

Derbyshire Adult Community Education Service

Promoting safeguarding



Derbyshire Adult Community Education Service (DACES) is the largest provider of part-time adult learning opportunities in Derbyshire. During 2009/10 the Service ran in excess of 2500 classes with over 33,000 enrolments across 15 Sector Skills Areas to include e2e and Family Learning. Approximately 60 % of learners were on non-accredited courses. Learning programmes were offered in 22 main centres and a further 150 outreach venues. There is a central strategic and administrative team, a team of county curriculum leaders and three area teams who are responsible for local planning and delivery. DACES employs about 60 managers, 150 administration and support staff and around 600 tutors, most of whom are part time.

Sourcing appropriate training:

Safeguarding Vulnerable Adults training was delivered to operational managers and tutors during autumn term 2009 by Derbyshire County Councils' Adult Care team. Although this training gave good coverage of types of abuse and how to respond/report abuse – the scenarios and context was more appropriate for staff in the Adult Care sector rather than the learning and skills sector. DACES Safeguarding Lead (SMT Officer) was tasked with finding a more contextualised solution to safeguarding training that would meet the needs of our Service and staff.

DACES Safeguarding Lead enrolled onto and successfully completed the LSIS online safeguarding resource to assess the appropriateness and knowledge base that this resource offered and whether it would meet the needs of our staff. The online training resource was deemed to be suitable for management staff to access. During spring term 2010 all managers were tasked with completing this training.

Differentiating the training offer:

It was felt that a different training solution needed to be offered to tutors, administration and support staff as this group of staff would not need to complete modules 3 or 4 of the e-learning resource and would need to receive training on DACES policies and reporting procedures. The first two modules of the online resource were seen as suitable for this group of staff to access however it was felt that a face to face delivery incorporating DACES policies and procedures would better suit their needs.

The next step was for DACES to send 12 Managers (including DACES Safeguarding Lead) onto the LSIS facilitator training as we wanted to deliver this recognised training to the rest of DACES workforce (approx 750 staff) and we would need the capacity and flexibility to meet the volume of staff requiring this training within our Service.

DACES Safeguarding Lead also attended the LSIS Designated Persons training to further understand the role and responsibility of the Designated Person and to have the chance to discuss common safeguarding issues with designated persons from other organisations. As a result of this training

DACES Safeguarding Lead has delivered a bespoke DP training, based on the LSIS package to the 6 Area Designated Persons.

The impact of the training:

As a result of the LSIS training, all managers are completing the LSIS online e-learning modules, SMT and the Safeguarding Steering group completed the LSIS safeguarding audit tool and together action planned the next stages of a whole organisational approach to safeguarding. Following on from this exercise the organisation updated their safeguarding policies, reporting procedures, developed an organisational position statement, which has been disseminated to all staff and displayed in all Centres for learners to see. DACES also developed and introduced a draft code of behaviour for all staff to follow, which so far has been met very positively.

The organisation audited all quality assurance documents and have amended them to include safe learner sections. During Spring term 2010 they ran learner focus groups around the county on how safe learners feel and have included questions on safeguarding in learner surveys, this has given DACES a variety of rich evidence of the learner voice for this year's SAR and has included learners in a whole organisational approach towards safeguarding.

DACES devised a prioritised training plan that is role specific and ensures that all staff have access to appropriate safeguarding training. During July and August 2010 they delivered the LSIS Module 1 and 2 face to face safeguarding training to 3 groups of tutors and support workers; they are now reviewing and further refining this training in light of the new resources that LSIS has developed and with the feedback received from the delegates – which has been very positive. Further training will be rolled out during autumn 2010 to meet the needs of all DACES' staff.

DACES now has a much more “whole organisational approach to safeguarding” – with the safeguarding of all learners and staff being an organisational priority. Safeguarding is now an agenda item on all county wide and local area meetings, posters are now on display in centres as well as DACES Safeguarding Position Statement – this ensures that safeguarding is promoted and kept “live” within the Service for all our staff and learners.

Safer recruitment of staff and CRB checking is something that DACES are making progress on. However more work needs to be done in this area with recruiting managers and HR – therefore LSIS Safer Recruitment training will be delivered to management staff during the autumn term 2010.

Looking to the future:

DACES safeguarding policies and procedures will be reviewed on an annual basis by staff and learners. The newly developed Staff Code of Behaviour, the updated Acceptable use of the Internet and top ten tips on using technology safely will be included in the new Tutor handbook 2010.

Learner inductions will include aspects of safeguarding appropriate to the type of learner and the course being studied. Staff and volunteer inductions will focus more on safeguarding and will cover DACES' Safeguarding policy, reporting procedure and the LSIS 5 Rs – ensuring that all staff can recognise and report safeguarding issues appropriately. The Safeguarding training programme will be delivered in the areas by DACES' LSIS-trained facilitators to ensure all staff receive role appropriate training. Safeguarding risk assessment procedures will be more fully developed to ensure learner safety is paramount – especially in relations to learners with learning difficulties and/or disabilities, Family Learning groups and e2e provision.