



Walsall Safeguarding Partnership

Children & Adult Competency Framework

2022 - 2024

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Introduction

This Competency Framework provides the Walsall Safeguarding Partnership with a structure for the delivery of learning and development opportunities for their workforce, dependent on the job roles and responsibilities for staff members, including volunteers. It comprises learning and development opportunities for both the children and adult workforce.

The Framework is responsive to local Walsall issues as well as regional and national imperatives including:

- Intercollegiate document Safeguarding Children and Young People: Roles and competencies for healthcare staff (2019)
- Intercollegiate document Adult Safeguarding: Roles and Competencies for Health Care Staff (2018)
- West Midlands Safeguarding Adults Training Level Framework
- Bournemouth National Competency Framework for Safeguarding Adults A Comprehensive Guide (2014)

This Framework has been agreed by the Walsall Safeguarding Partnership. The Competencies in this document are the minimum requirements for the workforce to be competent to ensure the safety, protection and wellbeing of children and adults with care and support needs.

This Framework will help:

- To highlight a ‘think family’ approach so that staff can confidently respond to the safeguarding needs of both children and adults at risk and be aware of when these needs might overlap.
- Managers to clarify the competencies required of staff groups depending on the type and nature of the contact they have with children and adults at risk
- Enable the staff to access relevant development opportunities, including refreshing learning at their required level of need
- To provide consistency across the workforce of learning, knowledge and skills requirements
- The commissioning of appropriate and effective training opportunities
- The Safeguarding Partnership to collate and analyse performance management data and quality assure the learning and development that is taking place across the partnership.

Please note: if ‘recommended frequency’ varies from your organisations recommendations, please following your organisations policies and procedures.

Foundation & Introductory Level 1

Applicable Roles:

All staff and volunteers working in the statutory, voluntary, community or independent sectors.

Competencies for those working with children & their families	Competencies for those working with adults	Delivery methods					
<ul style="list-style-type: none"> • Be aware of the importance of child-centred safeguarding practice • Aware of definitions, types of abuse and neglect and how to recognise signs and indicators of harm • Aware of who can harm children and how • Recognise particular vulnerabilities for certain groups of children • Agency procedures and duty to report concerns, who in the organisation to report to and how to report; willingness to act on concerns • The expected standards of behaviour and codes of conduct of staff and volunteers 	<ul style="list-style-type: none"> • Be aware of the importance of person-centred safeguarding practice • Aware of definitions, types of abuse and neglect and how to recognise signs and indicators of harm • Aware of who can harm adults and how • Recognise particular vulnerabilities for certain groups of adults • Agency procedures and duty to report concerns, who in the organisation to report to and how to report; willingness to act on concerns • The expected standards of behaviour and codes of conduct of staff and volunteers 	<p>Single agency responsibility</p> <p>Briefing, e-learning, leaflet</p> <tr> <td data-bbox="1682 611 2078 651">Recommended Frequency</td> <td data-bbox="1682 651 2078 850"> <p>Completed within 4 weeks of commencing work-role.</p> <p>Annual Refresher</p> </td> <td data-bbox="1682 850 2078 1276"> <tr> <td data-bbox="1682 850 2078 890">Relates to:</td> <td data-bbox="1682 890 2078 1276"> <p>Intercollegiate documents at Level: 1</p> <p>Bournemouth Competencies: N/A</p> <p>West Midlands Adults Competencies: Introductory Level</p> </td> </tr> </td></tr>	Recommended Frequency	<p>Completed within 4 weeks of commencing work-role.</p> <p>Annual Refresher</p>	<tr> <td data-bbox="1682 850 2078 890">Relates to:</td> <td data-bbox="1682 890 2078 1276"> <p>Intercollegiate documents at Level: 1</p> <p>Bournemouth Competencies: N/A</p> <p>West Midlands Adults Competencies: Introductory Level</p> </td> </tr>	Relates to:	<p>Intercollegiate documents at Level: 1</p> <p>Bournemouth Competencies: N/A</p> <p>West Midlands Adults Competencies: Introductory Level</p>
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Awareness Level 2

Applicable Roles:

Staff and volunteers across the partnership who work with or have contact with children, their parents/carers and adults with care and support needs and who may be in a position to identify concerns and who have a responsibility to contribute to recognise and report abuse and harm.

Competencies for those working with children & their families	Competencies for those working with adults	Delivery methods
<p>As per Foundation/Introductory level plus:</p> <ul style="list-style-type: none"> Recognise how own values, beliefs and attitudes influence judgements in safeguarding work Aware of legislation, statutory guidance, procedures and local arrangements for safeguarding and how to act in accord with them Aware of consent and capacity issues Able to identify child's needs and parent's capacity to meet needs Able to recognise wider risk and vulnerability indicators and impact of environmental factors Recognise the barriers for children which inhibit disclosure of harm and support children to express their concerns and needs Promote the participation of children and work in partnership with families Aware that children may receive care from adults who also have care needs and may need safeguarding assessment/referral Where necessary be able to support a transition to adult services 	<p>As per Foundation/Introductory level plus:</p> <ul style="list-style-type: none"> Recognise how own values, beliefs and attitudes influence judgements in safeguarding work Aware of legislation, statutory guidance, procedures, Making Safeguarding Personal approach and local arrangements for safeguarding and how to act in accord with them Aware of consent and capacity issues Able to identify adult's needs Able to recognise wider risk and vulnerability indicators and impact of environmental factors Recognise the barriers for adults at risk which inhibit disclosure of harm and support them to express their concerns and needs Work in partnership with individuals, families and carers Aware that adults experiencing difficulties in their lives may have care responsibilities for other adults or children whose needs may need assessment/referral 	<p>Single agency responsibility</p> <p>Briefing, e-learning, text/workbook, face-to-face training, webinar</p> <p>Recommended Frequency</p> <p>Completed within 6 months of commencing work-role.</p> <p>Refresher every 2 years</p> <p>Relates to:</p> <p>Intercollegiate documents at Level: 2/3</p> <p>Bournemouth Competencies: A</p> <p>West Midlands Adults Competencies: Awareness</p>

<ul style="list-style-type: none"> • Aware of professional abuse and to raise concerns about the conduct of colleagues • Seek advice/supervision and refer/report if a safeguarding concern is identified • Document concerns effectively and share information appropriately and work collaboratively in the multi-agency system 	<ul style="list-style-type: none"> • Where necessary be able to support a transition from children’s services • Aware of professional abuse and to raise concerns about the conduct of colleagues • Seek advice/supervision and refer/report if a safeguarding concern is identified • Document concerns effectively and share information appropriately and work collaboratively in the multi-agency system 	
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Safeguarding Professional Level 3

Applicable Roles:

Professionals who predominantly work with children, their parents/carers and adults with care and support needs, and who have considerable organisational responsibility for undertaking safeguarding practice, including designated or lead safeguarding professionals who contribute to multi-agency safeguarding assessments and inquiries.

Competencies for those working with children & their families	Competencies for those working with adults	Delivery methods		
<p>As per Awareness level plus:</p> <ul style="list-style-type: none"> • Working together on a multi-agency basis and contributing accordingly, including providing challenge or escalating concerns if necessary • Understanding of arrangements for safeguarding and contributing to processes such as Early Help, Child Protection enquiries, assessments, Conferences and Core Groups, court • Recognising the importance of family history and functioning including the impact of parenting issues, such as domestic abuse or substance misuse on parenting capacity • Ability to analyse complex dynamics such as grooming, the cycle of change or working with resistant families • Understanding of the findings of national and local case reviews and applying learning to practice • Being able to work directly with children and families and promote their participation • Has knowledge of child development • Knowledge of the impact of trauma upon children 	<p>As per Awareness level plus:</p> <ul style="list-style-type: none"> • Working together on a multi-agency basis and contributing accordingly, including providing challenge or escalating concerns if necessary • Understanding of arrangements for safeguarding and contributing to processes such as preventative work, Adult Protection enquiries, capacity (and other) assessments and Conferences, court • Recognising the importance of family history and functioning including the impact of issues, such as domestic abuse or substance misuse • Ability to analyse complex dynamics such as grooming, the cycle of change or working with resistant families • Understanding of the findings of national and local case reviews and applying learning to practice • Being able to work directly with adults at risk and families and promote their participation • Has knowledge of life-stages • Has knowledge of the impact of trauma 	<p>Single agency and multi-agency opportunities.</p> <p>Topic based learning which can include: face to face training, Safeguarding Partnership Board training, Level 3 training (intercollegiate guidance) for Health colleagues, conferences, reading, reflective opportunities e.g. Action Learning Sets, webinars, e-learning etc.</p> <table border="1" data-bbox="1682 1075 2078 1385"> <thead> <tr> <th data-bbox="1682 1075 2078 1118">Recommended Frequency</th> </tr> </thead> <tbody> <tr> <td data-bbox="1682 1118 2078 1385">Commenced within 6 months of employment and then continuing annual opportunities to develop knowledge and skills.</td> </tr> </tbody> </table>	Recommended Frequency	Commenced within 6 months of employment and then continuing annual opportunities to develop knowledge and skills.
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<ul style="list-style-type: none"> • Has well developed cultural and diversity competency • Using research findings, tools and other methods to the assessment and interventions in safeguarding children • Is aware of local and national resources that can be used to support children and families • Ability to use supervision and guidance in order to critically analyse and reflect upon practice 	<ul style="list-style-type: none"> • Has well developed cultural and diversity competency • Using research findings, tools and other methods to the assessment and interventions in safeguarding adults • Is aware of local and national resources that can be used to support adults and families • Ability to use supervision and guidance in order to critically analyse and reflect upon practice 	<p>Relates to:</p> <p>Intercollegiate documents at Level: 3/4</p> <p>Bournemouth Competencies: B</p> <p>West Midlands Adults Competencies: Intermediary</p>
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Operational Manager Level 4

Applicable Roles:

This group are decision makers of safeguarding work. They are Named professionals and supervise casework and manage safeguarding services including having oversight of systems, policies and procedures.

Competencies for those working with children & their families	Competencies for those working with adults	Delivery methods
<p>As per Safeguarding Professional level plus:</p> <ul style="list-style-type: none"> Advanced knowledge and skills in safeguarding work Ability to reflect upon own practice and continue to develop own knowledge and skills Promoting effective and professional practice within their own organisation including managing performance Promoting a safeguarding culture Ability to provide timely and competent safeguarding advice to practitioners and strategic leads/Board members Ability to oversee complex cases and support practitioners to apply legislation, guidance, research, theory, tools and findings from case reviews Skill in offering reflective and challenging safeguarding supervision to others Contribute to quality assurance and improvement processes in safeguarding work including audits and reviews Contribute to the development of safeguarding policies, guidelines and protocols Ability to undertake safe recruitment practices 	<p>As per Safeguarding Professional level plus:</p> <ul style="list-style-type: none"> Advanced knowledge and skills in safeguarding work Ability to reflect upon own practice and continue to develop own knowledge and skills Promoting effective and professional practice within their own organisation including managing performance Promoting a safeguarding culture Ability to provide timely and competent safeguarding advice to practitioners and strategic leads/Board members Ability to oversee complex cases and support practitioners to apply legislation, guidance, research, theory, tools and findings from case reviews Skill in offering reflective and challenging safeguarding supervision to others Contribute to quality assurance and improvement processes in safeguarding work including audits and reviews 	<p>Single agency and multi-agency opportunities, including Safeguarding Partnership training.</p> <p>Topic based learning which can include: face-to-face training, Level 4/5 training (intercollegiate guidance) for Health colleagues, conferences, reading, reflective opportunities e.g. Action Learning Sets, webinars, e-learning etc. formal qualifying courses.</p>
		<p>Recommended Frequency</p> <p>Commenced within 6 months of employment and then continuing annual opportunities to develop knowledge and skills in line with Continuous Professional Development</p>

<ul style="list-style-type: none"> • Ability to manage allegations against staff • Ability to work with partners in own and other agencies to promote partnership-wide safeguarding arrangements including with adult services colleagues • Promote the contribution of safeguarding learning and development including commissioning, delivering and evaluating training. 	<ul style="list-style-type: none"> • Contribute to the development of safeguarding policies, guidelines and protocols • Ability to undertake safe recruitment practices • Ability to manage allegations against staff • Ability to work with partners in own and other agencies to promote partnership-wide safeguarding arrangements including with children’s services colleagues • Promote the contribution of safeguarding learning and development including commissioning, delivering and evaluating training. 	<p>(CPD) and professional registration requirements</p> <p>Relates to:</p> <p>Intercollegiate documents at Level: 4/5</p> <p>Bournemouth Competencies: C</p> <p>West Midlands Adults Competencies: Specialist</p>
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Strategic Manager Level 5

Applicable Roles:

This group are leaders of organisations and include Board members, Trustees, Heads of Service, Assistant Directors, Directors and Chief Executives. They are responsible for ensuring their organisation has effective systems and resources in place to support safeguarding work in its multi-agency context.

Competencies for those working with children & their families	Competencies for those working with adults	Delivery methods
<p>As per Operational Manager level plus:</p> <ul style="list-style-type: none"> • Ensure that safeguarding is embedded strategically across the agency • A safeguarding culture (learning, listening and improvement) is promoted • Awareness of legislation, guidance, standards, regulations and section 11 requirements; ability to ensure their sound integration into the organisation • Knowledge of the wider public health and cost implications of child abuse and neglect • Knowledge of local needs to enable planning and delivery of appropriate and relevant services • Ensure robust governance including good communication within and across the organisation • Ensure there are effective systems, procedures, policies, training and supervision in place • Ensure operational services are properly resourced and able to respond to demand • Ability to promote effective co-operation between partners to improve effectiveness of safeguarding across the system 	<p>As per Operational Manager level plus:</p> <ul style="list-style-type: none"> • Ensure that safeguarding is embedded strategically across the agency • A safeguarding culture (learning, listening and improvement) is promoted • Awareness of legislation, guidance, standards, regulations and section 11 requirements; ability to ensure their sound integration into the organisation • Knowledge of the wider public health and cost implications of adult abuse and neglect • Knowledge of local needs to enable planning and delivery of appropriate and relevant services • Ensure robust governance including good communication within and across the organisation • Ensure there are effective systems, procedures, policies, training and supervision in place • Ensure operational services are properly resourced and able to respond to demand • Ability to promote effective co-operation between partners to improve effectiveness of safeguarding across the system 	<p>Safeguarding Partnership Board events and attendance, conferences, bespoke learning and development e.g., through mentoring and coaching, training</p> <hr/> <p>Recommended Frequency</p> <p>Commenced within 6 months of new role and then continuing annual opportunities to develop knowledge and skills in line with Continuous Professional Development (CPD), role demands and professional registration requirements</p> <hr/> <p>Relates to:</p> <p>Intercollegiate documents at Level: 5/Board level</p>

<ul style="list-style-type: none"> • Understand organisational performance data for safeguarding and use it to improve services • Able to make high-level presentations and communications to influence and promote the welfare of children in Walsall, including dealing with media • Promote the involvement of service users in developing children’s safeguarding services • Able to work with local, regional and national safeguarding networks to influence and promote the wellbeing of children • Able to seek advice and guidance. 	<ul style="list-style-type: none"> • Understand organisational performance data for safeguarding and use it to improve services • Able to make high-level presentations and communications to influence and promote the welfare of adults in Walsall, including dealing with media • Promote the involvement of service users in developing adult safeguarding services • Able to work with local, regional and national safeguarding networks to influence and promote the wellbeing of adults • Able to seek advice and guidance. 	<p>Bournemouth Competencies: D</p> <p>West Midlands Adults Competencies: Strategic Management Level</p>
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