup will undertake an annual Learning Needs Analysis to ensure new training needs are identified in a timely way and that existing training needs are being met. Working closely with the SAR and QA and Audit Subgroups it will ensure that the learning from safeguarding adult reviews, domestic homicide reviews, and audits of frontline practice are incorporated into training programmes.

Subgroup members are required to share information on their single agency training plans and consider involving other partners in new and existing workforce development opportunities.

Subgroup members have agreed the priorities in this workforce development strategy based on:

- Feedback from Oldham's multi-agency Learning Needs Analysis
- National legislation
- local operational, policy and procedure guidance
- SARs and Domestic Homicide Reviews
- Feedback from service users and carers
- Staff supervision and completion of annual performance reviews
- Care Quality Commission Inspections of Health and Social Care providers
- Course evaluations

Working jointly with the Oldham Safeguarding Children's Partnership and the PR and Communications Subgroup, the WFD Subgroup will also ensure that formal and informal training and learning opportunities are actively promoted across all agencies and offered in a range of interesting and accessible formats.

Members of the Workforce Development and MCA Subgroup have made a joint commitment to:

- Open up single agency training to partner agencies wherever possible
- Lead a lunchtime learning session as part of the multi-agency training rota
- Complete train the trainer programmes to help cascade multi-agency learning

## 2.3 Flexible Learning

Partners recognise that the most effective way to communicate learning is by offering a mix of formal and informal training resources that reflect different learning styles, settings, workload demands and desired individual and/or team outcomes. Flexible learning approaches have become even more essential over the last year as the impact of the Coronavirus Pandemic has forced training previously offered through classroom-based session to be delivered remotely via online platforms. Whilst this provides easy access to courses for some, feedback suggests that remote learning struggles to replicate the interaction, debate and the exploration of issues needed by professionals to fully understand and apply training in practice.

With this in mind and recognising that **Continuing Professional Development** can be gained through different both formal and informal routes, this training strategy aims to offer a flexible framework of learning options ranging from joint adult and children's Practice Learning Events, podcasts, self-study, briefings, workshops, mentoring, peer practice groups, e-learning, job shadowing and reflective practice.

Flexible learning recognises that training methods may vary across partner organisations and reflect the diverse workforce and practical needs of each partner organisation. However, the key objective for OSAB is to ensure that whatever the method employed, training meets agreed OSAB training priorities and quality standards, and equip staff for working in multi-agency and multi-disciplinary settings.

## 3. LEARNING NEEDS ANALYSIS AND WORKFORCE PRIORITIES

### 3.1 Learning Needs Analysis

Feedback from OSAB's Learning Needs Analysis conducted in November 2020 has been used to create a baseline audit of training provided by partners and to identify opportunities to share training opportunities and resources. A questionnaire was used to:

- Gather information on current and planned safeguarding training offered across statutory, independent and voluntary sector services in Oldham
- Understand how often initial and refresher safeguarding awareness training is provided across all agencies
- Inform a wider review of how training packages provided by each agency compare in content and quality
- Inform a wider review looking at how well learning is embedded into day to day practice
- Identify any gaps in training and unmet safeguarding training needs

### 3.2 OSAB Training Priorities

The following multi-agency training and workforce development priorities have been identified from the Safeguarding Learning Needs Analysis feedback, existing training provision, SAR learning and OSAB's strategic priorities. These priorities **do not** include safeguarding training priorities relevant to single agencies, such as Best Interest Assessments. The multi-agency priorities are:

#### 1. Basic Awareness and Reporting a Safeguarding Concern

Priority has been given to basic safeguarding awareness and how and when to report an adult safeguarding concern. This is a priority for partners and greater emphasis has been placed on this aspect during the Coronavirus Pandemic as lockdown has impacted on the visibility of adults with care and support needs and increased reliance on volunteers to identify appropriate concerns. How and when to report a safeguarding concern has also been raised as an issue by adult MASH and as learning in 13 SARs completed in 2019 and 2020. New training resources are being developed for 'Making a Safeguarding Referral' and feedback will be gathered on the most effective learning formats both for new staff and volunteers and for refresher training. Where possible learning resources will be made available online to allow for flexible learning.

#### 2. Train the Trainer – Basic Awareness and Reporting a Safeguarding Concern

The WFD and MCA Subgroup has identified an appetite for a Train the Trainer programme for Basic awareness / Reporting a Safeguarding Concern. OSAB already has a draft Train the Trainer package that will be reviewed and signed off by the WFD Subgroup. This approach will enable the upskilling of staff across agencies and reduce the demand on a small number of trainers. This will be the first step towards the creation of an accredited OSAB training network and rota where trainers will be quality assured to ensure consistent roll out across the borough.

#### 3. Safeguarding Adults Practitioner/Manager Training

This training is for senior practitioners and managers who take a lead role in safeguarding concerns, enquiries and case conferences. The aim is to enable participants to undertake the responsibilities associated with managing and leading the co-ordination of safeguarding adult processes, including the convening and chairing of strategy meetings and case conference. The course will equip those individuals who are responsible for these processes with the knowledge, skills and confidence to chair strategy meetings and case conferences, manage challenging issues and record decisions.

#### 4. Mental Capacity Act (MCA) – Basic Awareness and Putting the MCA into practice

MCA training is a priority for partners following learning identified in 13 SARs completed in 2019 and 2020 and in preparation for the Liberty Protection Standards being introduced as part of the Mental Capacity (Amendment) Act 2019. MCA Training is for anyone who has contact with adults at risk and who need to be aware of situations and people who may lack capacity. Learning from the SARs found an inconsistent approach to when and how to conduct a MCA assessment, and evidence that some practitioners lacked confidence, as well as issues with poor recording of decisions.

## 5. Deprivation of Liberty Safeguards – Awareness and Practice

DoLS training was flagged up as a priority by partners in the Learning Needs Analysis. This training explains the DoLS and their context within the Mental Capacity Act, why they are used, and the process to follow in order to ensure best practice. General awareness training is for everyone working with people who may lack capacity and who need an understanding of legislation and policy.

### 3.3 Other workforce development opportunities for 2020/21

The OSAB training and workforce development programme has been developed in partnership with the Oldham Safeguarding Children's Partnership. As a result, a programme of joint Lunch and Learn sessions have been developed covering the following adult safeguarding topics:

- Adult Self-Neglect and Safeguarding
- Making a Section 42 Referral
- Unconscious Bias
- Learning from Safeguarding Adult Reviews
- On-line Scams, Financial Abuse and Safeguarding
- Legal Literacy
- Safeguarding and Dementia
- Tissue Viability

OSCP and OSAB are also working together on cross cutting safeguarding themes. As a result, a range of courses are open to members of both Boards and hosted through the children's training suite:

- Domestic Abuse
- MARAC
- IDVA Safety Planning
- Making a Child Protection Referral
- Channel & PREVENT

Training and learning opportunities will be regularly updated through the Safeguarding Training Calendar hosted on the OSAB and OSCP websites.

In addition to these training courses the OSAB website is developing a range of informal learning resources including briefings by type of abuse, 7 Minute SAR Briefings, Policy Grab Sheets, e-learning resources and Podcasts. The website also includes a library of e-learning resources and free training offered by SCIE and the Home Office amongst others. Formal training opportunities, resources and E-learning courses will be promoted through the joint OSCP and OSAB Bulletin sent out fortnightly and through publicity and promotional campaigns coordinated by the joint adult's and children's PR and Communications Subgroup.

## 4. COMPETENCY FRAMEWORK FOR SAFEGUARDING ADULTS

### 4.1 Background

All multi-agency Safeguarding Adults Training in Oldham is benchmarked against the national Competency Framework for Safeguarding Adults (developed by Bournemouth University and endorsed by SCIE, Learn to Care & Skills for Care) and the Safeguarding Adults: Roles and Competencies for Health Care staff – Intercollegiate Document, NHS England. The Framework aims to:

- Raise standards and ensure consistent and proportionate responses to safeguarding issues for adults at risk
- Improve partnership working and consistency to secure better outcomes for adults at risk
- Support work-based evidence of learning and competence in practice
- Provide managers with a framework to evaluate performance and identify training needs
- Clarify expectations of the role of all relevant members of the workforce in safeguarding
- Provide a quality assurance tool for commissioners of services and for contract monitoring

By adopting the National Competency Framework Oldham Safeguarding Adults Board aims to adopt more effective and consistent safeguarding practice across all agencies in Oldham and ensure that safeguarding is recognised as everyone’s business.

The Framework provides a baseline for standards of competency that individuals can expect to receive from professionals and organisations tasked with Safeguarding Adults. It also provides staff, volunteers and employers with a benchmark for the minimum standards of competency required of those who work to Safeguard Adults across services. The framework is not meant to stifle organisational autonomy, rather it provides good practice guides and offers teams the tools to develop their own bespoke training plans.

## 4.2 What is a competency?

A competency is a combination of the skills, knowledge and experience held by an individual. This framework aims to ensure that individuals and teams can access safeguarding training to develop the competencies needed to carry out individual roles and responsibilities.

To be competent individuals need to be able to interpret a situation in its context, have a repertoire of possible actions to take and be trained to carry out these actions where this is relevant. Regardless of training, competency grows through experience and an individual’s ability to learn and adapt.

## 4.3 The Framework

The Framework describes four staff groups, (staff groups A, B, C and D), and lists the minimum competencies each staff group should achieve to ensure an effective adult safeguarding workforce. The framework is intended as a helpful guide to **inform training and workforce development plans for teams** and is not meant to be prescriptive or mandatory for individual staff. It is up to each partner organisation to decide who needs to complete which training and this will depend on individual roles and responsibilities within teams.

Staff Group	Target Group Description	Including, but not limited to:
Staff Group A: Alerter and NHS Level 1	Anyone who has any contact with adults at risk, who may need to identify abuse or neglect and to report concerns appropriately.	<ul style="list-style-type: none"> <li>• All staff and volunteers in health and social care</li> <li>• All frontline staff in Police, Fire and Rescue</li> <li>• Neighbourhood Teams and Housing</li> <li>• Clerical and Administration Staff</li> <li>• Domestic and Ancillary Staff</li> <li>• Health and Safety Officers</li> <li>• Elected Members</li> <li>• Charity trustees, staff and volunteers</li> </ul>
Staff Group B: Enquiry Officers and Specialist Staff/NHS Level 2 and Level 3	People with a professional responsibility for safeguarding adults who must be able to act on concerns and apply national legislation and local policies and procedures. This group needs to work within an inter-or multi-agency context.	<ul style="list-style-type: none"> <li>• Social Workers</li> <li>• Nurses and Doctors</li> <li>• Frontline Managers</li> <li>• Integrated Team Managers</li> <li>• Managers in Health, Social Care and VCS Provider Services</li> <li>• Investigating Officers</li> </ul>
Staff Group C: Safeguarding Adults Managers/NHS Level 4 and Level 5	People with management/strategic responsibility for the delivery of safeguarding adults’ services, including the development of policies and procedures and multi-agency working.	<ul style="list-style-type: none"> <li>• Operational Managers</li> <li>• Heads of Assessment and Care Managers</li> <li>• Service Managers across health, social care, police, probation and prison service</li> </ul>
Staff Group D: Governance, CEO and Board Roles/NHS Level 5	People with strategic responsibility for policy and systems and work in an intra and inter-agency context	<ul style="list-style-type: none"> <li>• Head of Support Services</li> <li>• Heads of Services</li> <li>• Local Safeguarding Adult Boards</li> </ul>



The competencies for each staff member are set out in **Appendix 1** and mapped against the multi-agency training opportunities designed to help staff teams meet these competencies.

The competency framework should not be a burden for teams and services. To help strike the right balance between evidencing consistent practice at an individual level and detailed application of the framework, each of the formal and informal safeguarding training and learning resources will state the competencies covered within the session or activity. This ensures that the framework can be managed at a team level but applied to individual staff and volunteers.

A separate Safeguarding Training Calendar (Appendix 2) has been produced to list the training opportunities that will take place during the period of this training strategy. As stated previously the training is not prescriptive and the workforce development framework recognises that partner agencies will adopt a range of methods in addition to formal training.

For more information about learning resources please visit the OSAB website <https://www.osab.org.uk/> or to discuss ideas for future training and learning resources please email the OSAB Business Unit at [Oldham.SafeguardingAdultsBoard@oldham.gov.uk](mailto:Oldham.SafeguardingAdultsBoard@oldham.gov.uk)

Oldham’s Safeguarding Adult’s Competency Framework: Staff Group A: (Alerter/NHS Level 1)

Staff Group	Competency	Training and Learning Opportunities
Staff Group A: Alerter and NHS Level1		
	AWARENESS	Training and resources that would help staff to meet these competencies could include: <ul style="list-style-type: none"> <li>• Basic Safeguarding Awareness</li> <li>• How to report a Safeguarding Concern</li> <li>• Section 42 Webinar (Lunchtime Learning)</li> <li>• Safeguarding Adults Practitioner</li> <li>• MCA Basic Awareness</li> <li>• Section 42 Grab Sheet and 7 Minute Briefing</li> <li>• SCIE E-learning</li> </ul>
1	Understand and demonstrate what Adult Safeguarding is	
2	Recognise an adult potentially in need of Safeguarding and take appropriate action	
3	Understand dignity and respect	
	REPORTING	
4	Understand the procedures for making a ‘Safeguarding Alert’	
5	Have knowledge of policy, procedures and legislation that supports Safeguarding Adults activity	
6	Ensuring effective recording of discussions, decisions and quality of safeguarding processes	

## Oldham's Safeguarding Adult's Competency Framework: Staff Group B - Enquiry Officers and NHS Level 2 & 3

Staff Group	Competency	Training and Learning Opportunities
Staff Group B: Enquiry Officers and Specialist Staff/NHS Level 2 and Level 3		
	INFORM, INVOLVE and LISTEN	<p>Training and resources that would help staff to meet these competencies could include:</p> <ul style="list-style-type: none"> <li>• Basic Safeguarding Awareness</li> <li>• How to report a Safeguarding Concern</li> <li>• Safeguarding Adults Practitioner</li> <li>• Safeguarding Manager Training</li> <li>• MCA Basic Awareness</li> <li>• Unconscious Bias Webinar (Lunchtime Learning)</li> <li>• Self-Neglect Safeguarding Webinar (Lunchtime Learning)</li> <li>• Legal Literacy Webinar (Lunchtime Learning)</li> <li>• Section 42 Grab Sheet and 7 Minute Briefing</li> <li>• Mentoring and Peer Practice Groups</li> <li>• Job Shadowing</li> </ul>
7	Ensure service users are informed and supported in their decision making around Safeguarding Adults concern	
8	Ensure information is shared appropriately and all relevant partners are involved	
	RESPOND	
9	Demonstrate appropriate responses to Safeguarding Adult concerns	
	REPORTING and RECORDING	
10	Maintaining accurate and complete records and achieving best evidence	
	MANAGE	
11	Managing safeguarding adult concerns and enquiries	
	LEGISLATION, POLICY and PROCEDURES	
12	Awareness and application of legislation, local and national policy and procedural frameworks	
	KNOWLEDGE and SKILLS	
13	Demonstrates skills and knowledge to contribute effectively to the safeguarding process	

## Oldham's Safeguarding Adult's Competency Framework: Staff Group C - Safeguarding Adults Managers/NHS Level 4

Staff Group	Competency	Training and Learning Opportunities
Staff Group C: Safeguarding Adults Managers/NHS Level 4		
	DEVELOP PROMOTE	<p>Training and resources that would help staff to meet these competencies could include:</p> <ul style="list-style-type: none"> <li>• How to report a Safeguarding Concern</li> <li>• Safeguarding Manager Training</li> <li>• MCA in Practice Training</li> <li>• Unconscious Bias Webinar (Lunchtime Learning)</li> <li>• Legal Literacy Webinar (Lunchtime Learning)</li> <li>• Bespoke training for Chairs and Rapid Review Authors</li> <li>• Mentoring and Peer Practice Groups</li> <li>• Job shadowing</li> </ul>
14	The provision of training and supervision to develop and promote Adult Safeguarding	
	ENGAGE	
15	Robust inter-agency and multi-agency systems to promote best practice	
	SUPPORT	
16	Support the development of robust internal systems to provide a consistent, high quality Safeguarding Adults service	
17	Chair Safeguarding Adults meetings or discussions	
18	Ensure record systems are robust and fit for purpose	

## Oldham's Safeguarding Adult's Competency Framework: Staff Group D - Governance & Board Roles/NHS Level 5

Staff Group	Competency	Training and Learning Opportunities
Staff Group D: Governance & Board Roles/NHS Level 5		
	LEAD	Training and resources that would help staff to meet these competencies could include: <ul style="list-style-type: none"> <li>How to report a Safeguarding Concern</li> <li>Safeguarding Manager Training</li> <li>MCA in Practice Training</li> <li>Unconscious Bias Webinar (Lunchtime Learning)</li> <li>Legal Literacy Webinar (Lunchtime Learning)</li> <li>Bespoke training for Chairs and Rapid Review Authors</li> <li>Mentoring and Peer Practice Groups</li> </ul>
19	Lead the development of effective policy and procedures for safeguarding adult services in your organisation	
	STRATEGIC PLANNING IN LINE WITH SABs	
20	Ensure plans and targets for safeguarding adults are embedded in a strategic level across your organisation	
	DEVELOP and PROMOTE	
21	Develop and maintain systems to ensure the involvement of those who use your services in the evaluation and development of your Safeguarding Adults services	
22	Promote awareness of Safeguarding Adults systems within your organization and outside of your organisation	

## Adult Safeguarding Workforce Development and Training Calendar 2021/2022

### March 2021 Update

**DRAFT**

#### Webinar Series

Training Date	Training offer	Time	Aims and Objectives	How to Book	Closing Date
22 March 2021	IDVA Safety Planning	10.00 - 11.00 am	This webinar will familiarise professionals with key points and tips around safety planning with victim/survivors of domestic abuse.	Email: <a href="mailto:karen.mcmahon@oldham.gov.uk">karen.mcmahon@oldham.gov.uk</a>	15 March 2021
30 March 2021	DASH-RIC/MARAC	1.00 - 2.00 pm	This webinar will familiarise participants with the identification of high-risk victims of domestic abuse using the Domestic Abuse, Stalking, Harassment - Risk Indicator Checklist, and MARAC process.	Email: <a href="mailto:karen.mcmahon@oldham.gov.uk">karen.mcmahon@oldham.gov.uk</a>	23 March 2021
TBC	<b>S42 Safeguarding Referrals:</b> What's eligible, how to make them and what happens next	12.30 - 2.00 pm (TBC)	This information session will familiarise professionals with s42 legislation and what types of cases should be referred for a Safeguarding Concern. It also shares ideas about other services that can help and what happens once a referral is made.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Self-Neglect Policy:</b> Identification and case management	12.30 - 2.00 pm (TBC)	This information session will familiarise participants with the new adult Self-Neglect policy and practical tools to help identify people at high-risk of self-neglect and methods to case manage issues such as risk and non-engagement.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	

TBC	<b>Unconscious Bias:</b> understanding the term and causes and how to recognise and prevent it happening	12.30 - 2.00 pm (TBC)	This information session will explore the issue of unconscious bias and the impact it has had in SARs. It will provide tools to recognise and manage unconscious bias in practice.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>SAR learning:</b> session to explore the 8 most recurring SAR issues in Oldham and local solutions	12.30 - 2.00 pm (TBC)	This information session is designed as a learning resource for professionals working in MASH and local neighbourhood cluster teams to highlight trends and recurring safeguarding themes being referred as Safeguarding Adult Reviews. This will be an interactive session designed to gather feedback from frontline staff as well as share information.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Safeguarding and on-line scams and financial fraud:</b> session run by colleagues from GMP	12.30 - 2.00 pm (TBC)	This information session will familiarise professionals with the growing trend in on-line scams and financial fraud and how to identify signs for to help safeguard vulnerable adults. Issues will also consider financial fraud and those in the early stages of dementia.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Legal Literacy:</b> Understanding of legal principles, powers and duties.	12.30 - 2.00 pm (TBC)	This information session will familiarise practitioners and managers with the legal principles, powers and duties to deliver effective safeguarding functions and decision making.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Oldham's New Adult Mental Health Offer:</b> understanding the new mental health service, how to refer and what happens next	12.30 - 2.00 pm (TBC)	This information session will familiarise professionals with the new adult Mental Health Service that has been developed as a multi-agency access point. It explains the types of cases that should be referred and what happens once a referral is made.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Tissue Viability and Pressure Ulcers:</b> understanding of the stages and associated risks	12.30 - 2.00 pm (TBC)	This information session is designed for nurse practitioners and advanced carers. It has been identified as a recurring theme in SARs and the training will familiarise participants with wound assessment and an understanding of causes, stages, treatment and associated risk factors.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	

TBC	<b>Modern Slavery:</b> Understanding the legislation and signs	12.30 - 2.00 pm (TBC)	This information session will familiarise practitioners and managers with the Modern Slavery Act 2015, understand the signs and people most vulnerable to modern slavery and what to do.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	Multi-agency working and the role of the lead professional	12.30 - 2.00 pm (TBC)	This information has been identified as a recurring theme in Oldham's SARs and the training will familiarise participants with the local protocol and case studies highlighting best practice, common issues and the safeguarding risks when things don't work.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	

All the webinars will be accompanied by a online resources hosted on the OSAB website including links to case studies, policy briefings and wider reading.

### Formal training events

Training Date	Training offer	Time	Aims and Objectives	How to Book	Closing Date
TBC	<b>MCA in Practice – Legal Framework and Decision Making (Neil Allen?)</b>	1 day?	This information session will familiarise professionals with the Mental Health Amendment Act covering legal framework and executive functioning, recording and making unwise decisions and understanding who the decision maker is.	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	
TBC	<b>Trauma Informed Practice</b> – impact on decision making and behaviours	Half day?	This information session will familiarise professionals with an understanding of how trauma affects the brain and how this can impact on future decisions and actions. This will also consider what trauma informed best practice looks like	Email: <a href="mailto:James.Babyk-Glynn@oldham.gov.uk">James.Babyk-Glynn@oldham.gov.uk</a>	