

A Scottish Fire and Rescue Service Competency Framework has been established which outlines a common set of skills and standards to ensure the delivery of a consistently high standard of support to children, young people and vulnerable adults at risk of harm across Scotland.

The main aim of the Framework is to strengthen the skills and training of personnel and improve the advice and tools available to assist them in recognising, responding, reporting and recording risks faced by some of our most vulnerable children, young people and adults at risk from harm and abuse.

The key objectives of the Framework are to:

- Contribute to developing a competent and confident workforce who will promote the well-being of children, young people and adults at risk, protecting them from harm as well as improving outcomes
- Ensure that all personnel who come into direct or indirect contact with children and young people, other family members and vulnerable adults have the knowledge, skills and values they need to perform their roles and understand their responsibilities relating to the well-being and protection of children, young people and adults at risk and deliver a consistent high standard of support to children, young people and adults in Scotland.

To achieve these objectives, the Framework:

- Establishes a set of competences to help identify the knowledge and skills required by different elements of SFRS workforce who are likely to encounter children and young people in need of support and protection, or other members of their families and adults at risk of harm in their work.
- Places a responsibility on organisational leaders to encourage different methods of learning and development.

The Framework recognises the importance of early intervention, prevention and response, high quality service provision, leadership and a professional workforce. It is underpinned by a commitment to recognising diversity and promoting equality.

The Framework has been written specifically for the Scottish context and closely aligns to:

- The Scottish Government’s commitment to delivering the best possible outcomes for children, young people, families and adults,
- The Scottish Government’s [National Performance Framework](#) which outlines key National Outcomes:
  - a) **Children and Young People** “We grow up loved, safe and respected so that we realise our full potential”
  - b) **Communities** “We live in communities that are inclusive, empowered, resilient and safe”
  - c) **Education** “We are well educated, skilled and able to contribute to society”
  - d) **Human Rights** “We respect, protect and fulfil human rights and live free from discrimination”
  - e) **Health** “We are healthy and active”

The overall context is also underpinned by the values and principles of relevant work at national and local level, including legislation, policy and strategy detailed below

## Adults

- [Adult Support and Protection \(Scotland\) Act 2007](#)
- [Adult Support and Protection \(Scotland\) Act 2007: Code of Practice](#)
- [Protection of Vulnerable Groups \(Scotland\) Act 2007](#)
- [Scottish Government, Adult Protection Training Framework](#)
- [Adults with Incapacity \(Scotland\) Act 2000](#)
- [Carers \(Scotland\) Act 2016](#)
- [Community Care and Health \(Scotland\) Act 2002](#)
- [Data Protection Act 2018](#)
- [Domestic Abuse \(Scotland\) Act 2018](#)
- [Equally Safe: Scotland's strategy to prevent and eradicate violence against women and girls](#)
- [General Data Protection Regulation \(GDPR\) 2018](#)
- [Human Rights Act 1998](#)

- [Human Trafficking and Exploitation \(Scotland\) Act 2015](#)
- [Mental Health \(Care and Treatment\) \(Scotland\) Act 2003](#)
- [National Assistance \(Assessment of Resources\) Regulations 1992](#)
- [National Health Service and Community Care Act 1990](#)
- [Public Bodies \(Joint Working\) \(Scotland\) Act 2014](#)
- [Regulation of Care \(Scotland\) Act 2001](#)
- [Social Work \(Scotland\) Act 1968](#)
- [Community Empowerment \(Scotland\) Act 2015](#)

## **Children and Young People**

- [Children and Young People \(Scotland\) Act 2014](#)
- [Getting it Right for Every Child \(GIRFEC\)](#)
- [Human Trafficking and Exploitation \(Scotland\) Act 2015](#)
- [Information Commissioners Office \(ICO\); Data Sharing Code of Practice 2011](#)
- [National Framework for Child Protection Learning and Development in Scotland 2012](#)
- [National Guidance for Child Protection in Scotland 2014](#)
- <https://www.gov.scot/publications/national-guidance-child-protection-scotland-2021/>
- [Protection of Vulnerable Groups \(Scotland\) Act 2007 \('PVG Act'\)](#)
- [Scottish Government's Trafficking and Exploitation Strategy](#)
- [United Nations Convention on the Rights of the Child 1989](#)
- [Domestic Abuse \(Scotland\) Act 2018](#)
- [Children \(Equal Protection From Assault\) Scotland Bill 2019](#)
- [The Early Years Framework.](#)
- [The United Nations Convention on the Rights of the Child](#)
- [Equal Protection from Assault \(Scotland\) Act 2019](#)

## SFRS Safeguarding

All SFRS staff and volunteers where their role requires PVG membership (All community and operational roles and those undertaking mentoring for CYP)

E-learning: LCMS Child and Adult Support and Protection

There is an expectation that before attending the courses below, participants will have undertaken the above SFRS Introduction Course

Community Action Teams are advised to complete their Local Authority area Child and Adult Protection multiagency training Level 1 & 2 as well as the courses below

**Aimed at all Prevention and Protection Staff**

**Aimed at CSE staff**

**Aimed at Specific Contact Workforce**

Safeguarding Train the trainers NFCC 4 day

Enhanced Safeguarding Training

Safeguarding for Managers

E-learning for all staff and volunteers

For P&P staff with determination if sessions require to be passed to operational crews

**Human Trafficking E-Learning**

**Trauma Informed?**

**Domestic Abuse E-Learning**

**Hoarding?? E-Learning**

## Scottish Government Guidance

Child Protection		Adult Protection	
Level	Content	Level	Content
Tier 1	Introduction to safeguarding/child protection and wellbeing for staff requiring a basic awareness, knowledge and understanding sufficiently to enable them to properly carry out governance functions.	Tier 1	Introduction to safeguarding/ Adult support and protection for staff requiring a basic awareness, knowledge and understanding sufficient to enable them to properly carry out their governance functions.
Tier 2	Child protection awareness, recognition, case study and disclosure. Child protection level 2 for a range of staff to consolidate knowledge and awareness of child protection issues and be able to respond appropriately to concerns they have.	Tier 2	Adult protection awareness, recognition, case study and disclosure. Adult protection level 2 for a range of staff to consolidate knowledge and awareness of adult protection issues and be able to respond appropriately to concerns they have.
Tier 3	Specialist staff to have detailed knowledge and understanding of child protection and wellbeing. Targeted intervention. Multi agency working, disclosure and reporting. Next steps and outcome.	Tier 3	Specialist staff to have detailed knowledge and understanding of adult protection. Targeted intervention. Multi agency working, disclosure and reporting. Next steps and outcome

## SFRS Safeguarding Training

Child Protection and Wellbeing		Adult Support and Protection	
Level:	Content & Audience	Level:	Content & Audience
<p>Basic Safeguarding</p> <p>Child and Adult Support and Protection (please check the name on the LCMS module)</p>	<p>E-Learning module to all personnel, staff and volunteers including operational staff who hold a PVG membership. SFRS staff and volunteers have a duty to recognise, respond, report and record.</p> <p>The learning content comprises of four modules covering:</p> <ul style="list-style-type: none"> <li>• <b>Module 1</b> -What is safeguarding? Who is most at risk? What is harm and abuse? Forms of harm. SFRS legal and moral obligations.</li> <li>• <b>Module 2</b> -Child protection and wellbeing. Potential signs of harm. Signs of physical abuse, neglect, emotional abuse, sexual abuse. A case study to discuss.</li> <li>• <b>Module 3</b> – Adult support, protection and wellbeing. The definition. Potential risk. The adult support and protection act and SFRS. Recognising signs. A case study to discuss.</li> <li>• <b>Module 4</b> – Report and Record. Relevant referral forms. Consent to share. What is imminent risk and how to report and record. What is non-imminent risk and how to report and record. Actions to take upon disclosure or cause for concern. How to complete an AP1 and CPW form.</li> </ul>		
<p>Enhanced Safeguarding</p>	<p>Staff and Volunteers who are engaging on a regular basis with vulnerable people on behalf of SFRS are invited to undertake this training which will enhance their knowledge and understanding of the basic e-learning Adult and Child Safeguarding.</p> <p>Enhanced Safeguarding is an interactive workshop which provides candidates with a comprehensive overview of how to safeguard adults and children at risk. Candidates will explore situations where adults and children may need safeguarding, when and how should safeguarding referrals be made, and how to work with other agencies to ensure understanding meeting SFRS responsibilities to keep vulnerable adults and children safe.</p> <p>There are also smaller sections on hoarding and the issues and complexities that may arise when dealing with hoarding. It also covers domestic abuse and Human Trafficking and Exploitation, including indicators to look out for and what you should do.</p> <p><b>AIM</b></p>		

	<ul style="list-style-type: none"> <li>To become familiar and understand your role and responsibilities in terms of adult and child protection within SFRS</li> </ul> <p><b>LEARNING OUTCOMES</b></p> <ul style="list-style-type: none"> <li>Explore and consolidate adult and child protection</li> <li>Identify the various categories of harm, abuse and neglect</li> <li>Recognise the signs and indicators of possible harm and abuse</li> <li>Understand the need for rapid inter-agency communication, intervention and collaboration</li> <li>Have a clear knowledge and understanding of SFRS referral processes and procedures and know how to report and record concerns</li> </ul>		
Safeguarding for Managers	<p>As above including - Disclosure and reporting and next steps. WC/ line management responsibility, supporting your team. Data protection, child and adult protection committees, MARAC and MATAC</p> <p><b>This is in development and will be updated in due course</b></p>		