



Bury Safeguarding Partnership

Training Strategy

2025 - 2027

Purpose

This training strategy provides a framework for establishing priorities and plans for multi-agency and specialist safeguarding training for professionals who work & volunteer in Bury, and resources in support of achieving the strategic plan of Bury's Safeguarding Partnership.

Vision

Policy, guidance, and training equips the person with the knowledge, skills and behaviours to carry out their role to safeguard children & adults from abuse and/or neglect.

Strategic Goals

The partnership's strategic goals for training are:

- To lead multi-agency and specialist safeguarding training across the multi-agency partnership.
- To promote a learning culture where the person is reflective and reflexive, and continually review their practice, take responsibility for their personal and professional development, and strive to improve outcomes for children and adults at risk of harm.
- To achieve a confident and capable workforce equipped with the knowledge, skills, and expertise to fulfil their job / voluntary roles.

Scope

This Strategy applies to all partner agencies that have agreed and endorsed the Greater Manchester Safeguarding Procedures/Bury Safeguarding Adults Board Procedures, including those organisations commissioned to deliver services on their behalf within Bury. It covers all those engaged in safeguarding work, both paid and voluntary. Within NHS services organisations adhere to the intercollegiate documents for a consistent approach, these are set out in Appendix 1.

Principles and beliefs

The partnership believes that:

- Training plays a critical role in preventing and detecting abuse and neglect and protecting children & adults at risk of harm.
- Training opportunities provided should be relevant to the needs of the person for their job / voluntary role.
- Training should equip a person with the knowledge, skills and behaviours required to enable them to carry out their role competently and to expected standards.
- Training should enable the person to enhance and improve their performance in their current job / voluntary role.
- Workers & volunteers should have access to appropriate opportunities for continuing professional development in their roles.
- Workers & volunteers should have access to appropriate training throughout their career.
- Training should support the person to respond to change and learn new skills and behaviours.

Implementing the Strategy

Through its Learning & Development sub-group, the partnership will:

- Design a learning and development programme and respond to emergent training needs identified from completed Local Safeguarding Children Practice Review's/Rapid Reviews/Safeguarding Adult Review's/Domestic Homicide Reviews. Bury Safeguarding Partnership will also disseminate lessons learned from practice, local audits, to help embed change.
- Champion multi-agency and specialist safeguarding training amongst partner agencies.
- Collate and oversee feedback relating to the training offered to continuously improve the training offer.
- Collate and oversee a longer-term impact form to evidence the distribution and impact of the multi-agency learning.
- Promote a learning culture where the person reflects and continually review their practice, take responsibility for their personal and professional development, and strive to improve outcomes for children & adults.
- Demonstrate its commitment to multi-agency safeguarding learning and development, by creating the conditions so that workers & volunteers can be released to attend multi-agency learning and development opportunities.



- Receive regular reports for their own agency, to enable the monitoring of attendance at Board level.
- Support the workers & volunteers to be equipped with the knowledge, skills and expertise required to fulfil their roles effectively through:
 - A core training programme of courses
 - Learning from statutory review and briefings
 - Safeguarding Awareness Week conferences and workshops
 - Creating guidance and briefings detailing recommendations and messages for practice
 - Training will be delivered via various methods
- Seek assurance from partner agencies regarding internal safeguarding training, that it is of a high standard, compliant with statutory legislation and expectations.

Bury Safeguarding Partnership will also promote and share information on other local, regional, and national learning events to ensure that people supporting others in Bury have access to a wide range of learning opportunities to aid best practice.



Appendix 1:

Adult Safeguarding: Roles and Competencies for Health Care Staff

[Adult Safeguarding: Roles and Competencies for Health Care Staff | Publications | Royal College of Nursing \(rcn.org.uk\)](#)

Child Safeguarding: Roles and Competencies for Health Care Staff

[Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff- Intercollegiate document](#)