Safeguarding Training- notes for appraisees and appraisers

You may find the Intercollegiate document on Safeguarding helpful (Safeguarding children and young people:roles and competences for health care staff- March 2014). This was produced by the Royal College of Paediatrics and Child Health 2014 for organisations including the RCGP.

http://www.lscbchairs.org.uk/sitedata/files/Safeguarding\_Children\_Heal.pdf

You will note that it states GPs should be Level 3 trained. They state that ‘Over a three-year period, professionals should receive refresher training equivalent to a **minimum** of 6 hours (for those at Level 3 core this equates to a **minimum** of 2 hours per annum)’.

They state that ‘E-learning is appropriate to impart knowledge at level 1 and 2. E-learning can also be used at level 3 and above as preparation for reflective team-based learning, and contribute to appraisals and revalidation when linked to case studies and changes in practice’. They comment further that ‘Training, education and learning opportunities should be multi-disciplinary and inter-agency, and delivered internally and externally. It should include personal reflection and scenario-based discussion, drawing on case studies, serious case reviews, lessons from research and audit, as well as communicating with children about what is happening.’

Importantly they comment ‘It is now recognised that the complexity of relationships with child and young people patients and their parents and carers in the primary care context (see MRCGP Curriculum Statement 8) requires level 3 competences. For the purposes of annual GP Appraisal and revalidation, GPs should have all the competences in level 2 and be at or be able to demonstrate they are working towards level 3. The GMC and RCGP state that for the purposes of revalidation, GPs need to demonstrate that they are up to date and fit to practise in all aspects of their work. Level 3 describes the scope of work of GPs in relation to safeguarding children and young people. It is the responsibility of GPs to demonstrate that they maintain their competence. A GP may keep up to date in a variety of ways, for instance completing an elearning module, attending a training session in or out of the practice or reading appropriate guidelines. There should not be a defined frequency of updates; the important point is that it is the responsibility of the GP, in their appraisal, to demonstrate they are competent and up to date. Case reviews and critical incident reviews can be used to show how knowledge and skills are used in practice.

It is an appraisers role not to look for a certificate but to ascertain personal learning and reflection over the year including that related to personal involvement in safeguarding incidents.

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