

Trust Board - 28 November 2013

Title of the Paper:	Safeguarding Training Compliance	
Agenda item:	TB Item 84/13	
Lead Executive	Jackie Ardley, Interim Chief Nurse & Director of Infection Prevention and Control	
Author:	Ruth Vines – Safeguarding Nurse	
Trust Objective:	Achieving continuous improvement in the quality of patient care that we provide and the delivery of service performance across all areas.	
Purpose		
The purpose of this report is to assure the Trust Board regarding the current compliance of all safeguarding training and to describe the future plans to continue to raise the compliance rate.		
Previously Discussed And Date For Further Review (list relevant committees)		
Safeguarding Panel, Patient Safety Quality Risk Committee, Trust Leadership Committee		
Benefits To Patients And Patient Safety Implications		
The provision of safe services.		
Risk Implications for the Trust (<i>including any clinical and financial consequences</i>):		Mitigating Actions (<i>Controls</i>):
Failure to achieve compliance with agreed safeguarding training rates will affect the rating for the Trust and CQC Outcome 7: Safeguarding people who use the service from abuse		A framework exists within the Trust to manage the safeguarding agenda via the Safeguarding Panel with external interfaces with multi-disciplinary agencies and the Adult and Children Safeguarding Strategic Boards.
Links to Board Assurance Framework, CQC Outcomes, Statutory Requirements		
CQC outcome 7, Section 11 Children Act 2006 and Social Care Act 2008		
Legal Implications: (if applicable)		
The Trust must so far as reasonably practicable ensure that it meets the Care Quality Commission requirements of Outcome 7		
Financial Implications: (if applicable)		
Communications Plan: (if applicable)		
Recommendations:		
The Board is asked to note the current levels of compliance and the actions being taken to achieve the improvements required		

Trust Board – 28 November 20113

Safeguarding Training Compliance.

Presented by: Jackie Ardley Interim Chief Nurse & Director of Infection Prevention and Control

1. Purpose

1.1 This report provides the Board with an update on the current levels of compliance with safeguarding training and outlines the actions being taken to deliver the agreed levels of compliance.

2. Current rates of compliance.

2.1 Safeguarding continues to have a high national priority and this has been escalated following recent events and there is now even greater scrutiny of the way in which organisations carry out their safeguarding responsibilities. The Trust has remained responsive to the growing profile safeguarding children and vulnerable adult's commands. Safeguarding training is seen as a key factor in ensuring all patients are effectively safeguarded from potential and actual harm. The safeguarding team have made considerable strides in raising the compliance of training. Despite this, it is recognised that there is still progress to make. This paper outlines the current situation and describes the future plan to address the training requirement.

2.2 The table below shows the overall training figures at October 2013. While it can be seen that the trend in compliance is generally up across all areas, it is recognised that the uptake in some areas needs to increase more rapidly.

Overall safeguarding training compliance	April 2012-13	September 2013	October 2013
Safeguarding children level 1	80%	84%	84%
Safeguarding children level 2	80%	82%	82%
Safeguarding children level 3	64%	68%	65%
Safeguarding adults level 1	49%	61%	64 %
Safeguarding adults level 2	21%	42%	47%

3. Safeguarding Vulnerable Adults training

3.1 Safeguarding vulnerable adults training was not on the mandatory training framework until February 2013 and this is reflected in the compliance rates.

Although the rates of adult training have increased over the last 6 months it is evident that there is still progress to be made. In order to address this, a dedicated action plan focussing on ensuring compliance in high risk areas such as care of the elderly, stroke unit and the Acute Admissions Unit has been implemented. The table below shows current training rates in those areas identified as being high risk:

Ward area	Compliance rate for level 2 November 2013	Action required	Comments
Care of the elderly	95%	3 members of staff remain non compliant training booked in December 2013	On target to meet 100% target by December 2013
Stroke Unit	91.9%	3 members of staff remain non compliant training booked in December 2013	On target to meet 100% target by December 2013
A&E	64%	24 non compliant staff have booked on mandatory training	A&E matron to review training figures at the end of November and ensure all staff have attended training by the end of December 2013
Cleves Ward	78%	6 staff remain non complaint, 2 ward based training sessions have been arranged in November.	High vacancy rate having an impact on staff being released to attend training
AAU	72.5%	53 staff remain non complaint. 11 extra sessions have been arranged as part of a rolling programme	Review non compliance at the end of November and Matron to take action to achieve 90% compliance by the end of December 2013.

3.2 As from January 2014, the Trust will be adopting the Core Skills Framework.

This is seen as a significant step forward as safeguarding is firmly established within this framework and allows us to develop the safeguarding agenda in several ways. The following items will be incorporated into a training day focussed on vulnerable adult patients. The programme is under development but it is anticipated that the following items will be incorporated:

- Safeguarding vulnerable adults (level 2).
- Mental Capacity Act and Deprivation of Liberty Safeguards.
- Mental health (RAID).
- Learning Disabilities.

3.3 The Head of Safeguarding is working closely with Head of Training to design this package using specific healthcare standards and professional regulatory bodies' standards of competence. They will work towards achieving accreditation of both the Skills for Health UK Core Skills Training Framework and Quality Mark, which endorses the quality of the training content and delivery of the learning.

3.4 In addition to the above, the Chief Nurse has also agreed that a West Hertfordshire Hospitals level 2 safeguarding adults e-learning package can be commissioned. Work is currently underway to develop this. It is therefore anticipated that the developments described in this paper will significantly impact on the safeguarding vulnerable adults training compliance rates.

4. Safeguarding children training

4.1 The current compliance target for all mandatory training is 85% and it can be seen that level 1 and 2 are close to this. Level 3 was introduced at the end of 2011 when the Trust Safeguarding Children Training Strategy was designed to reflect the Intercollegiate Guidelines (2010). All staff that need level 3 are expected to attend full training every 3 years and to attend an annual update. The slight dip in level 3 compliance (October 2013) reflects the fact that certain groups of staff will have reached the end of the 3 yearly requirement for extended training and will now need to repeat the training.

4.2 Although 100% of paediatric nurses and paediatric Health Care Assistants are compliant with level 3, there are still some “hard to reach” groups of staff, such as part time midwives and obstetricians who require level 3. Currently 66% of midwives are compliant with level 3. In order to address this, a level 3 e-learning package has been commissioned. This is now available to staff. In order to promote the uptake of level 3, a message has been posted in the Trust e-bulletin. In addition senior staff across the relevant clinical areas have been asked to actively promote this learning option.

5. Recommendation

5.1 The Board is asked to note the current levels of compliance and the actions being taken to achieve the improvements required.

Jackie Ardley
Interim Chief Nurse and Director of Infection Prevention and Control
November 2013