



SAFEGUARDING BOARD FOR NORTHERN IRELAND

A plan to make sure that people who work with
children learn how to keep them safe

WHAT WILL THE TRAINING COVER?



WE BELIEVE THAT.....

- Every person in Northern Ireland has a duty to make sure that children are safe.
- People from different professions (Social workers, police, teachers etc.) should work together to protect children.
- It must be clear about what training is for and exactly what people will learn.
- Organisations must make sure that what staff learn in training will help them to do their job better.
- Learning is not a one-off event, organisations must make sure that staff have regular opportunities to learn about keeping children safe.
- Doing this properly means that organisations must spend time and money.

The training and learning must be based on what the SBNI is finding out through its work, the latest research and up to date laws. Every organisation must find out what training is needed for their particular staff and situation.



For the next three years the training will cover:

- Child Sexual Exploitation - when someone tricks and takes advantage of children and young people to do sexual acts in return for something the children or young people need or want
- Keeping children with a disability safe
- How mental health links to keeping children safe
- How violence in the home links to keeping children safe
- How misusing substances links to keeping children safe
- Children who are a threat to other children
- Keeping children safe on-line
- Learning from cases where children have been seriously hurt or have died
- How neglecting a child is a form of child abuse
- Bullying
- Working together
- How to make decisions about how much a danger a child might be in

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Supported by the
Participation Network

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FOUR LEVELS OF LEARNING

We have divided the things that staff and volunteers must learn into four levels. For example people who do office work need to know something about keeping children safe, but not as much as someone whose job is to work closely with families where serious child abuse has happened.

The way of learning will be different depending on what work the person is doing and how much contact they have with children and their families. It could be simply reading a leaflet or maybe doing a short course on a computer - right up to attending days or weeks of training courses and specialist conferences and events.

WHO'S IT FOR?

All staff and volunteers in the organisation

WHAT WILL THEY LEARN ABOUT?

- Signs of child abuse and what can lead to it
- The organisations rules on what to do if staff think a child is being harmed
- Who to tell
- Making a record of what has happened

LEVEL ONE

WHAT WILL THEY LEARN TO DO?

- Spot the signs that a child is in danger and take the right action
- Work within the organisations rules and play their part



WHO'S IT FOR?

All staff and volunteers who have direct contact with: children and young people; their parents and carers (or other adults they have regular contact with); adults who are known or thought to be a risk to children and young people.

They must get at least 6 hours training

WHAT WILL THEY LEARN ABOUT?

- Why it is important to keep children safe
- Signs of child abuse and what can lead to it
- The organisations rules on what to do if staff think a child is being harmed
- Who to tell
- Rules for how to behave
- How to make clear records of what has happened
- The law on keeping children safe
- Other agencies and what help they can give
- What its okay to talk about and what must be confidential
- How to make sure that organisations that can help the child are told all details
- The importance of helping as soon as possible

LEVEL TWO

WHAT WILL THEY LEARN TO DO?

- Spot the signs that a child is in danger and take the right action
- Work within the organisations rules and play their part
- Be part of deciding what needs to happen next
- Help to keep children safe and well
- Understand how they should behave towards children

WHO'S IT FOR?

Staff who may be involved in working with children and families where there are serious problems around keeping children safe - and the people who manage these staff, or who have a special role in keeping children safe.

LEVEL THREE

WHAT WILL THEY LEARN ABOUT?

- The most important things to do to keep children safe
- How to tell how serious the harm being done is
- All the laws and rules about keeping children safe
- How social workers and the police work together to keep children safe
- How to find out what has been happening to the child and what the risks are
- How problems for the parents can affect the child e.g. mental health, substance misuse, violence at home
- Research and learning from cases where children have been seriously harmed or have died
- What its okay to talk about and what must be confidential
- How to make sure that what is best for the child is at the centre of what you do
- Understanding how to keep children safe when they have been neglected, have a disability, have been bullied or been involved in Child Sexual Exploitation
- How to work with children who are a danger to other children
- How to keep children safe on-line
- How to support workers who are keeping children safe to do a good job
- How to work in the courts

WHAT WILL THEY LEARN TO DO?

- Work alongside other professionals
- Understand their own job and how that fits in with what other people do
- Work with other people to keep children safe
- Learn from what has happened in other cases
- Play a part with other agencies in finding out how much risk the child is at
- Play a part with other agencies in planning how to help
- Understand how the child's situation can get worse very quickly
- Speak up when they don't agree with a decision
- Be up front in talking to families when a child is at risk
- Understand how child abuse and neglect can affect a child
- Understand research findings
- Organise training in keeping children safe
- Understand the importance of taking responsibility for what they do
- Work in the court system



WHO'S IT FOR?

Staff who may be involved in working with children and families where there are serious problems around keeping children safe - and the people who manage these staff, or who have a special role in keeping children safe.

WHAT WILL THEY LEARN ABOUT?

All the things in level three - but in more detail

LEVEL FOUR

WHAT WILL THEY LEARN TO DO?

- Make good, clear professional decisions
- Investigate cases where there are issues about children being safe
- Write reports and give evidence in courts or investigations
- Make sure that all agencies work well together
- Make good plans for making sure that children are not put at risk and can be kept safe
- Help to make sure that keeping children safe is well managed and that everyone takes responsibility for what they do
- Keep up to date as a professional and work to a high standard

WHAT NEXT?

During the next three years we will regularly check how well our learning plan is being followed by organisations. At the end of that time we will see how the plan can be made better.

In the meantime if YOU have any thoughts or suggestions please let us know by contacting:

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