

Trafford Strategic Safeguarding Partnership - Workforce Development Competency Framework



Awareness Level

Level A

Those staff who are in infrequent contact with children and families.

At this level staff may become aware of possible abuse or neglect and it is important that individuals know what signs to be aware of which may be an indicator of possible harm. Staff at this level would be expected to be aware of who to contact should they have concerns.

Level B

Frontline practitioners who predominantly work with children, adults and families and contribute to the assessment process.

Level C

Staff who work with children, adults and families who assess, plan, intervene and evaluate the needs of a child/adults where there are safeguarding concerns.

Level D

Strategic managers and named/designated safeguarding professionals

Examples of Staff

Examples of staff within this group may include:

- Librarians
- Administration Staff
- Sports Coach

Examples of staff within this group may include:

- Dentists
- Childminders
- Teachers
- Foster Carers
- Housing Officer
- Police Officers/Police Staff

Examples of staff within this group may include:

- GP's
- District Nurses
- Health Visitors
- Social Workers
- Youth Offending Service Staff
- School Nurses

Examples of staff within this group may include:

- Social Care Managers
- Named & Designated Nurses
- Divisional Police Leadership Team
- Named & Designated Doctors
- Fire Service Community Safety Manager
- Specialist Workers

Expected core competencies

Core Competencies expected at this level include:

- Recognising the signs of abuse and/or neglect
- Understand what action to take if they have concerns, including reporting concerns.

Core Competencies expected at this level include

- As outlined in level 1
- Able to identify and refer a child/adult suspected of being a victim of Sexual Exploitation, Female Genital Mutilation, Trafficking and Criminal Exploitation.
- Able to identify and refer a child/adult vulnerable to radicalisation

Core Competencies expected at this level include:

- As outlined in level 1 & 2
- Contributes to assessments including analysis of risk
- Undertakes reflective reviews of own or team safeguarding practice
- Draws on professional expertise of what constitutes abuse/neglect to identify signs of abuse/neglect
- Work collaboratively with other agencies to safeguard

Core Competencies expected at this level include:

- As outlined in level 1,2 & 3
- Contributes to the development of multi-agency safeguarding policy, guidelines and protocols.
- Effectively communicate local safeguarding knowledge, research and learning.
- Contributes to Serious Case Reviews and Safeguarding Adult Reviews.

Assessment Criteria

Criteria for Assessment:

- Demonstrates an awareness and understanding of abuse and neglect
- Demonstrates an understanding of the appropriate referral pathways and information sharing protocols.

Criteria for Assessment:

- As outlined in level 1
- Demonstrates accurate documentation of concerns and can recognise and describe an event of concern to the most appropriate professional.
- Demonstrates awareness of how to alert relevant safeguarding professionals

Criteria for Assessment:

- As outlined in level 1 & 2
- Demonstrates knowledge of patterns and indicators of abuse and neglect
- Articulates knowledge and function of TSSB and relevant policy and/or procedure
- Demonstrates an ability to assess risk and need and instigate processes for proper intervention

Criteria for Assessment:

- As outlined in level 1, 2 & 3
- Demonstrates effective consultation with other professionals in multi-agency discussions
- Demonstrates participation in audit, and in the design and evaluation of service provision including the development of action plans and strategies to respond to any issues raised via audit or Serious Case Review/Safeguarding Adult Reviews.