

Safeguarding Training

Induction Training

All staff are required to complete the following mandatory training:

- **Safeguarding Children** (Nexus eLearning)
- **Safeguarding Adults** (Nexus eLearning)

In addition to these general courses, we propose that staff should also complete the following at induction:

- **Prevent Level 1** (Home Office eLearning) – free course

This training must be refreshed every **two years**.

Three Tiers

The training plan has been divided into three tiers.

Tier 1	Officers who don't have contact with residents in their roles or have limited contact.
Tier 2	Officers who interact with residents in their roles. This would include the majority of front-facing services e.g. Customer Service, Revenues team, Housing team etc.
Tier 3	Officers with Safeguarding responsibilities, e.g. Safeguarding Officers, Safeguarding Champions and Community Safety Unit Manager.

Rolling Programme

Level of contact with children, young people and/or vulnerable adults	Required Training	Refresh
Tier 1	Mandatory	
	Safeguarding children and safeguarding adults (eLearning)	At induction
	Safeguarding Children (elearning)	2 years
	Safeguarding Adults (elearning)	
	PREVENT Level 1 course (elearning)	
	Modern Slavery & Human Trafficking (elearning)	

Tier 2	Mandatory all Tier 1 courses (above) plus: Mental Capacity Act (elearning) Suicide Prevention (elearning) Recommended Domestic Abuse Forced Marriage Awareness Female Genital Mutilation Managers: Safer Recruitment	2 years
Tier 3 Designated Safeguarding Officers	Mandatory all Tier1 and Tier 2 courses (above) plus: Level 3 Adult Safeguarding Level 3 Safeguarding for Designated Practitioners (Child) PREVENT Level 2 Domestic Abuse Female Genital Mutilation Forced Marriage Awareness Safer Recruitment NRM First Responder Training Threshold Training for Child and Adult Safeguarding thematic learning events organized by safeguarding boards Other relevant Level 3 Courses as available through KSCMP and KMSAB	2 years