

Multi-Agency Safeguarding Apprenticeship Discussion

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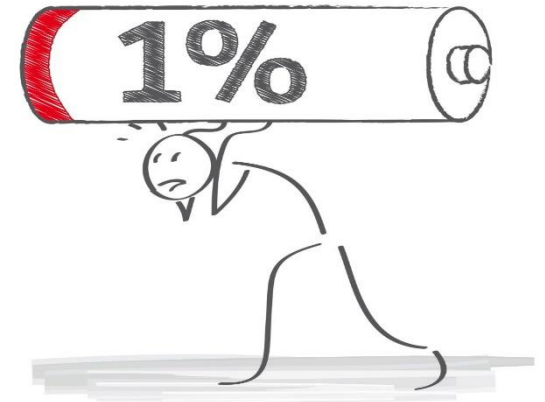
Safeguarding Children Cambridge and Peterborough
Clinical Commissioning Group

1st October 2020

Aims of Today:

- To explain the background and context leading to our thinking around the development of a multi-agency safeguarding apprenticeship.
- To discuss the process of how an apprenticeship standard is developed.
- To explore possible benefits and challenges of developing a multi-agency safeguarding apprenticeship.
- To examine the organisational commitment required in order to develop a multi-agency safeguarding apprenticeship.
- To establish local commitment in development of the safeguarding apprenticeship standard.

Background



What are Apprenticeships?

- Apprenticeships provide learners with the skillset to become competent in an occupation.
- Apprenticeships provide industry with the highly skilled workforce it needs.
- Apprenticeships need to be developed consistently and of high quality in conjunction with the Institute for Apprenticeships.
- Apprenticeships should be rigorous, high quality and challenging; providing employees with knowledge skills and behaviours to succeed in chosen occupation/ career.



Developing an Apprenticeship Standard: An Overview



Who would Apprenticeship be for?



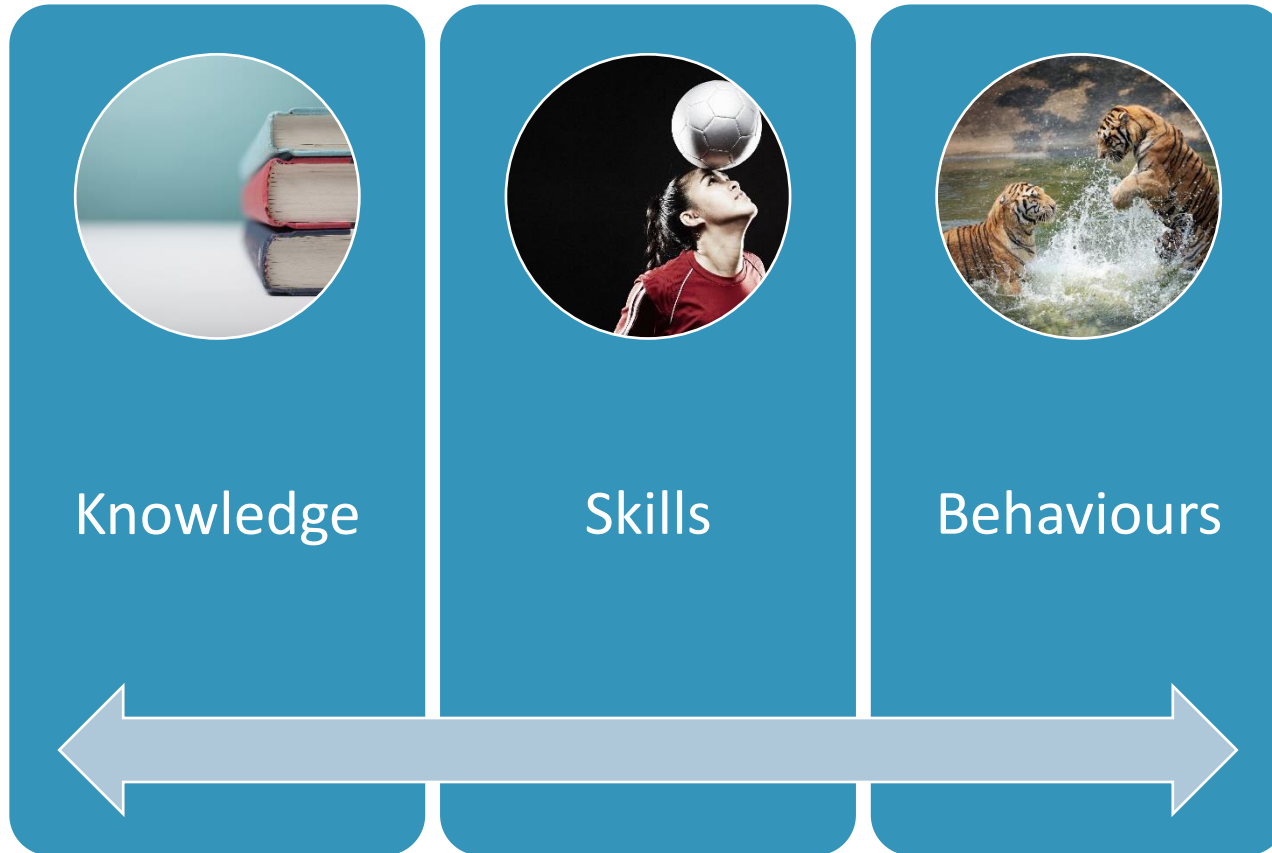
What could the Apprentice do?



Apprenticeship Levy

- If you are an Apprenticeship levy paying organisation (If you have an annual salary bill pay of more than £ 3million).
- You can use the levy to support the funding of apprenticeship training programmes.
- Apprenticeships can be for existing staff as well as new so if you have an existing member of staff that wanted to upskill in this area then your organisation would be able to fund the full apprenticeship.
- As a system Cambridge and Peterborough are working together on how we can best use our apprenticeship levy pot to create a sustainable workforce for the future.

Curriculum Development: Safeguarding Across the Lifecourse



Curriculum Design

Spiral Curriculum

Adult learning focused

Facilitative versus Transmissive approach

Experiential and reflective learning approaches



Academic Level

Level 4

- Level 4
- Certificate of higher education (CertHE)
- Higher apprenticeship
- Higher national certificate (HNC)
- Level 4 award
- Level 4 certificate
- Level 4 diploma
- Level 4 National Vocational Qualification

Level 5

- Level 5 qualifications are:
- diploma of higher education (DipHE)
- Foundation degree
- Higher national diploma (HND)
- Level 5 award
- Level 5 certificate
- Level 5 diploma
- Level 5 National Vocational Qualification
- <https://www.instituteforapprenticeship.org/media/1538/occupational-levels-guidance.pdf>

Opportunities and Challenges of developing a Multi-Agency Safeguarding Apprenticeship

Opportunities

The apprenticeship would give apprentices specialist knowledge, the placement would enable them to apply it.

Training juniors staff as a cohort adds strength and resilience as they are with others (better than just sending them off on lots of stand alone safeguarding courses).

Career development as could lead into other opportunities pre social work apprenticeships etc.

Reduced duplication in service provision

Supporting development of the next stages of integration between key partners.

Holistic approach for child and family.

Multi-agency approach from early careers stages.

Challenges

Support for an apprentice from teams that are already busy.

Are we asking too much responsibility for a non clinical person to deal with safeguarding - what about accountability?

Supporting Apprentices with the manage the emotional challenge of Safeguarding work.

Money saving exercise?

Additional responsibility on junior staff can be stressful.

Organisational Barriers.

What would be required organisationally?

- Time Commitment
- Promotion of Apprenticeship
- Ongoing support, supervision and on the job training for apprentices

We are asking that expressions of interest to join the trailblazer group are emailed to:

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By Wednesday 14th October 2020

Further Info

- <https://www.instituteforapprenticeships.org/developing-new-apprenticeships/>
- <https://www.instituteforapprenticeships.org/developing-new-apprenticeships/apprenticeship-builder-submissions/>

Questions/Views/Discussion



Cambridgeshire and
Peterborough
Clinical Commissioning Group



**Any further questions please
contact**

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