

Frequently asked questions...

Approved safeguarding training at appointment review

1. Why has this change been made?

The Association reviews its safeguarding arrangements constantly and, following a formal internal review and external advice from the NSPCC, it was decided that training in safeguarding matters should be an ongoing requirement – as it is with first aid.

The issues facing Scouters in keeping young people safe are changing all the time and it is essential that we provide maximum support by having updated training.

2. Who is responsible for ensuring adults have completed the training?

The appointee's line manager will need to check that those they review have completed the training; in the same way that they would for First Response (and the requirement for a Disclosure check). Form AR is being amended to reflect this.

3. Who is responsible for ensuring that training is available?

Counties / Areas / Regions (Scotland). Safeguarding Awareness Co-ordinators can provide training sessions meeting the objectives and offer advice about the NSPCC *Keeping Children Safe* package.

4. Who manages the delivery of safeguarding training?

County / Area Training Managers or Assistant Region Commissioners (AT) (Scotland), in conjunction with Safeguarding Awareness Co-ordinators. SACs have duties outlined in Policy, Organisation and Rules to monitor compliance with safeguarding arrangements and provide the necessary advice to Commissioners.

5. Who can deliver training?

Safeguarding Awareness Co-ordinators or other trainers who have completed the SAC training provided by Headquarters (further details are available from safeguarding@scout.org.uk).

The NSPCC *Keeping Children Safe* package does not require a trainer.

6. How should we record this safeguarding training?

Initially, training should be recorded by those conducting the review; however the Association is committed to ensuring that such training is able to be entered on the membership database at the earliest opportunity – at which point Training Administrators will be able to amend the necessary records.

7. Do Safeguarding Awareness Co-ordinators have to do Module 28 & 29?

No. SACs receive specialist training from Headquarters, which includes training on effective workshop delivery, and they are not required to complete other training modules.

8. Which appointments does this rule apply to?

All those subject to an appointment review – essentially anyone who holds an appointment except for Occasional Helpers; Scout Active Support/Scout Fellowship; and those in elected roles.

9. What is the phase-in period for this rule?

The rule should be implemented immediately. The NSPCC *Keeping Children Safe* package is available to assist in circumstances where face-to-face training is unavailable.

As an interim measure, while Counties are establishing training opportunities or in areas where there is significant difficulty in undertaking training, an appointment review may proceed, providing the individual undertakes the approved training within the next 6-months. From 31st December 2010 reviews should only take place where the relevant training has been completed.

10. How is this training different to the safeguarding training delivered in Module 1?

Module 1 provides basic knowledge and information for Adults in Scouting regarding their role and responsibilities in respect of safeguarding young people.

The Safeguarding Training provides more specialist content delivered by specialist trainers who are equipped with a deeper knowledge of the subject matter. It supplements and builds on the training given in Module 1, so adults have more confidence in their safeguarding roles and responsibilities. A team of specialist trainers makes it easier to provide targeted support and to ensure that the training is of a good quality, being able to quickly adapt to any changes in safeguarding accurately.

11. Are there any Scouting training resources available and must they be used?

Training materials are available to those who have completed the training for Safeguarding Awareness Co-ordinators. The materials are designed to assist the delivery of workshops.

12. How long does this training take?

Participants in the NSPCC *Keeping Children Safe* package can complete the training at their own pace. Training workshops would normally be expected to last about 2-3 hours.

13. What should be checked at review?

Adults need to be able to demonstrate that they have completed safeguarding training during the period since their last review. Form AR is being amended to assist.

14. External courses can be used in 'exceptional circumstances' – what are these?

Our preference is a session with a Safeguarding Awareness Co-ordinator or participation in the NSPCC *Keeping Children Safe* package. When this is not seen as a viable option, external courses (such as those offered by local authorities) may be a suitable way to meet this training obligation, subject to the prior approval of the Head of Safeguarding.

15. Why should I have to do the same training every five years?

Safeguarding training is constantly reviewed and our understanding of the issues faced by young people change over time. The content of this training will, therefore, change to reflect this. Best practice suggests that those completing online training for one appointment review may benefit from doing an alternative method for the following one – but this is likely to be affected by local priorities.

16. Shouldn't this training be completed before leaders have been involved for five years?

All adults complete Module One training and we would encourage participation in further safeguarding training at any time, however it is important that - in the initial stages of implementing this change – priority is given to those who are approaching their review date.