Coventry Safeguarding Adults Board

Multi-Agency Workforce Development Strategy 2023 - 2026

Coventry City Council

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1. Executive Summary

The Coventry Safeguarding Adults Board (CSAB) is a formal body made up of statutory and voluntary members, which oversees how adults are safeguarded across the City. The Care Act 2014 named statutory partners of the Board as the Local Authority, Police and Integrated Care Board. The board believes that safeguarding is everybody's business and a shared responsibility and has a wider membership including: Coventry and Warwickshire Partnership NHS Trust, West Midlands Fire Service, West Midlands Ambulance Service, University Hospitals Coventry and Warwickshire NHS Trust, Staffordshire and West Midlands Probation Trust, National Probation Service Midlands Division and Healthwatch.

The Board meets four times a year and sets the work of a number of subgroups to carry out work on the Boards behalf throughout the year. This strategy has been developed by the Workforce Development sub group.

Safeguarding duties apply to adults who have care and support needs (whether or not the local authority is meeting any of those needs) and are experiencing, or are at risk of, abuse or neglect; and as a result of those care and support needs are unable to protect themselves from either the risk of, or the experience of abuse or neglect. The Board has an overall duty to assure themselves that the workforce can meet the needs of those adults with care and support needs where safeguarding duties apply.

The Board has a role to offer guidance and leadership to agencies and to check that arrangements are in place to deal effectively with allegations of abuse and neglect. The Board aims to enable professionals who work with people with care and support needs to act in a way that keeps people safe and free from abuse and neglect and to deal with those accused of abuse and neglect appropriately.

The purpose of the Board is to promote partnership working, coordinate the work of partner agencies and assess the difference that is made to adults with care and support needs in Coventry. In order for the workforce to respond appropriately and compassionately to those at risk of abuse or neglect it must have the correct skills and knowledge. To assure itself of the quality of the workforce the Board has a duty to monitor and evaluate the competence of the workforce.

2. Introduction

This Multi-Agency Workforce Development Strategy outlines the Coventry Safeguarding Adults Board approach to providing a workforce that is equipped to meet the safeguarding needs of those adults with care and support needs across the city. The strategy outlines how best the workforce can be monitored and the training evaluated.

It is therefore beneficial to have a more integrated approach to the workforce development of staff across partner agencies. By working in partnership, it has been possible to agree a consistent approach, to be adopted by all agencies, that identifies the relevant level of knowledge and skills for staff roles and the consistent content and delivery of Adult Safeguarding training in Coventry. This can be best achieved by a combination of single agency and wherever possible multi-agency training.

A multi-agency safeguarding adults approach will complement the training available to staff in single agency or professional settings by shared training offers across agencies. This is a highly effective way of promoting a common and shared understanding of the respective roles and responsibilities of different professionals and contributes to effective working relationships.

The Coventry Safeguarding Adults Board is committed to developing excellence in safeguarding adults at risk. This workforce development strategy, and related documents, is a significant step in creating the consistency that excellence demands.

This strategy is targeted at the following groups from voluntary, statutory and independent agencies;

- Those in regular contact with adults at risk. These will be people who are in a position to identify concerns about abuse;
- Those who directly support and care for adults at risk and their carers;
- Designated Lead Safeguarding Officers in Health, Social Care, Police and other agencies;
  Operational managers at all levels who supervise practitioners and volunteers in the above groups or who have responsibility for commissioning or delivering services;
- Those who have a strategic and managerial responsibility for commissioning and delivering services for adults.

3. Scope

The West Midlands Adult Safeguarding Multi-Agency Policy and Procedures identify the framework in which agencies in the West Midlands work together to safeguard adults. This workforce development strategy provides the strategic direction to ensure that Coventry has a workforce that can identify and respond to safeguarding issues with competence and skill.

The Care Act 2014 sets out a clear legal framework for how Safeguarding Adults Boards must

- Lead a multi-agency local adult safeguarding system that seeks to prevent abuse and neglect and respond effectively when it occurs.
- Engage with all partner agencies including local authority, NHS and Police.
- Ensure accurate guidance and training is accessible to multi-agency practitioners and to promote/support best practice.

All training and development will be informed by recent and relevant research practice and underpinning policies. Any resource and training material used will be clear, accurate, and relevant and take account of how adults learn the diversity of participants and their differing learning needs.

All adult safeguarding training will be delivered by suitably experienced trainers who have current knowledge in relation to safeguarding adult's policies, procedures and practice and are up to date with training materials and techniques in relation to the delivery of safeguarding training. Trainers should be able to access support with their own professional development, which should be evaluated. This will apply to in-house agency trainers or commissioned trainers delivering courses on the agency's behalf or that of the CSAB.

The strategy is produced by the Workforce Development Subgroup of the Coventry Safeguarding Adults Board.

4. Governance

A multi-agency approach at a strategic and operational level is essential to effective safeguarding work.

The activities that are set out in the strategy are monitored by the workforce development subgroup of the Coventry Safeguarding Adults Board. Membership comprises of safeguarding leads from partner agencies. The terms of reference for the subgroup are included in Appendix 1. The subgroup has an annual plan and the subgroup chair reports quarterly to the Board and contributes to the Boards annual report. The workforce development subgroup is working to establish closer links with the Children's Board Workforce Development subgroup and subgroups for neighboring areas.

The multi-agency approach at a strategic and operational level is essential to effectively implemented safeguarding. Individual safeguarding boards are responsible for local strategic and operational arrangements.

The Workforce Development subgroup membership is primarily made up of safeguarding leads from partner agencies who oversee the practice implementation of the safeguarding adults training. The priorities and activities set out in this document will be monitored by the Workforce development subgroup.

Task and finish working groups will be established to undertake identified pieces of work relating to any annual action plan and report into the workforce development subgroup.

The workforce development subgroup will gather data around the workforce of partner agencies trained in adult safeguarding and this will be used in the Boards annual report. The subgroup will also quality assure the training offered by agencies.

5. Safeguarding Adults Competences and Training Structure

The key national standards influencing the content of any training and development plans and safeguarding adult's courses in general are:

- Care Act 2014
- ADASS Guidance on Safeguarding Adults (2013)
- Statement of Government Policy on Safeguarding Adults (2013)
- Safeguarding Adults: A National Framework of Standards (ADSS 2005), especially Standard 5.
- Adult Social Care Common Induction Standards (Care Certificate from April 2015)
- Qualifications and Standards Framework (QCF)
- CQC Essential Standards (Outcome 7)
- Adult Safeguarding: Roles and Competencies for Health Care staff (RCN 2018)
- College of Policing: Code of Ethics (2014)
- Cavendish Report (2013)
- Making Safeguarding Personal for Safeguarding Adults Board LGA and ADASS
- The National Competency Framework for Safeguarding Adults (National Competency Framework for Safeguarding Adults - Bournemouth University and Learn to Care, 2010)
- Mental Capacity Act 2005 and associated codes of practice, including Deprivation of Liberty Safeguards (DoLS) and Liberty Protection Safeguards (LPS).

Safeguarding Adults Competencies

A competence is a combination of skills, knowledge and experience held by an individual person. Competence grows through experience and the individual's abilities to learn and adapt training and mentoring can support this process but there are a wide range of methods which can be used, and attendance of training does not necessarily signify compliance. All staff should be assisted to develop their safeguarding competencies. This can be done by undertaking formal training and or development opportunities. All staff should be assessed as competent against the competence relevant to their occupational role and responsibilities within the organisation. All staff should know when and how to report a Safeguarding Adult concern

These competences and the underpinning knowledge are set out in national documents;

- For Social Care - The National Competency Framework for Safeguarding Adults (National Competency Framework for Safeguarding Adults - Bournemouth University and Learn to Care, 2010)
- For the NHS - Adult Safeguarding: Roles and Competencies for Health Care Staff, (Royal College of Nursing 2018)

This strategy aims to align the two frameworks in these documents in to one aligned framework for the Board

Training Structure

The Care and Support Statutory Guidance for the Care Act 2014 on safeguarding states that the Safeguarding Adults Boards should ensure that relevant partners provide training for staff and volunteers on the policy, procedures and professional practices that are in place locally, which reflects their roles and responsibilities in safeguarding adult arrangements. The Coventry Safeguarding Adults Board considers this should include:

- Basic mandatory induction training with respect to awareness that abuse can take place and duty to report;
- More detailed awareness training, including training on recognition of abuse and responsibilities with respect to the procedures in their particular agency;
- Specialist training for those who will be undertaking safeguarding enquiries, and managers;
- Training for Elected Members and others e.g. Healthwatch members.
- Post qualifying or advanced training for those who work with more complex enquiries and responses or who act as their organisation's expert in a particular field, for example in relation to legal or social work, those who provide medical or nursing advice to the organisation or the Board.

A key priority of the Workforce Development Strategy will be establishing the core program of Adults Safeguarding Training and explore the opportunities for multi-agency delivery.

A Framework will be used to identify the appropriate level of training to meet the requirements of staff as indicated by their role, level of responsibility, performance expectations and experience (Appendix 2).

The Framework will inform the Training Programme that provides development activities linked to increasing levels of specialism, complexity of task and level of contact with adults at risk.

Additional Training Courses

Additional training provides supplementary, essential knowledge which can enhance skills and competence in adult safeguarding. This could include courses aimed at or regarding;

- Managers of Provider Services
- Achieving Best Evidence
- Safeguarding Adults Administrative Support Staff
- Mental Capacity Act and the Deprivation of Liberty Safeguards (DoLS)
- Child Protection
- Carers and Safeguarding

To complete the safeguarding competency framework and additional training described, the following list, although not exhaustive could be considered for employees:

- Administration of Medicines.
- Basic Drug Awareness – Introduction to Substances misuse.
- Carer Awareness.
- Communication skills as appropriate to service area.
- Dignity, care and respect.
- End of Life Care/Awareness.
- Forced Marriage.
- Introduction to Domestic Abuse.
- Legal updates.
- Managing behaviours that Challenge.
- Positive Risk taking.
- Safeguarding Children and Young People.
- Safe Moving of People.
- The Mental Capacity Act and Deprivation of Liberty Safeguards.
- Basic and Advanced Drug Awareness.
- Care of Pressure Ulcers.
- Child Sexual Exploitation.
- Dementia Training.
- Domestic Violence.
- Female Genital Mutilation.
- Honour Based Violence.
- Mental Health awareness.
- Personalisation.
- Recording and Assessment skills.
- Safer Workforce.
- The DASH Risk Assessment/MARAC awareness (Multi Agency Risk Assessment Conference).
- The Role of the Appropriate Adult under PACE (Police and Criminal Evidence).
- The Social Impact of Drugs and Mental Health.

6. Safeguarding Adults Workforce Development Priorities

What should a good workforce look like?

A workforce that:

- Is alert and notices when things are not right, they notice change and are curious
- Is sensitive to the needs of people
- Knows and owns their responsibility in the Safeguarding agenda
- Is led by competent Leadership and Management
- Is confident with their understanding of the Safeguarding procedures - knowing what to do and who to go to, with clear pathways to follow
- Are aware of their own limitations, learn from experience, working within a no-blame culture, supported with their decisions.
- Understands the wider context of safeguarding and related topics
- Is able to manage and balance risks
- Have an adaptable communication style
- Works in a strength based and person-centered way, with dignity and respect - understanding that safeguarding must include the person who may have been abused.

Key issues:

- Assurance to the Coventry Safeguarding Adults Board that training is happening
- Assurance that that partners staff are undertaking appropriate training.
- Meeting the need of staff to gain greater understanding of and application of the Mental Capacity Act.
- Better understanding of safeguarding strategy meetings and professional responsibility.
- Balancing risk – supporting positive risk taking and taking a strength-based approach.
- Improving communication with groups such as those with dementia, learning disability and autism.

How can we embed learning in our organisation's?

We need a creative approach to training that maximizes interagency shared learning opportunities. At a time when making safeguarding personal requires a culture shift in working practices, learning and development has a unique opportunity to shape mindsets and practices. This can be achieved by:

- Learning from safeguarding adult reviews.
- Audit outcomes and findings.
- Bespoke learning opportunities relevant to particular staff role.
- Increased use of scenarios.
- Coaching opportunities.
- Learning from patient/user feedback.
- Practice forums.
- Using logs and professional records and supervision.
- De-brief sessions.

How do we encourage shared learning within organisations?

- Meetings of multi-agency champions or key people to share information and learn.
- Using the same or similar e-learning packages.
- Sharing case studies.
- Multi-agency co-facilitation.
- Promoting best practice groups or workshops.
- Shared safeguarding adult reviews learning across partners.

7. Local Roles and Responsibilities

The Care and Support Statutory Guidance for the Care Act 2014 states that roles and responsibilities should be clear and collaboration should take place at all the following levels: Operational; supervisory line management; senior management staff; corporate/cross authority; Chief officers/chief executives; local authority members and local police and crime commissioners; commissioners; providers of services; voluntary organisations, and regulated professionals. The level of competency required for each of these roles can be found within the competency framework. In relation to learning and development, in addition the Statutory Guidance highlights:

- **Local Authority Elected Member Level**

At the local Authority level, it states that Elected Members need to have a good understanding of the range of abuse and neglect issues that can affect adults and of the importance of balancing safeguarding with empowerment. Local authority members need to understand prevention, proportionate interventions, and the dangers of the risk adverse practice and the importance of upholding human rights.

- **Regulated Professionals**

Staff governed by professional regulation (for example, social workers, doctors, allied health professionals and nurses) should understand how their professional standards and requirements underpin their organisational roles to prevent, recognise to abuse and neglect.

8. Assessment of Competency

The assessment of competence should combine a mix of direct observation of practice as well as a process of exploration, discussion and questioning in supervision and appraisal meetings assessment should also reflect a knowledge and understanding of Multi Agency Policy and Procedures for Safeguarding Adults, operational instructions and safeguarding practice standards.

All staff can be helped to develop their Safeguarding competence. This can be done by participating in formal training and development opportunities, including the completion of vocational or professional awards. However, there are also many opportunities for staff to learn and develop within the workplace. This could be via discussions in team meetings, "buddying up" with more experienced practitioners, coaching and mentoring opportunities and" learning lunches". One thing is essential; the ability of the line manager to encourage, enable and motivate staff to develop and learn.

The following are some examples of post course support:

- Bournemouth framework and guidance (e.g. the Bournemouth Workbook Guidance and intercollegiate document).
- Reflective supervision –use of learning logs.
- E-learning for post-course support.
- Quizzes/staff questionnaires of knowledge.
- Case discussions within the team meetings.
- Mentoring/shadowing opportunities.
- Best Practice seminars, Forums and Briefings.

9. Training Performance Management

Attendance at training will be monitored and reported to the Safeguarding Adults Board. Partner organisations and their managers can monitor their own staff training requirements, by completing an annual training analysis.

A multi-agency workforce and training analysis can enable the workforce development sub group to identify learning and development priorities and consider training programmes to meet identified need.

Training can be delivered by single or multiagency delivery. The primary mode of delivery at present is single agency. The Workforce Development Subgroup have identified as a priority, the review of single agency delivery and the development of multiagency opportunities and models.

10. Quality Assurance

It is the expectation that any single and multiagency training will be monitored by collating and assessing information from agencies.

All agencies will continually review competences through performance management structures and all multi-agency staff and volunteers will be expected to undertake updates as appropriate.

All agencies will need to develop systems to measure the positive impact of training. The following suggest how this can be achieved.

- Formal accreditation process for training where practicable (e.g. via the National Skills Academy).
- Performance Data.
- Safeguarding audits.
- Supervision audits
- Surveys and postal questionnaires.

This will be required for audit and future planning and improvement process and may need to be shared with the Care Quality Commission.

The Workforce Development subgroup have developed a a Quality Assurance process to ensure any safeguarding training delivered meets the required standard of the Adult Safeguarding Board.

The quality of training can be demonstrated via:

- Accreditation of courses.
- Coaching and mentoring of trainers.
- Safeguarding Trainers Action Learning Groups.
- Observation of training.
- Train the trainer where available.
- Learning from Safeguarding Adult Reviews embedded into training (where available).

Partner agencies who are members of the Safeguarding Adults Board will also be requested to provide the information to the Workforce Development Subgroup in a predetermined timescale.

This could include;

A plan of the safeguarding adults training being provided within their organisation including:

- Numbers of places offered
- Numbers of completions
- Numbers of staff planned to undertake this training
- Course outlines and information
- CV(s) of the course trainers(s)
- Training evaluation plans

Information about any participation in multi-agency training including:

- Numbers of staff whose roles require them to complete multiagency safeguarding adults
- Numbers of staff who have completed multi-agency training
- Numbers of places required on each multi-agency course.
- Barriers/issues preventing staff in undertaking training.

The subgroup will provide qualitative and quantitative information to the Safeguarding Adults Board regarding training provision, attendance and costs of the multi-agency training programme within agreed timescales.

11. Local Implementation

The Safeguarding Adults Board has an expectation that statutory agencies will have developed a local training plan in line with this strategy.

Workforce Development Subgroup priorities will be identified annually, and an action plan developed to support the implementation of this workforce strategy.

Appendix 1

Terms of Reference for Coventry Safeguarding Adults Board Workforce Development Subgroup

Chair/s: **Belinda Kirk**
Coventry City Council Safeguarding Adults Co-Ordinator

Julie Vaughan
Coventry & Warwickshire Partnership Trust Lead Nurse for Adult Safeguarding

Membership:

Training leads and/or adult safeguarding leads from -

- Coventry City Council – Head of Practice Development and Safeguarding
- Coventry City Council Workforce Development
- Training Coordinator, Children's Partnership and Adults Safeguarding Board,
- Health - ICB (Integrated Care Board)
- West Midland Police
- West Midland Fire Service
- Voluntary sector provider organisations x 2
- Independent sector
- Coventry & Warwickshire Partnership Trust (CWPT)
- University Hospital Coventry & Warwickshire (UHCW)

It is an expectation of the CSAB that members of the Board and its Sub groups shall personally attend a minimum of 75% of meeting during the course of each local government year (1 April – 31 March). A substitute is expected to attend any meetings missed by the nominated representative. Information on attendance will form an element of the Board's Annual Report.

Frequency

At least quarterly

Quorum

For a meeting to be quorate, the Chair or vice chair must be in attendance, plus a minimum of three other members. There must be representation from a minimum of three agencies.

Main responsibilities:

The Workforce Development Subgroup shall be responsible to CSAB for ensuring that a multi-agency training strategy is developed across the safeguarding partnership and assurance that training is delivered to the required standard and at the required frequency by all partner organisations.

The work programme of the Subgroup shall be agreed by CSAB, and the Chair of the Subgroup shall report to each meeting of CSAB.

Terms of Reference

The Subgroup shall:

- Develop, Implement and monitor the safeguarding adults' workforce development Action Plan on a multi-agency basis
- Jointly commission multi-agency training to meet common needs. This will include training for those undertaking specific roles within the safeguarding adults' procedures (e.g. training for investigators)
- Sub group should have assurance from the representative agencies that training will take place and they will be able to produce their agencies training data for the Board
- Create feedback links with operational managers in all partner organisations.
- Ensure that cross-organisational learning takes place.
- Ensure all training delivered 'in-house' (or commissioned from external providers) is in line with the local Safeguarding Adults policy and procedures, as well as with relevant national standards

Reporting

The Subgroup will have the following reporting responsibilities:

- To ensure that the chair updates priorities on work action plan, these are then submitted to each quarterly meeting of the Board.
- To contribute to the annual report of the Board setting out the progress made and suggested future developments.

Appendix 2

Multi Agency Competency Framework

The aim is to provide a Competency Framework for Adult Safeguarding which is applicable across the whole workforce. The Table below brings together the advice from Bournemouth University and NHS guidance: Roles and Competencies for Health Care Staff, (Royal College of Nursing 2018 documents. The groups and levels are progressive in that group D/Level 4 and require competences A-C (1-3).

Level of Responsibility	Bournemouth	Adult Safeguarding Rules and Roles and Competencies for Health Care staff	Considerations
This group have a responsibility to contribute to Safeguarding Adults, but do not have a specific responsibility or statutory authority to intervene. Understand what Safeguarding is and their role in Safeguarding Adults • Recognise an adult potentially in need of Safeguarding and take action • Understanding the procedures for making a 'Safeguarding Alert' • Understand dignity and respect when working with individuals • Have knowledge policy, procedures and legislation supports Safeguarding Adults activity	**Staff Group A** Included but not limited to: Drivers, other transport staff, day service staff, all support staff in Health and Social Care settings, Staff, Clerical and admin, Domestic and ancillary, Health and Safety Officers, Elected Members, Volunteers, Charity Trustees.	**Level 1** All healthcare organisations to include all healthcare workers, contractors and volunteers.	As well as the levels of responsibility outlined by Bournemouth Staff Group A. The Health requirement also includes. A basic understanding of the Mental Capacity Act 2005 (MCA) and Deprivation of Liberty Safeguards (DoLS) and how to support individuals in relation to specific situations. • Awareness of the potential impact of abuse on the physical and mental impact of individuals. • An awareness of the rights of the individual in the safeguarding context, including the importance of autonomy, empowerment and making safeguarding personal. • The risks of harm and abuse to all vulnerable people. • An awareness of the Prevent Duty (2015) and how it may affect them within their work. • General Data Protection Regulation (GDPR)2018 and acting safely to share information.

Level of Responsibility	Bournemouth	Adult Safeguarding Rules and Roles and Competencies for Health Care staff	Considerations
This group has considerable professional and Organisational responsibility for Safeguarding Adults. They have to be able to act on concerns and contribute appropriately to local and national policies, legislation and procedures. This group needs to work in an inter- or multi-agency way. • Demonstrates skills and knowledge to contribute to effective Safeguarding processes • Awareness and application of a range of local and national policy and procedural frameworks when undertaking Safeguarding activity • Ensure people who use services/carer's are supported appropriately to understand the safeguarding issues affecting them and to maximise their decision making • Understand how best evidence is achieved • Understand when to use emergency systems to safeguard adults • Maintain accurate, complete and up-to-date records • Demonstrate required level of skills and knowledge to undertake a Safeguarding Adults investigation	**Staff Group B** Included but not limited to: Social Workers, Nurses, Frontline managers, integrated team managers, Head of Nursing, Health and Social Care provider service managers, trained Investigating Officers.	**Level 2** All healthcare workers, contractors and volunteers that have contact with patients, families or the public.	As well as the levels of responsibility outlined by Bournemouth Staff Group B. The Health Care requirement also includes. An increased awareness of adult abuse, risks and harm, to the impact on individuals and family regarding issues such as domestic abuse, drug and alcohol misuse, poverty, ill health both physical and mental, domestic abuse, honour-based violence, human trafficking, modern slavery, organisational abuse, discrimination, cohesive control, FGM, internet grooming and bullying. • Understand the role of an independent advocate as defined within the Care Act 2014. • An increased understanding of the support the MCA provides, to include: how to understand a capacity assessment, how to support a person who lacks capacity, the role of advocates, lasting power of attorney, and unwise decision making and best interest decision making. • An increased awareness of the Deprivation of Liberty Safeguards (DoLS), what is a Deprivation of Liberty (DoL) criteria for the application of DoLS, what constitutes an illegal act of deprivation? The role of the Independent

Level of Responsibility	Bournemouth	Adult Safeguarding Rules and Roles and Competencies for Health Care staff	Considerations
			Mental Capacity Advocate (IMCAs), what is understood by best interest decision, advocates, best interest planning and the court of protection. • Further development of recognition and support of individuals at risk of trafficking, sexual exploitation, female genital mutilation, radicalisation or exploitation. • A developed knowledge on how to support people with safeguarding needs with a focus on: overcoming language barriers, communication difficulties, distress and anxiety. • Clarity on responsibility for own conduct at work and how to manage concerns about other healthcare workers, co-workers, contractors and volunteers with particular focus on: referring colleagues if misconduct is suspected, who to talk to in an organisation if concerned, HR policies that support professional working, adult safeguarding polices that support professional working, whistleblowing, multiagency adult safeguarding procedures.

Level of Responsibility	Bournemouth	Adult Safeguarding Rules and Roles and Competencies for Health Care staff	Considerations
This group is responsible for ensuring the management and delivery of Safeguarding Adults services is effective and efficient. In addition they will have oversight of the development of systems, policies and procedures within their organisation to facilitate full working partnerships with allied agencies to ensure consistency in approach and quality of service. • Actively engage in supporting a positive multi-agency approach to Safeguarding Adults • Support the development of robust internal systems to provide consistent, high quality Safeguarding Adults service • Chair Safeguarding Adults meetings, discussions and professional's meetings • Ensure record systems are robust and fit for purpose	**Staff Group C** Included but not limited to: Operational Managers, Heads of Assessment and Care Managers, Service Managers.	**Level 3** Any Adult Safeguarding Role defined within the job description as providing adult Safeguarding support to others.	• An awareness of the Prevent Duty 2015. • GDPR and acting safely to share information. As well as the levels of responsibility outlined by Bournemouth Staff Group C. The Health requirement also includes. • Undertake adult safeguarding supervision and support of those managing people at risk. • A good working knowledge of the MCA and DoLS. • A good working knowledge of the Prevent Duty 2015. • Ability to contribute to Channel Panels. • An ability to manage allegations in relation to the role of the multiagency working managing these cases, working with HR, advising the organisation on adult safeguarding.

Level of Responsibility	Bournemouth	Adult Safeguarding Rules and Roles and Competencies for Health Care staff	Considerations
This group is responsible for ensuring their organisation is, at all levels, fully committed to Safeguarding Adults and have in place appropriate systems and resources to support this work in an intra and inter-agency context. • Lead the development of effective policy and procedures for Safeguarding Adult services in your organisation • Ensure plans and targets for Safeguarding Adults are embedded at a strategic level across the organisation • Promote awareness of Safeguarding Adults systems within your organisation and outside of your organisation • Develop and maintain systems to ensure the involvement of those who use your services in the evaluation and development of your Safeguarding Adults services	**Staff Group D** Included but not limited to: Head of Support Services, Heads of Directly Provided Services, Heads of Assessment and Care Management Services	**Level 4** Role defined within the job description as Named Professional for Adult Safeguarding.	As well as the levels of responsibility outlined by Bournemouth Staff Group D. The Health Care requirement also includes. • An expert knowledge of MCA/LPS. • Able to effectively communicate local adult Safeguarding knowledge, research and audit findings to challenge poor practice. • Advise in relation to the Prevent duty (2015). • Participate in the management of allegations and make recommendations accordingly.