



**Derbyshire County Council
Safeguarding Adults.
Learning and Development Handbook
from August 2018.
Adult Care and Community Safety Courses**

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Safeguarding Competencies

What is competency?

The National Competency Framework for Safeguarding Adults is based on the competence framework developed by Bournemouth University, which was drawn from the DoH published policy on Adult Safeguarding in May 2013. The Six Principles of Adult Safeguarding within it are part of the Care Act 2014 statutory guidance, to inform safeguarding practice. It has been endorsed by Association of Directors of Adult Social Services, Learn to Care, Skills for Care and Social Care Institute for Excellence. The competencies within the framework identify a combination of knowledge, skills values and experience held by an individual and identifies Staff Groups that may require similar knowledge and skills for their level of working in the organisation (see grid below).

The development of this National Competency Framework is a positive step towards establishing a more consistent, effective approach to safeguarding, both countywide and countrywide. The framework gives a bench mark of the minimum standard of competence required for those working with and supporting adults at risk at all levels of an organisation. It can be used with new starters as well as more experienced staff within existing supervision and appraisal systems and can help to identify any gaps in skills or knowledge which can be addressed in a number of ways including training, shadowing, peer discussion and mentoring. There are a range of methods which can be used and attendance on training does not imply occupational competence. This is something that needs to be discussed and developed in every day practice.

What are the timescales for completion?

All newly appointed staff should be assessed against the relevant competencies by their line manager, within the first six months of entering their post. The framework should be used in conjunction with existing workforce development systems for example supervision, CPD and appraisal arrangements. Managers are not required to recheck the same competencies but encourage staff to provide evidence, for instance based on a safeguarding situation, as part of their annual appraisal.

Carrying out the assessment of competence

The assessment of competence should combine a mix of direct observation of practice, as well as discussion, questioning and critical reflection within supervision sessions. The assessment process should be used to identify any gaps in skills and knowledge and support the management of performance.

Who should complete which competencies?

All staff need to be capable in competencies 1 – 6, whatever their roles. This means they should be able to know when and how to report any concern about abuse of an adult at risk of harm. All staff should also be assessed as competent against any other competencies relevant to their occupation role and responsibilities within the organisation.

National Competency Framework for Safeguarding Adults: Staff Groups			
Safeguarding Adults: Professional Competencies in working with people and delivering safeguarding services			
Staff Group Details	Includes but not limited to:	Staff Group Details	Includes but not limited to:
<p>Staff Group A (Alerters/NHS Level 1) Responsibility to contribute to Safeguarding of Adults, but do not have specific organisational responsibility or statutory authority to intervene.</p>	<ul style="list-style-type: none"> • All front line support staff in health and social care settings. Incorporates day opportunities, residential and community staff. • Transport staff • HR staff • Clerical and admin staff • Health and Safety Officers • Elected Members • Volunteer Befrienders and Charity Trustees • Front Line Fire Officers 	<p>Staff Group B (Responders and Specialist Practitioners/NHS Level 2 and Level 3) Professional and organisational responsibility for Safeguarding Adults. Have to be able to act on concerns and contribute appropriately to local and national policies, legislation and procedures. This group needs to work within an inter- or multi-agency context.</p>	<ul style="list-style-type: none"> • Social workers and nurses • Frontline managers (Service Managers, Unit managers, Deputy Unit Managers, DSOs) • Integrated team managers • Head of Nursing • Health and Social Care Provider Managers (Safeguarding Leads/Champions) • Fire Officers
<p>Staff Group C (Decision Makers/NHS Level 4) Responsible for ensuring the effective and efficient management and delivery of Safeguarding Adult services. In addition they will have oversight of development of systems, policies and procedures within their organisation to facilitate good working partnerships with allied agencies to ensure consistency in approach and quality of service.</p>	<ul style="list-style-type: none"> • Operational managers • Heads of Assessment and managers of care • Managers of Services • Police, Probation, Prison Service 	<p>Staff Group D (Governance and Board Roles/NHS Level 5) Responsible for ensuring their organisation is fully committed at all levels to Safeguarding Adults and have in place appropriate systems and resources to support this work in an intra- and multi-agency context.</p>	<ul style="list-style-type: none"> • Heads of Support Services • Heads of Directly Provided Services • Heads of Assessment and Care Management Services • Local Safeguarding Adult Boards

Available Courses.

The courses listed below are linked to the National Competency Framework for Safeguarding Adults (updated to include the requirements of the Care Act 2014). These courses are also in line with the responsibilities introduced in the Care Act 2014 as well as the Making Safeguarding Personal document, with the accompanying MSP Toolkit, along with other relevant legislation and local policies and procedures.

- **Safeguarding – Alerting Others to Abuse**
- **Safeguarding – Responding to Alerts**
- **Safeguarding – Making it Personal**
- **Safeguarding – Practice Development Workshops (Individual, Stand Alone Workshops)**
- **VARM Briefings**
- **Principles of MCA and DoLS (1 day)**
- **Mental Capacity and Deprivation of Liberty Safeguards (2 days)**

Community Safety:

- **Multi-Agency Child Sexual Exploitation (CSE) Training: Recognising and Reporting**
- **Hate Crime Awareness**
- **Community Safety Introduction**
- **Domestic Abuse Awareness**
- **MARAC Training**

(list continued overleaf)

- **MAPPA courses – Foundation and Practitioner Level**
- **WRAP Training**
- **Community Safety - E-learning packages:** *These are currently only available to DCC staff *
- **Child Sexual Exploitation: An Introduction**
- **Domestic Abuse: An Introduction**
- **Honour Based Violence and Forced Marriage**
- **Hate Crime: An Introduction**
- **PREVENT e-learning course**

Available Courses.

Safeguarding – Alerting Others to Abuse

(1 day)

AIMS: For participants to understand and identify indicators of abuse and comply with the procedures laid out for Derbyshire.

LEARNING OUTCOMES:

- Explain the principles of safeguarding and how they are promoted by your work activities
- Outline the relevant legislative and regulatory framework
- List some of the reasons why a person might be at risk of abuse or neglect
- List different types of abuse and examples and indicators of these
- Explain the importance of effective communication and accurate record keeping
- Explain the actions you might need to take in relation to responding to and reporting:
 - bad practice and/or
 - concerns about an adult and/or
 - suspected or alleged abuse or neglect and
 - the importance of acting promptly

Staff Group: A – including but not limited to: All new DCC social care staff, private, voluntary and independent sector staff who work with people who use Derbyshire County Council services. Care Assistant, Night Care Assistant, Community Care Worker, Community Support Worker, Day Service Worker Older Adults, Day Service Worker LD, Home Care Worker, Residential Social Care Worker, Adult Placement Carer.

Safeguarding – Responding to Alerts

(1 day)

AIMS: For managers of frontline staff to know and understand their role in responding to disclosures of abuse under the Care Act 2014.

LEARNING OUTCOMES:

- Outline the legal and regulatory context of safeguarding.
- Explain the principles of safeguarding and their application in practice
- Explain the section 42 safeguarding ‘criteria’
- Explain your responsibilities in relation to multi-agency policies and procedures
- Describe your leadership and management responsibilities in relation to safeguarding

Staff Group: B – including but not limited to: Staff who are in a middle management role who manage frontline staff, usually in a Direct Care/Provider setting. Unit Managers, Deputy Unit Managers, Domiciliary Service Organisers, etc..

Safeguarding – Making it Personal

(1 day)

AIMS: For participants who may need to take a lead in Safeguarding Enquiries at various levels, to know their role in Safeguarding Adults in relation to Making Safeguarding Personal and the Care Act 2014. This course is designed as an introduction to the role.

LEARNING OUTCOMES:

- Consider what safeguarding is and roles in Safeguarding Adults
- Recognise an adult potentially in need of safeguarding and take action
- Explore dignity and respect when working with individuals
- Demonstrate skills and knowledge to contribute effectively to the safeguarding process
- Show awareness and application of Derby/Derbyshire’s Safeguarding Adults at Risk Partnership Board’s policy and application of the threshold procedures when undertaking a safeguarding activity

- Ensure clients/carers are supported appropriately to understand safeguarding issues to maximise their decision-making
- Recognise when to use emergency systems to safeguard
- Demonstrate required level of skills and knowledge to undertake a safeguarding adults enquiry
- Actively engage in supporting a positive multi-agency approach to safeguarding adults
- Ensure that safeguarding recording is robust and fit for purpose

Staff Group: B – including but not limited to: Unit Manager, Deputy Unit Manager, Domiciliary Service Organiser, Service Manager, Senior Practitioner, Social Worker, Occupational Therapist, Approved Mental Health Practitioner, Group Manager.

Safeguarding – Practice Development Workshops.

This is a series of stand-alone workshops addressing various elements of Safeguarding practice in more depth. Each workshop has been referenced to the National Competencies Framework for Safeguarding Adults.

Safeguarding - Person Centred Practice and Further Developing Assessment Skills (Motivational Interviewing).

(½ day 4 x p/a)

AIMS: This workshop will consider creative approaches to the Care Act 2014 requirement that individuals' wishes, preferences and strengths (resilience) must be central to the Safeguarding processes.

Staff Group B and C.

Relevant Competencies:

- 7, 8, 9, 12, 13, 14.

Safeguarding – Chairing Meetings. (from Autumn 2018 as multi-agency workshop)

(½ day 3 x p/a)

AIMS: This workshop will consider the skills and tools for chairing Safeguarding meeting, to ensure they are both person centred and fully accountable under DSAB Procedures, following the relevant workflow. These skills will also be relevant for chairing VARM meetings.

Staff Group B and C.

Relevant Competencies:

- 7, 8, 9, 10, 12, 13, 17, 18.

Safeguarding – Recording and Person Centred Working.

(½ day 4 x p/a)

AIMS: This workshop focusses on exploring the DSAB Recording tools for the Safeguarding processes and considering how they can be approached in a person centred way.

Staff Group B and C.

Relevant Competencies:

- 8, 9, 11, 12, 13, 14, 15, 16, 18.

Safeguarding – Difficult Conversations and Mediation Skills.

(½ day 4 x p/a)

AIMS: This workshop looks at skills to support the dilemmas inherent for professionals involved in Safeguarding Adults at Risk.

Staff Group B and C.

Relevant Competencies:

- 7, 8, 9, 12, 13, 14, 15, 17.

Safeguarding – Section 42 Enquiries (multi- agency workshop)

(½ day 6 x p/a)

AIMS: this multi-agency workshop seeks to support people to develop a more in depth understanding of Section 42 Enquiries with an opportunity to consider the different reasons for initiating a Section 42 Safeguarding Enquiry and how they can be used to support an adult at risk of abuse. It looks at sharing information across agencies and how to respond when other agencies fail to share information.

Staff Group B and C.

Relevant Competencies:

- 7, 8, 9, 10, 11, 12, 13, 15, 16, 18.

Safeguarding - Think Family.

(½ day 3 x p/a)

AIMS: This workshop will explore using the ‘Think Family’ approach to working together with different agencies and professionals to better safeguard adults, children and families. It will consider the principles of Think Family in practice.

Staff Group B and C.

Relevant Competencies:

- 7, 8, 9, 10, 11, 12, 13, 16, 18.

Safeguarding – the Use of Advocacy.

(½ day 2 x p/a)

AIMS: This workshop will explore the Care Act 2014 ‘duty to involve’ across all settings and regardless of the complexity of a person’s situation. It will look at the use of advocacy as an effective adult safeguarding means to promote people’s rights as well as their physical safety.

Staff Group B, C and D.

Relevant Competencies:

- 7, 8, 9, 10, 11, 12, 13, 14, 16, 19, 20, 21.

Introduction to VARM Briefing

(2 ½ hours)

AIMS: The Vulnerable Adult Risk Management (VARM) facilitates effective multi-agency working around adults deemed to have mental capacity, but who are at risk of serious harm or death through self neglect, risk taking behaviour or refusal of services. This workshop looks at the revised 2018 VARM process and how to use it to most effectively support individuals. It is targeted at people who are new to working with VARM and who have not attended VARM briefings before.

LEARNING OUTCOMES: For participants to have the opportunity to:

- Explore the revised 2018 VARM policy and procedures
- Work with partner agencies to consider roles and responsibilities within VARM
- Explore some of the skills and methods that can support working with individuals.
- Begin to develop confidence in working with VARM

Staff Group B, C and D.

VARM 2018 Update Briefing

(1 ½ hours)

AIMS: The Vulnerable Adult Risk Management (VARM) facilitates effective multi-agency working around adults deemed to have mental capacity, but who are at risk of serious harm or death through self neglect, risk taking behaviour or refusal of services. This workshop looks at the revised 2018 VARM process and how to use it to most effectively support individuals. It is targeted at people who have worked with the VARM process before and need information about the revised (2018) procedures and paperwork.

LEARNING OUTCOMES: For participants to have the opportunity to:

- Explore the revised 2018 VARM policy and procedures

- Work with partner agencies to consider roles and responsibilities within revised 2018 VARM procedures
- Staff Group B, C and D.**

Other courses available include:

Principles of MCA and DoLS

(1 day)

AIMS: Raising awareness, broadening knowledge of MCA

LEARNING OUTCOMES:

- Identifying and understanding the principles of MCA.
- How to assess capacity.
- How to make a best interest decision.
- Responsibilities under MCA.
- Advance decisions / lasting power of attorney / court of protection deputy / introduction to deprivation of liberty safeguards

Staff Group: A – including but not limited to: Care Assistants, Night Care Assistants, Community Support Workers, Day Service Worker Older Adults, Day Service Worker LD, Homecare Worker, Adult Placement Carers.

Mental Capacity and Deprivation of Liberty Safeguards

(2 days)

AIMS: Raising awareness, broadening knowledge of MCA and DoLS for participants who may need to lead with formal capacity assessments.

LEARNING OUTCOMES:

- Identifying and understanding the principles of MCA.
- How to assess capacity.

- How to make a best interest decision.
- Have an awareness of responsibilities under MCA.
- Consider the importance of Advanced Decisions and Advanced Statements.
- Be aware of the importance of DoLS in the support of individuals.

Staff Group: B – including but not limited to: Unit Manager, Deputy Unit Manager, Domiciliary Service Organisers, Service Managers, Senior Practitioner, Social Worker, Occupational Therapist, Approved Mental Health Practitioner, Group Manager.

Community Safety

A number of the courses related to the requirements of the Care Act 2014 and those of the Derbyshire Safeguarding Adults Board are run by the Community Safety Unit, in the Economy, Transport and Communities Department. For the most up to date information about course dates, availability and online bookings forms, go to [Safer Derbyshire courses and bookings](#).

Multi-Agency Child Sexual Exploitation (CSE) Training: Recognising and Reporting

AIMS: To assist participants in recognising potential child sexual exploitation (CSE), which they may encounter during the course of their work. It will also enable them to know where and how to report CSE.

LEARNING OUTCOMES:

- Recognise CSE in the context of their work
- Recognise typical indicators of child sexual exploitation
- Understand commonly used grooming tactics and the effects of these on the child
- Identify common factors which increase children and young people's vulnerability to CSE
- Be able to report suspected Child Sexual Exploitation to the relevant agencies, including 'Operation Liberty'
- Know how to access the Derbyshire CSE Toolkit
- Understand information sharing and multi-agency interventions in the context of CSE
- Access useful contacts / web-links and further training information

STAFF GROUP: A, B, C and D

[Book child sexual exploitation training](#).

Hate Crime Awareness

(3½ hours, runs quarterly)

AIMS: To give participants an overview of Hate Crime and its effects, taking in both national and local perspectives. It will provide an introduction to some of the critical issues involved in supporting people affected by Hate Crime.

LEARNING OUTCOMES:

- To gain an increased understanding of Hate Crime and its effects
- The opportunity to look at Hate Crime nationally and what this means for Derbyshire
- To further develop skills to help you support people facing different forms of Hate Crime
- To have an opportunity to strengthen individual, team and organisational practices when responding to Hate Crime.

STAFF GROUP: A, B, C and D

[Book hate crime awareness training.](#)

Community Safety Introduction

(2 ½ hours, runs quarterly)

AIMS: To introduce community safety issues in a practical and interactive way.

LEARNING OUTCOMES:

For participants to learn more about:

- What is Community Safety?
- Community Safety jargon explained
- National context
- Incorporating Community Safety in all services
- Community Safety Priorities
- Local partnerships and their structures
- County wide and local initiatives
- What is Safer Derbyshire?
- The work of the DCC Community Safety Unit
- The work of the Safer Derbyshire Research and Information Team
- Safer Derbyshire website

STAFF GROUP: A, B, C and D

[Book community safety introduction training.](#)

Domestic Abuse Awareness

(½ day, runs quarterly)

AIMS: To give participants who have little or no knowledge of domestic abuse and the services available in Derbyshire, the opportunity to explore different aspects of domestic abuse. Domestic abuse is defined as "Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality."

LEARNING OUTCOMES:

Participants will be helped to identify:

- the different forms of domestic abuse,
- why it occurs and
- explore facts and myths, including leaving abusive relationships.

It is suggested that this course is attended prior to attending Multi-Agency Risk Assessment Conference (MARAC) training. This course could also act as a refresher for those who have attended domestic abuse training in the past.

STAFF GROUP: A, B, C and D

[Book domestic abuse awareness training.](#)

MARAC Training

(1 day)

AIMS: To give individuals a clearer insight into Multi-Agency Risk Assessment Conferences (MARACS) and how they support victims of the most serious cases of Domestic Abuse.

LEARNING OUTCOMES:

- Understand the MARAC process as a whole
- Know who should attend the MARACs and what is expected of MARAC representatives

- Be able to complete the Safe Lives-DASH Risk Indicator Checklist – key knowledge for frontline staff in many agencies
- Understand the importance of correct information sharing to support the process
- Understand how MARAC meetings are conducted
- Understand the risk assessment, action planning and feedback procedures.

STAFF GROUP: A, B, C and D

[Book multi-agency MARAC training.](#)

MAPPA courses – Foundation and Practitioner Level

(Both are half day sessions)

MAPPA - Foundation Level

AIMS: The aim of the Foundation level course is to provide a general introduction to principles, purpose and procedures of MAPPA and to introduce participants to the MAPPA Guidance (2009) Version 3.0 and other relevant materials.

LEARNING OUTCOMES:

- Understand the purpose and function of MAPPA
- Understand the language and terminology of MAPPA
- Explore the framework for identification, information sharing, risk assessment and risk management
- Understand the methods and process for recording risk
- Identify best practice examples
- Examine factors impacting on the disclosure of information
- Identify any local issues which may impact on effectiveness.

STAFF GROUP: A, B, C and D, including but not limited to; staff who work in statutory or voluntary agencies that are actively/routinely engaged with MAPPA because they deal with service users who might be subject to, or referred to MAPPA. These would include social care, mental health, housing, health, police and drug and alcohol

services. Staff who have already attended one of the MAPPA Briefing events do not need to attend this Foundation level training.

To book: For dates and availability, please contact Martin Gardner (Deputy MAPPA Coordinator) on 0300 122 5464.

MAPPA - Practitioner Level

AIMS: The aim of the Practitioner training is to develop the knowledge and skills of those who are responsible for the identification, risk assessment and risk management of MAPPA offenders. It will also focus on the knowledge and skills to work effectively in multi-agency partnerships.

LEARNING OUTCOMES:

By the end of the session, participants will have had the opportunity to:

- Examine the agency/MAPPA interface processes
- Explore practice issues and, in particular, the relationship between agency assessment, risk management and MAPPA processes
- Review the requirements of disclosure and the implications for Offender managers and stakeholders
- Determine good practice in information sharing
- Explore the perspectives of the various agencies and how these may impact on multi-agency working within the context of MAPPA
- Identify learning and action points that arise out of the training day.

STAFF GROUP: B, C and D, including but not limited to; Staff who are actively/routinely engaged with MAPPA because they work in statutory or voluntary agencies dealing with service users who might be subject to or referred to MAPPA. These would include social care, mental health, housing, health, police and drug and alcohol services and have previously completed either Foundation level training or a MAPPA Briefing event.

To book: For dates and availability, please contact Martin Gardner (Deputy MAPPA Coordinator) on 0300 122 5464.

WRAP Training

(½ day, runs bi-monthly)

AIMS: Counter Terrorism Training – this Workshop to Raise Awareness of Prevent (WRAP) is intended for practitioners who have little or no knowledge of the Prevent agenda, who work in communities and/or work with vulnerable individuals across Derbyshire. 'Prevent' is now a statutory duty under Section 26 of the Counter Terrorism and Security Act 2015 for many agencies, from the 1st July 2015. This means that everyone in these agencies must have 'due regard to the need to prevent people being drawn into terrorism' in the exercise of their day to day functions. All frontline staff will need to have an awareness of Prevent to comply with this new legislation. This training will help participants to understand what this new duty means for their agency.

LEARNING OUTCOMES

Participants will:

- Gain an understanding of the Prevent agenda and be able to identify their role within it, including the new Prevent Duty from July 2015
- Develop their existing expertise and professional judgement to recognise individuals who may be vulnerable to radicalisation
- Receive a clear picture of the risks and threats both nationally and at a local level
- Develop knowledge and confidence to discuss grievances
- Gain a raised awareness of the key issues and how these can be tackled by all agencies to keep Derbyshire safe and prevent terrorist activity
- Increase their agency's capacity to prevent violent extremism
- Know how to report suspicious activity - Keystone
- Know how to refer into Channel/Safeguarding if they think someone is being radicalised.

STAFF GROUP: A, B, C and D, including but not limited to: frontline staff from the following organisations:

- Derbyshire County Council (Frontline staff in all departments)
- District/Borough Councils (Frontline staff in all departments)
- Elected Members

- Early Years Providers (including Nurseries and Childminders)
- Schools
- Further and Higher Education establishments
- Pupil Referral Units
- Police
- Prisons
- Probation and Community Rehabilitation Companies
- Youth Offending Teams
- Health
- Social Care

Other partner agencies not covered by the statutory duty are welcome to book onto WRAP training. If a course becomes oversubscribed however, priority will be given to those delegates with a statutory duty.

[Book counter terrorism \(WRAP\) training.](#)

Community Safety - E-learning packages:

- * These are currently only available to DCC staff *

Child Sexual Exploitation: An Introduction

AIMS: provides a brief overview of what child sexual exploitation (CSE) is, including how to spot the signs that someone could be being groomed for CSE and how to share your concerns in Derbyshire.

LEARNING OUTCOMES:

Delegates will learn about:

- what CSE is
- how to spot signs
- models of CSE

- what grooming is
- consent
- risk factors
- how to report.

STAFF GROUP: A, B, C & D.

It is aimed at Derbyshire County Council employees and Derbyshire schools staff and is accessed via Derbyshire County Council's new portal 'Derbyshire Learning Online' (Learning Pool). Access to this e-Learning course by non-Derbyshire County Council staff or partnership agencies in Derbyshire will be considered on a case by case basis.

[Child sexual exploitation e-learning.](#)

Domestic Abuse: An Introduction

AIMS: provides a brief overview of what domestic abuse is, including how to spot the signs that someone is experiencing abuse and how to share your concerns in Derbyshire.

LEARNING OUTCOMES:

Delegates will learn about:

- what domestic abuse is
- signs and indicators of abuse
- getting support

STAFF GROUP: A, B, C & D.

It is aimed at Derbyshire County Council employees and Derbyshire schools staff and is accessed via Derbyshire County Council's new portal 'Derbyshire Learning Online' (Learning Pool). Access to this e-Learning course by non-Derbyshire County Council staff or partnership agencies in Derbyshire will be considered on a case by case basis.

[Domestic abuse e-learning.](#)

Honour Based Violence and Forced Marriage

AIMS: provides a brief overview of what these types of abuse are, including how to spot the signs that someone is experiencing abuse and how to share your concerns in Derbyshire.

LEARNING OUTCOMES:

Delegates will learn about:

- what honour based violence and forced marriage is
- the concept of honour
- motives and excuses
- the law
- how you can help
- referrals and contact information

STAFF GROUP: A, B, C & D.

It is aimed at Derbyshire County Council employees and Derbyshire schools staff and is accessed via Derbyshire County Council's new portal 'Derbyshire Learning Online' (Learning Pool). Access to this e-Learning course by non-Derbyshire County Council staff or partnership agencies in Derbyshire will be considered on a case by case basis.

[Honour based violence forced marriage e-learning.](#)

Hate Crime: An Introduction

AIMS: provides a brief overview of what hate crime is, including how to spot the signs that someone is experiencing hate crime and how to get help and support for victims in Derbyshire.

LEARNING OUTCOMES:

Delegates will learn about:

- the definition of hate incidents and hate crime
- more about who is affected and the impact on victims
- hate crime legislation
- where to get help and support for hate crime victims

STAFF GROUP: A, B, C & D.

It is aimed at Derbyshire County Council employees and Derbyshire schools staff and is accessed via Derbyshire County Council's new portal 'Derbyshire Learning Online' (Learning Pool). Access to this e-Learning course by non-Derbyshire County Council staff or partnership agencies in Derbyshire will be considered on a case by case basis.

[Hate crime e-learning.](#)

PREVENT e-learning course

AIMS: To provide a brief overview of the Prevent Duty, including how to spot the signs that someone may be being radicalised and how to share your concerns.

LEARNING OUTCOMES:

- Describe what Prevent is, and its purpose
- Understand that Prevent operates in the 'pre-criminal space'
- Recognise factors/vulnerabilities which may make someone more susceptible to the violent extremist message
- Recognise early warning signs of radicalisation
- Understand the process of Notice, Check and Share
- Deal with concerns about these vulnerabilities and potential engagement appropriately
- Identify where to obtain additional information about topics covered in this module

STAFF GROUP: A, B, C and D.

It is aimed at non-frontline Derbyshire County Council employees and Derbyshire schools staff and is accessed via Derbyshire County Council's new portal 'Derbyshire Learning Online' (Learning Pool). **Please note:** *Frontline* Derbyshire County Council staff, Head-teachers and Designated Safeguarding Leads can access the classroom based WRAP training in addition (or in preference) to this module, as they may require a deeper understanding of Prevent.

[Prevent e-learning.](#)