**Appendix 2**

**Safeguarding Childrens Competencies for Health Care staff**

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| **Level 1** | * Recognising potential indicators of child maltreatment – Physical abuse including fabricated and induced illness and FGM. Neglect. Emotional abuse, forced marriage, modern slavery and grooming and exploitation (radicalisation, criminal), child trafficking, county lines. Sexual abuse, including child sexual abuse, missing children. Domestic Abuse. Children with a disability. Children who are looked after.
* Understanding the potential impact of a parent/carers physical and mental health on the wellbeing and development of a child or young person (including the unborn child) including the impact of domestic abuse and the risks associated. Understand the risks associated with the internet and online social

networking, an understanding of childhood adverse experiences (ACE’s) and of the importance of children’s rights in the safeguarding/child protection context, and the basic knowledge of relevant legislation (Children Acts 1989, 2004 and of Sexual Offences Act 2003)* Taking appropriate action if they have concerns, including appropriately reporting concerns safely, seeking advice and documenting
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| **Level 2** | * As outlined for Level 1
* Uses professional and clinical knowledge, and understanding of what constitutes child maltreatment, to identify any signs of child abuse or neglect
* Able to identify and refer a child suspected of being a victim of trafficking, county lines or sexual exploitation; forced marriage, domestic violence or modern slavery, at risk of FGM or having been a victim of FGM; at risk of exploitation by radicalisers
* Acts as an effective advocate for the child or young person
* Recognises the potential impact of a parent’s/carer’s physical and mental health on the being of a child or young person, including possible speech, language and communication needs
* Clear about own and colleagues’ roles, responsibilities, and professional boundaries, including professional abuse and raising concerns about conduct of colleagues
* As appropriate to role, able to refer to social care if a safeguarding/child protection concern is identified (aware of how to refer even if role does not encompass referrals)
* Documents safeguarding/child protection concerns in order to be able to inform the relevant staff and agencies as necessary, maintains appropriate record keeping, and differentiates between fact and opinion
* Shares appropriate and relevant information with other teams
* Acts in accordance with key statutory and non-statutory guidance and legislation including the UN Convention on the Rights of the Child and Human Rights Act
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| **Level 3**  | **Core Competencies** | * As outlined for Level 1 and 2
* Draws on child and family-focused clinical and professional knowledge and expertise of what constitutes child maltreatment, to identify signs of sexual, physical, or emotional abuse or neglect
* When treating adults takes appropriate action to safeguard any children who may be at risk of harm
* Documents and reports concerns, history taking and physical examination in a manner that is appropriate for safeguarding/child protection and legal processes
* Contributes to inter-agency assessments, the gathering and sharing of information and where appropriate analysis of risk
* Undertakes regular documented reviews of own (and/or team) safeguarding/child protection practice as appropriate to role (in various ways, such as through audit, case discussion, peer review, and supervision and as a component of refresher training)
* Contributes to serious case reviews/case management reviews/significant case reviews (including the child practice review process in Wales), internal partnership and local forms of review, domestic homicide reviews as well as child death review processes
* Works with other professionals and agencies, with children, young people and their families when there are safeguarding concerns
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| **Specialist Competencies** | * Advises other agencies about the health management of individual children in child protection cases
* Applies the lessons learnt from audit and serious case reviews/case management reviews/significant case reviews (including the child practice review process in Wales) to improve practice
* Advises others on appropriate information sharing
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| **Level 4** | * As outlined for Level 1, 2 and 3
* Contributes as a member of the safeguarding team to the development of strong internal safeguarding/child protection policy, guidelines, and protocols
* Able to effectively communicate local safeguarding knowledge, research and findings from audits and challenge poor practice.
* Facilitates and contributes to own organisation audits, multi-agency audits and statutory inspections
* Works with the safeguarding/child protection team and partners in other agencies to conduct safeguarding training needs analysis, and to commission, plan, design, deliver and evaluate single and inter-agency training and teaching for staff in the organisations covered
* Undertakes and contributes to serious case reviews/case management reviews/significant case reviews (including the child practice review process in Wales), individual management reviews/individual agency reviews/internal management reviews, and child death reviews where requested, and undertakes chronologies, and the development of action plans using a root cause analysis approach where appropriate
* Co-ordinates and contributes to implementation of action plans and the learning following the above reviews with the safeguarding team.
* Works effectively with colleagues from other organisations, providing advice as appropriate
* Provides advice and information about safeguarding to the employing authority, both proactively and reactively – this includes the board, directors, and senior managers
* Provides specialist advice to practitioners, both actively and reactively, including clarification about organisational policies, legal issues and the management of child protection cases
* Provides safeguarding/child protection supervision and leads or ensures appropriate reflective practice is embedded in the organisation to include peer review.
* Participates in sub-groups, as required, of the LSP/the safeguarding panel of the health and social care trust/the child protection committee/the safeguarding committee of the Health Board or Trust in Wales
* Leads/oversees safeguarding quality assurance and improvement processes
* Undertakes risk assessments of the organisation’s ability to safeguard/protect children and young people
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| **Board Level** | All board members should have Level 1 core competencies in safeguarding and must know the common presenting features of abuse, harm and neglect and the context in which it presents to health care staff. In addition, board members should have an understanding of the statutory role of the board in safeguarding including partnership arrangements, policies, risks and performance indicators; staff’s roles and responsibilities in safeguarding; and the expectations of regulatory bodies in safeguarding. Essentially the board will be held accountable for ensuring children and young people at risk in the organisations care receive high quality, evidence based care and personalised safeguarding. |