

Safeguarding Training for Early Years Practitioners

It is recommended that all childcare practitioners including volunteers, managers, welfare and business staff complete relevant training in order to safeguard and promote the wellbeing of all the children in their care.

E-Learning

The safeguarding E-learning package that is available online is suggested as basic training only. This training does not provide sufficient learning for early years practitioners to have a comprehensive understanding of safeguarding to meet the requirements of the EYFS and Working Together to Safeguard Children 2015.

It may be useful to complete as part of staff induction, with a follow up conversation with a senior manager or nominated officer to support learning and to answer any questions. This basic training can be useful as a refresher if safeguarding training has not been completed for a while, or in the interim while awaiting a place on face to face training.

E-learning does not provide the same opportunities as face to face training as it is completed in isolation, and therefore should not be considered a substitute for interactive training.

Lancashire County Council face to face Safeguarding Training

Face to face training is recommended for all early years staff as it provides learning within a group, allows for dialogue and discussion; sharing of experience and asking questions providing a fuller learning experience. The timescales for updating face to face training is as follows:

- **An Introduction to Safeguarding Children** training needs to be renewed every three years.
- **Safeguarding and Child Protection for Nominated Officers** is for those taking the lead on safeguarding and child protection. This training is updated every two years.

The requirement to undertake appropriate safeguarding training is a condition within the EYFS. The timescales for renewal are as directed by the requirements of Working Together to Safeguard Children 2015 and Lancashire Safeguarding Children Board (LSCB) and need to be adhered to.

It is recommended that as part of continuous professional development, those within settings taking the lead in Child Protection consider accessing multi -agency LSCB courses at Level 3 as there are always a few places available for the wider private, voluntary and independent sector. The link to the LSCB training schedule is: <http://lscbtraining.lancashire.gov.uk/> .

In addition Child Protection Nominated Officers are required to evidence they are improving their safeguarding knowledge at least annually. This does not have to be formal face to face training but should be considered within a wider learning and development framework. This may include E-learning, taking time to read and digest

safeguarding developments (eg from the LSCB website), attending a LSCB Serious Case Review seminar event, meeting other Child Protection Nominated Officers, and generally keeping up with any developments relevant to the role.

There is an expectation that individual practitioners will be proactive in updating their training to maintain their continued learning and development.

Lancashire County Council and the LSCB are not able to advise on the suitability of courses delivered by alternative training providers. The training delivered by Lancashire County Council is specific to early years practice in Lancashire and provides relevant detail on local issues such as Serious Case Reviews and understand the Pan- Lancashire Child Protection Policies and Procedures.