

# Safeguarding Children Training Pathway

## A Practical Guide

Version 3: March 2022

In Nottinghamshire we want all of our children to be safe and protected to the highest standards possible. By following this guidance, you will be able to see what you can do to join us in protecting and safeguarding all of our children in Nottinghamshire. You can use the training guide to ensure safeguarding is given high priority in your provision and know who, how and when to access training to ensure that children are protected, and that your knowledge is up to date.

# Safeguarding Children Training Pathway

## Introduction

This document sets out the safeguarding training pathways that you can follow in your provision. All Early Years Providers are required to safeguard children and be able to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way. This document will show what the minimum safeguarding requirements are that you need to meet in accordance with the Statutory Framework for the Early Years Foundation Stage (DfE, 2021) and the Nottinghamshire Safeguarding Children Partnership (NSCP). It will also show you how you can enhance your safeguarding practices throughout your provision with a whole setting approach.

## Who is this pathway for?

This training pathway is for anyone who works with children in an Early Years setting.

This includes practitioners, apprentice staff and childminder assistants, Designated Safeguarding Leads (including childminders who are the DSL) deputy designated safeguarding leads, and managers. It is to the discretion of the provision to decide if other staff such as cooks, committee members, cleaners etc. (including other employees and volunteers who have regular contact with children) should be included in the training. The training pathway should be used as a working document so safeguarding children is always a priority. We appreciate that you may have staff changes in your provision and the Designated Safeguarding Lead (DSL) can change too, but by using this document regularly you can always check and assess that all of your practitioners are meeting the minimum requirements required for their role. You can also use Appendix 1: Practitioner and DSL checklist to check and record attended safeguarding training.

## Who is the DSL?

The Designated Safeguarding Lead (DSL) is the person appointed to take lead responsibility for child protection and safeguarding children in the setting. They are also responsible in making referrals to LADO if there is an allegation against staff, or if they have behaved in a way that meets the criteria of 'allegations against staff' according to the local safeguarding partnership. This person could be a named practitioner, manager, the childminder, or a nominated person on a committee run provision.

## Further information and updates

Safeguarding policies and procedures are often changed and updated. It is therefore very important that you keep up to date with these changes and with any new safeguarding practices, policies, and procedures. You will find useful links and websites on the final page that you and your team can use to ensure that you keep your knowledge and safeguarding practices up to date. These should be accessed regularly to check for any updates and then shared accordingly.

# Safeguarding Children Training Pathway

## Early Years Practitioner

### ➤ Introduction to safeguarding children Training

Name: **Introduction to Safeguarding Children**  
Frequency: Once  
Training provider: Nottinghamshire County Council  
Training page link: [NCC Early Years Education and Childcare Training](#)

### ➤ Female Genital Mutilation (FGM) Training

Frequency: Once  
Training Provider: Home Office  
Training page link: [Home Office FGM eLearning](#)

### ➤ Prevent Awareness Training

Frequency: Once  
Training Provider: Home Office  
Training page link: [Home Office Prevent eLearning](#)

### ➤ Safeguarding Refresher Training

Frequency: Every 3 years  
Training provider: Nottinghamshire County Council  
Training page link: [NCC Early Years Education and Childcare Training](#)

### ➤ NSCP Elearning Training (Various)

Frequency: Minimum of two per year  
Training Provider: Nottinghamshire Safeguarding Children Partnership  
Training page link: [NSCP Training Events](#)

NCC Early Years Education and Childcare Training - all Safeguarding training will be free from 01 April 2022.

NSCP training - all eLearning training is free using the LA access code - please contact the Quality and Attainment Team to access this code.

## The Designated Safeguarding Lead (DSL)

### ➤ Introduction to safeguarding children Training

Name: **Introduction to Safeguarding Children**  
Frequency: Once  
Training provider: Nottinghamshire County Council  
Training page link: [NCC Early Years Education and Childcare Training](#)

### ➤ New to the role of the DSL Training

Frequency: Once  
Training provider: Nottinghamshire County Council  
Training page link: [NCC Early Years Education and Childcare Training](#)

### ➤ Working together to safeguard children Training

Frequency: Once  
Training Provider: Nottinghamshire Safeguarding Children Partnership  
Training page link: [NSCP Training Events](#)

### ➤ Safer Settings: DSL Network (1 hour briefing)

Frequency: minimum once per year  
Training provider: Nottinghamshire County Council  
Training page link: [NCC Early Years Education and Childcare Training](#)

### ➤ Safeguarding Children Today Training

Frequency: Every 3 years  
Training provider: Nottinghamshire Safeguarding Children Partnership  
Training page link: [NSCP Training Events](#)

### ➤ NSCP Learning Registration

Enrol, or support all of the staff team within the provision to enrol to access the NSCP eLearning training  
Training page link: [NSCP Training Events](#)

### ➤ Updating Knowledge

- [NSCP website](#)  
- Other websites and useful documents (see attached list)

## The Early Years Provision

### ➤ Induction – Policies and Procedures

All staff read and understand the provision's safeguarding policy and procedures. All staff can access these.

### ➤ Forms/Paperwork

All staff know and understand how to use the provision's paperwork that support safeguarding children and the provision's policies and procedures (e.g. Concern log, attending injury form, accident form etc.).

### ➤ Staff Supervisions

All staff have regular supervisions where they have the opportunity to discuss any issues concerning children's wellbeing, including child protection concerns.

### ➤ Staff Meetings

Safeguarding children is a fixed agenda item for all staff meetings

### ➤ Safeguarding Evaluation Tool (SET)

The provision has completed a SET with the NCC Quality and Attainment Team

### ➤ Safer Recruitment Training

Frequency: once (a person from the management team)  
Training provider: Nottinghamshire Safeguarding Children Partnership  
Training page link: [NSCP eLearning Training Page](#)

### ➤ Additional Safeguarding Children Training-All

All staff are encouraged to complete additional relevant training that is available through the Nottinghamshire's Safeguarding Children's Partnership (NSCP) to extend their safeguarding knowledge and awareness (e.g. domestic abuse, safer sleeping for babies etc.)  
[NSCP eLearning Training Page](#)

### ➤ Staff Updates and Information

Staff are given the opportunity to receive regular updates on safeguarding and child protection at staff meetings, on notice boards, on newsletters etc.

Your safeguarding practice will be **EVEN BETTER IF.....**

Early Years Practitioner	Designated Safeguarding Lead (DSL)	The Early Years Provision
<ul style="list-style-type: none"> <li>➤ The practitioner completes the Awareness of Abuse and Neglect training on NSCP eLearning</li> <li>➤ The practitioner completes five or more NSCP eLearning events</li> <li>➤ The practitioner completes research independently to enhance their own professional knowledge</li> <li>➤ The practitioner shares their own professional knowledge to contribute to the provision's policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>➤ The DSL attends the Safer Settings Designated Safeguarding Lead Network each term</li> <li>➤ The DSL shares their research findings and any additional safeguarding information with the whole staff team (e.g. the DSL reads an article on breast ironing and then shares and discuss' this with the whole team)</li> <li>➤ The DSL regularly asks staff members safeguarding questions to review staff members knowledge and understanding of safeguarding children</li> <li>➤ The DSL takes responsibility for checking the quality of the written reports, forms, and logs in relation to safeguarding children at the provision</li> <li>➤ The DSL establishes good working relationships with other professionals and agencies, including communication and meetings with other professionals</li> <li>➤ The DSL signs up to safeguarding bodies such as NSCPP, NSCP to gain good knowledge of current and local safeguarding themes and issues</li> <li>➤ The DSL is knowledgeable of relevant safeguarding guidance documents and legislation, and supports staff members with the content and understanding of this [see links to guidance and publications]</li> </ul>	<ul style="list-style-type: none"> <li>➤ The early years provision reviews and updates their Safeguarding Evaluation Tool (also known as safeguarding audit) on an annual basis.</li> <li>➤ The early years provision shares the safeguarding policy (including mobile phones, FGM, prevent etc) with all of the staff on a monthly basis to refresh their knowledge of the content</li> <li>➤ The early years provision uses case studies /safeguarding scenarios at staff meetings to enable staff members to discuss and learn from these examples</li> <li>➤ The early years provision reflects on any safeguarding situations that arises and debrief staff if required, and also learns from these experiences as and when applicable. This learning may in turn, implement change to the provision's policy and procedures, and their safeguarding practices.</li> <li>➤ The early years provision provides a supportive and informative environment for practitioners, parents, and visitors (for example leaflets, posters, and contact information)</li> <li>➤ All committee members access safeguarding children training</li> </ul>
<div style="border: 1px solid black; padding: 5px;"> <p>NCC Early Years Education and Childcare Training - all Safeguarding training will be free from 01 April 2022.</p> <p>NSCP training - all eLearning training is free using the LA access code - please contact the Quality and Attainment Team to access this code.</p> </div>		



## Links to Guidance and Publications

[Statutory Framework for the Early Years Foundation Stage Framework \(September 2021\)](#)

[Working together to safeguard children - GOV.UK \(www.gov.uk\)](#)

[Inspecting Safeguarding in Early Years, Education and Skills \(August 2021\)](#)

[What to do if you're worried a child is being abused \(March 2015\) ARCHIVED](#)

[Safeguarding Children and Protecting professionals in Early Years Settings: Online Considerations \(February 2019\)](#)

[Information Sharing: Advice for Practitioners Providing Safeguarding Services \(July 2018\)](#)

[Keeping Children Safe in Education \(September 2021\)](#)



## Links to Websites and Resources

[National Society for the Prevention of Cruelty for Children \(NSPCC\)](#)

[Nottinghamshire Safeguarding Children Partnership \(NSCP\)](#)

[Prevent – Let's Talk About It](#)

[Equation – Domestic Violence/Abuse Awareness](#)

[Juno Women's Aid \(Domestic Violence/Abuse Awareness\)](#)

[Contextual Safeguarding Booklet](#)

[Pathway to Provision: Version 9.1 \(April 2021\)](#)

[Indicators of Possible Abuse or Neglect \(Green Card\)](#)



## Links to Training

[Nottinghamshire County Council Early Years Education and Childcare Training](#)

[Nottinghamshire Safeguarding Children Partnership \(NSCP\) E-Learning](#)

[National Society for the Prevention of Cruelty to Children \(NSPCC\) Training](#)

[Prevent Training- Channel Awareness](#)

# Safeguarding Children Training Pathway



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