

The Leicester, Leicestershire and Rutland Safeguarding Adults Competency Framework



This Competency Framework provides the minimum requirements expected by the Safeguarding Adults Boards (SABs) of Leicester, Leicestershire and Rutland

Revised September 2019

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1. Introduction

This revised competency framework has been prepared following consultation with partner agencies and providers within the Adults Workforce of Leicester, Leicestershire and Rutland, and the multi-agency training group (MATG). It is in accordance with Leicester, Leicestershire and Rutland Multi-Agency Policy and Procedures and relevant legislation and reflects national guidance.

The Safeguarding Adults Competency Framework is for use by the Leicester, Leicestershire and Rutland Adults Workforce to support individuals and organisations to undertake their safeguarding roles and responsibilities in a **confident** and **competent** manner.

There is an expectation that organisations will ensure that all staff providing a service know how to respond to concerns in line with local and national agendas. Some individuals will work in settings which provide both universal and specialist services for adults and children.

This Competency Framework can be used by everyone who works or volunteers with adults or who is responsible for improving their outcomes.

This includes:

- Staff that support the six key principles of adult safeguarding and making safeguarding personal
- Other individuals or services who, whilst not working in an adult safeguarding environment, may be interacting with adults who may have needs for care and support. This could include housing services staff, reception staff at leisure centres or community centres, community safety staff in neighbourhoods etc.

NB: There is a separate Safeguarding Children Competency Framework that you may also need to use within your organisation.

EXCEPTIONS

If your organisation already has an existing mandatory Safeguarding Framework; for example, Skills for Health or Adult Safeguarding: Roles and Competencies for Health Care Staff or the Competency and Values Framework (CVF) for the Police, the training will meet the requirements of the LSABs if it is generally aligned with this framework. Therefore, in this situation it is not necessary to complete this framework in addition to your agency standards.

However, if your organisation does not have a Safeguarding Framework in place, meeting the competencies would support an environment of continued professional development and meet the safeguarding expectations of the SAB.

2. The Process

- This document covers a range of competencies which will reflect the variety of roles and responsibilities held by practitioners within the adults workforce
- **Everyone**, regardless of job role, must demonstrate competency in the Core Competencies which are those numbered 1 – 3.
- Depending on an individual's role and responsibility level, further competencies may need to be achieved and evidenced.
- **It is the responsibility of the organisation/individual to determine the knowledge and learning that is required**, however there are some suggested groups for the additional competencies.
- **The content of learning opportunities should be proportionate to the individual's roles and responsibilities, in order that it is relevant and meaningful.**

3. Context

This Competency Framework document:

- Provides some guidance regarding how to identify the appropriate competencies for roles by suggesting groups within the Adults Workforce.
- Outlines the minimum competency for practitioners within each group
- Provides suggestions regarding a range of training, learning and development methods and opportunities through which the competencies might be achieved
- Suggests a format for recording this evidence
- Suggests that the evidence is reviewed yearly to support development of workers