

SUTTON SAB LEARNING & DEVELOPMENT PROGRAMME APRIL 2025 - MARCH 2026

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1. INTRODUCTION

Welcome to the Sutton Safeguarding Adults Board (SSAB) Learning and Development (L&D) programme which offers a broad range of free learning opportunities to those who have a role in safeguarding vulnerable adults in the London Borough of Sutton.

1.1 Key principles

Safeguarding adults at risk is an individual responsibility for any staff of any public service, whether directly delivered by statutory agencies (e.g. Local Authority, NHS, Police, Fire Service, etc.) or via third sector care providers (e.g. private or charitable organisations providing health, social care or other public service support services). It becomes a multi-agency task when staff liaise with colleagues in other agencies to respond to a concern and it is therefore important that employers support their staff and volunteers to attend training appropriate to their role and needs.

Multi-agency training is important as it helps promote understanding of the roles and duties of other partners and the London Multi-Agency Adult Safeguarding Policy and Procedures (2016), and compliance with the Mental Capacity Act and related competency requirements.

1.2 About the programme and competency frameworks

The programme reflects the Board's strong commitment to support the local workforce to develop the knowledge and skills required to fulfil their safeguarding adult duties and responsibilities.

It is based on the SSAB safeguarding workforce strategy and principles of Standard 5 in the '[National Framework of Standards for good practice and outcomes in adult protection work](#)', the '[Adult Safeguarding Competency Framework](#)' and the '[National Mental Capacity Act Competency Framework](#)'.

Standard 5 makes it clear that all people working in the organisation must be able to recognise abuse and neglect and know how to make effective reports. It sets out that staff will need different competencies depending on whether, for example, they are frontline staff or managers.

The staff groupings in the standard frameworks are referred to in the target group section of each course in this programme to help participants self-assess what training is most appropriate at their level in the organisation.

There are also safeguarding training standard requirements for health professionals which are linked to registration requirements and career pathways within the health sector.

1.3 Learning from serious safeguarding adults reviews

The safeguarding adult courses are underpinned by learning from Serious Adults Reviews (SARs), Domestic Homicide Reviews (DHRs), significant incident investigations and reviews into the criminal exploitation of vulnerable adults. SSAB reviews are published on this link [Sutton Safeguarding Adults Board - Local Safeguarding Adult Review \(SAR\) \(suttonsab.org.uk\)](https://www.suttonsab.org.uk/reviews)

1.4 Promotion of training

It is important that all employers promote the take up of safeguarding adult training e-learning through for example induction, team briefings and internal newsletter or staff intranet.

A helpful month by month course overview is circulated to all organisations on the distribution list, and if you would like to be on the mailing list contact adultstraining@sutton.gov.uk

Further learning events will be added during the year and are uploaded on the Partnership online booking system <https://suttontraining.event-booking.org/> as they become available.

2. HOW TO BOOK ON TO TRAINING

To book training please use the following link to access the online booking system: suttontraining.event-booking.org. You will require an account to book training. If you have any difficulties creating an account or logging in please contact the team.

Contact details

- Email: adultstraining@sutton.gov.uk
- Tel: 07762 409 302/ 07849309640

The team aims to respond to all email enquiries within 48 hours, or if urgent contact us by phone.

2.1 Online booking instructions

STEP 1 – LOG IN

If you already have an account use this link to login suttontraining.event-booking.org

STEP 2 – REGISTERING FOR AN ACCOUNT

Click 'Register' (top right side of the screen) and you will be prompted to enter personal details and your email address on the registration form.

To create a user name:

- Enter your work email address;
- Create a password unique to your account.

Write down your registration details in a safe place.

Check your email inbox for a link sent to you automatically. Click the link to activate the account and consent to the terms and conditions.

You are now ready to book on to courses.

If you already have registered for an account:

Click 'Login' (top right side of the screen).

Enter your Username and Password to access your account.

STEP 3 - MAKING A BOOKING

1. Sign into your account.
2. From the toolbar, select 'Events'.
3. On the right hand side, select the 'Category' type (Children's or Adults Safeguarding, Fostering, Health and Social Care or LBS Council - People).
4. You will now see a selection of courses in the chosen category. Select 'More Information & Booking' to view details of your course of interest.
5. You will be directed to a new page with full event details. On the right hand side, you will see a box showing future occurrences of this course.
6. To book on to a course, scroll down the page, agree to the Terms and Conditions and click 'Book now'.
7. If there is a pre-booking evaluation then you are required to fill this out before booking onto the event. This will appear automatically upon pressing 'Book Now' as above.
8. Upon booking, you will receive a confirmation email as well as a reminder email seven working days before the event and another reminder three working days before the event.

If you can no longer attend the event after booking on, please go to 'Your History & Bookings' at the top of the home page and select the 'cancel' option alongside the relevant event in the 'Active Bookings' table. As per the terms and conditions all cancellations must be made at least two working days in advance of any course.

If you have any difficulties, please contact adultstraining@sutton.gov.uk.

2.2 E-learning

STEP 1 – LOGIN

If you already have an account login with this link: suttonscvp-enable.co.uk/login and enter your Username and Password to access your account. You can also ask for the login details to be reset through this link if needed.

E-learning can also be accessed on the online booking system suttontraining.event-booking.org.

STEP 2 – REGISTERING FOR AN ACCOUNT

Select the following link to register: suttonscvp-enable.co.uk/register.

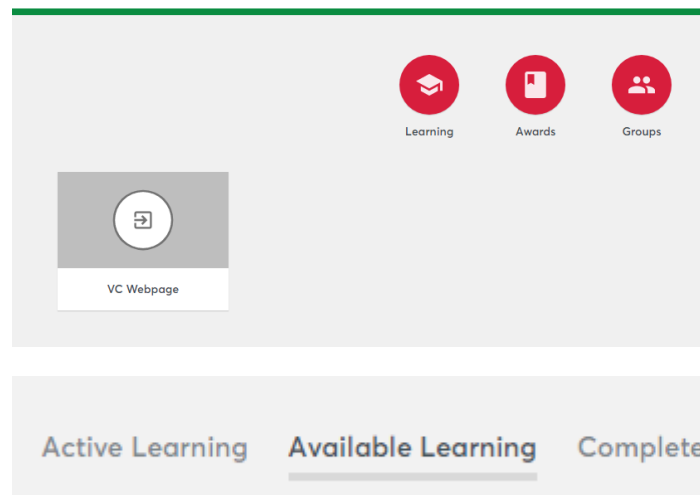
Complete the registration form adding your job title and organisation group. Check your email inbox for a link sent to you automatically, and then click the link to activate the account.

Write down your registration details in a safe place.

You are now ready to undertake e-learning courses, and please save the link as a favourite in the browser for next time you are logging in.

STEP 3 - SELECTING A COURSE

Once you have self-registered, you will be able to select a course module by selecting Learning, and the next step is to select Available Learning to access the full course catalogue.



Please only request **one** of the modules to fully complete before registering for further courses.

Sutton Council is charged for each module whether completed or not and we reserve the right to **charge £30 for modules that are not completed within 30 days of allocation.**

SUPPORT


For learning support enquiries please contact Virtual College directly on 01943 885095. For any password issues or other support, contact adultstraining@sutton.gov.uk or 07762 409 302/ 07849309640.

3. COURSES

1. ADVICE FIRST AID TRAINING	
TRAINER	TARGET GROUP
Citizens Advice	<p>This training is targeted to the adults and children workforce in the London Borough of Sutton. It includes those in:</p> <ul style="list-style-type: none"> • Direct contact with children who undertake or contribute to risk assessments and multi-agency meetings including social workers, family support workers, health professionals, schools, police and others who work with children at risk of abuse, neglect and exploitation who work for the London Borough of Sutton. • Adult Social Care staff and Private, Independent and voluntary (PVI) sector professionals supporting Sutton residents in residential care, nursing care, home care, personal assistants, and supported living <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework.</p> <p>Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): Registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aims of this course are to:</p> <ul style="list-style-type: none"> • Equip participants with the skills to identify people who need advice on issues such as welfare benefits, housing and debt by giving participants a basic understanding of the issues. • Equip participants with the knowledge to help people access information to address their benefits, housing and debt issues. • Equip participants with the knowledge to signpost and refer people to appropriate advice services.
DATES	LEARNING OBJECTIVES
25/06/2025 09:30-16:30 06/11/2025 09:30-16:30	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> • An improved ability to spot advice issues and ask the right questions. • An increased knowledge of trusted sources of information and support. • An improved awareness of how to help people experiencing hardship and signpost or refer for advice.

2. BEST PRACTICE FOR BEST INTEREST MEETINGS AND DECISIONS

TRAINER St Thomas Training	TARGET GROUP This course is targeted to experienced adult social care staff who plan, participate and/or chair Best Interest Meetings, and already have an in-depth understanding of the Mental Capacity Act (the basics of the Act or the Code of Practice will not be covered). Competency level: Staff Groups B, C and D as per <i>Bournemouth University National Competency Framework for Safeguarding Adults</i> . Level 3 staff and above (ref: <i>NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff</i>): Registered health care staff working with adults who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role); and other named and designated professionals with specialist roles.
VENUE Sutton Civic Offices	AIMS The aims of this course are: <ul style="list-style-type: none"> ● To provide participants the skills necessary to plan, participate in and/or chair Best Interests Meetings, in line with the Mental Capacity Act 2005. ● To help professionals improve their understanding about what should be considered when making a best interest decision in line with recent case law and how to manage some of the dilemmas which present when doing so.
DATES 30/04/2025 09:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved awareness on how to make a Best Interests decision; ● An improved understanding on when a Best Interests Meeting is, and is not, appropriate; ● An improved understanding on who should attend Best Interests Meetings, and why; ● An increased knowledge on how to prepare effectively for a Best Interests Meeting; ● An improved confidence in how to support other people, for example family members who have to attend Best Interests Meetings; ● An improved confidence in identifying who is the best person to chair a Best Interests Meeting; ● An increased knowledge of the skills which are needed to chair a Best Interests Meeting effectively;

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- An increased knowledge of the skills which are needed to resolve disputes between professionals, and/or between professionals and family members;
 - An increased knowledge on how to ensure that records are robust and will stand up to scrutiny;
 - An improved understanding of Best Interests cases which have been considered by the Court of Protection, and learned the lessons from these.

3. BEST PRACTICE FOR ENQUIRY AND SAFEGUARDING ADULTS PLANNING (FOR MANAGERS)

TRAINER St Thomas Training	TARGET GROUP This course is targeted to those who are required to chair and/or attend ‘enquiry planning’ and ‘safeguarding plan and review’ meetings. It includes: managers and senior/ experienced adult social care staff, statutory partnership agencies and the private, independent and voluntary (PVI) sector supporting residents in residential care, nursing care, home care and supported living in the London Borough of Sutton. Competency level: Staff Groups B, C and D as per Bournemouth University National Competency framework for Safeguarding Adults. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff); Registered health care staff working with adults who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role); and other named and designated professionals with specialist roles. Please note: that all participants are expected to have completed core safeguarding training and have a firm understanding of Safeguarding issues and the Care Act 2014, specifically S42, prior to attending this training.
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To enable managers and senior staff to more effectively chair and/or contribute to enquiry planning meetings and safeguarding planning and review meetings in line with the Care Act 2014. This is to help ensure a safe outcome for the adults at risk, and wherever possible with their chosen outcome(s) and the principles of making safeguarding personal.
DATES 02/07/2025 09:30-16:30 20/01/2026 09:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An increased knowledge and understanding about how to apply the “Protecting adults at risk: London multi-agency policy and procedures to safeguard adults from abuse”, including the purpose of each stage of the process from decision to enquiry planning, safeguarding planning and review meetings and the importance of working within time scales; ● An improved understanding on how to record with a rigour and appreciation of professional accountability; ● An improved understanding about management responsibilities in assessing, evaluating and managing risk in a person-centred way and links to clear professional judgement that inform decisions;

- An improved understanding of how the duties and responsibilities under the Care Act and the Mental Capacity Act apply in practice;
- An improved confidence about how to effectively chair meetings, enabling the sharing of information and analysis of risk and protective factors;
- An increased understanding of the difficult balance between safety and choice and control for individuals.
- An improved confidence on how to resolve areas of disagreement;
- An improved awareness of skills gained by taking part in an enquiry planning meeting;
- An improved knowledge and understanding about how to enable the service user or their advocate/family member to take part in the meeting and express their views by attendance at the meeting or other methods;
- An improved awareness of strategies to establish and maintain an outcome focused approach for service users or their advocate/family member;
- An improved understanding about how to develop a SMART safeguarding plan, and how to make a plan personal in line with the principles of making safeguarding person centred;
- An improved confidence to work within the multi-agency working context.
- An improved understanding about the importance of meaningful 'partnership working', including encouraging the confident involvement of professional 'Alerters' in the safeguarding process, information sharing and how to hold partners to account for their responsibilities;
- An increased understanding of how best evidence is achieved
- An improved knowledge and understanding about how to provide support to whistle blowers and understand the process in dealing with PIPOT - People in positions of trust.
- An increased knowledge on skills to support, supervise, promote confidence in staff assessing, analysing and investigating the Safeguarding Adults at Risk process.
- An improved knowledge and understanding about best practice principles for recording the meetings

4. DEPRIVATION OF LIBERTY SAFEGUARDS AWARENESS

TRAINER	TARGET GROUP
St Thomas Training	<p>This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups A, B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 2 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff). Please note that participants are required to have previous Safeguarding Awareness and Mental Capacity Act knowledge prior to attending this course.</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aim of this course is:</p> <ul style="list-style-type: none"> To give participants an overall understanding of how the Deprivation of Liberty Safeguards (DoLS) apply to their day-to-day work settings.
DATES	LEARNING OBJECTIVES
<p>19/06/2025 09:30-16:30</p> <p>12/11/2025 09:30-16:30</p>	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> An improved knowledge and understanding of a range of judgements that have been made by the Court of Protection in relation to DoLS, in particular the “Neary” and “Bournewood” cases; An improved knowledge and understanding of how the Supreme Court rulings of March 2014 in the “Cheshire West” and “MIG and MEG” cases have changed our understanding of what constitutes a “deprivation of liberty”; An improved knowledge and understanding of how DoLS protects the Human Rights of the service user, as well as the professionalism and integrity of the worker; An improved knowledge and confidence to explain the difference between restriction of liberty and deprivation of liberty; An improved knowledge about the six qualifying requirements of a DoLS application, and the skill to distinguish between an Urgent Authorisation and a Standard Authorisation; An improved understanding of the functions of the Independent Mental Capacity Advocate, Best Interest Assessor, Supervisory Body and the person’s Representative in the DoLS process;

- An increased awareness of skills to complete the relevant paperwork to make an application to the local authority for authorisation to deprive a person of their liberty (applicable to residents in care homes and patients in hospital settings);
- An improved awareness of skills to complete the relevant paperwork to make an application directly to the Court of Protection for authorisation to deprive a person of their liberty (applicable to people who live in supported living, Shared Lives, sheltered housing and their own homes).

5. DEPRIVATION OF LIBERTY SAFEGUARDS REFRESHER

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the <i>Bournemouth University National Mental Capacity Act Competency Framework</i> . Level 3 staff and above (ref: NHS <i>Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff</i>): Registered health care staff working with adults who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role); and other named and designated professionals with specialist roles. Please book DoLS awareness if you have not undertaken this training previously, the course is not suitable for staff with limited experience of the MCA or DoLS.
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To update and refresh participants' knowledge of DoLS and provide updates on case law to ensure that practice is legally compliant.
DATES 17/07/2025 09:30-12:30 02/12/2025 09:30-12:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved understanding of a range of judgements that have been made by the Court of Protection in relation to DoLS, in particular any recent case law which informs practice ● An improved understanding on how the Supreme Court rulings of March 2014 in the “Cheshire West” and “MIG and MEG” cases have changed our understanding of what constitutes a “deprivation of liberty” ● An increased confidence on how to complete the relevant paperwork to make an application to the local authority for authorisation to deprive a person of their liberty (applicable to residents in care homes and patients in hospital settings) ● An increased confidence on how to complete the relevant paperwork to make an application directly to the Court of Protection for authorisation to deprive a person of their liberty (applicable to people who live in supported living, Shared Lives, sheltered housing, and their own homes) ● An improved knowledge of what constitutes a community DoLS.

6. DOMESTIC ABUSE AND COERCIVE CONTROL IN THE SAFEGUARDING ADULTS CONTEXT

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the <i>Bournemouth University National Mental Capacity Act Competency Framework</i> . Level 3 staff and above (ref: NHS <i>Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff</i>): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To enable professionals to understand how domestic abuse and coercive control legislation and best practice principles apply to safeguarding adult contexts.
DATES 26/06/2025 09:30-12:30 22/01/2026 09:30-12:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An increased knowledge and understanding about the definition of domestic abuse and the complex range of behaviours involved as outlined in the Duluth Wheel; ● An increased understanding of the impact of domestic abuse on a person; ● An improved awareness of to identify and recognised the effects of coercion and control on decision-making, and when a safeguarding response is required; ● An increased knowledge and confidence on how to safely raise the issue of domestic abuse with a service user; ● An improved awareness of how to recognise when risks to the service user are increasing and when to refer to another professional; ● An increased understanding of the principles of Making Safeguarding Personal and how they would apply to practice in domestic abuse circumstances; ● An Improved understanding of how financial abuse is a particular feature of domestic abuse, and how to identify and deal with this.

7. DOMESTIC ABUSE AWARENESS

<p>TRAINER</p> <p>Kiran Modare - Cranstoun</p>	<p>TARGET GROUP</p> <p>This course is targeted to adults and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the <i>Bournemouth University National Mental Capacity Act Competency Framework</i>. Level 3 staff and above (<i>ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff</i>): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aim of this course is:</p> <ul style="list-style-type: none"> ● To help participants understand what domestic violence is, how it may begin, who perpetrates abuse, and how to identify when it may be happening. The course outlines the impact that domestic violence and abuse has on victims and assists learners to understand how to respond appropriately to their concerns.
<p>DATES</p> <p>14/10/2025 10:00-13:00</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An increased understanding on what domestic violence and abuse is and identify who is at risk ● An increased awareness on the prevalence of the problem ● An increased awareness of the myths and realities regarding domestic abuse ● An improved understanding of diversity issues within domestic violence cases ● An increased knowledge of the behaviours displayed by an abusive person ● An improved awareness on the indicators of abuse and recognise them in practice ● An improved understanding of the Multi Agency Risk Assessment Conference (MARAC) process ● An increased understanding of the physical and psychological effects of violence and abuse ● An increased confidence to routinely ask about violence and abuse as part of assessments

- An increased understanding of how to respond appropriately to disclosures
- An increased knowledge on best practices for supporting those experiencing domestic violence
- An increased knowledge on how to respond with appropriate care to victims and provide safety planning
- An increased understanding on how to refer people experiencing or at risk of domestic and family violence to appropriate support services both local and national.

8. DUAL DIAGNOSIS

TRAINER

St Thomas
Training

TARGET GROUP

This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.

Competency level:

Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework.

Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).

VENUE

Sutton Civic
Offices

AIMS

The aim of this course is:

- To give participants an overall understanding of various issues relating to dual diagnosis – meaning individuals who have simultaneous alcohol/drug issues AND mental health issues

DATES

08/10/2025
13:30-16:30

LEARNING OBJECTIVES

By the end of the course participants will have:

- An increased understanding on how substance misuse can affect an individual's mental health and how mental health issues can affect an individual's substance misuse
- An increased knowledge on the difficulties with accessing mental health or substance misuse services for those with a dual diagnosis, and what you can do to help someone access those services
- An increased knowledge on how to implement risk assessment and risk management strategies
- An improved understanding on why many individuals with dual diagnosis are resistant to change
- An improved understanding on the cycle of change approach to reducing substance misuse
- An improved understanding of various other techniques which might be helpful, e.g. motivational interviewing, cognitive behavioural therapy and solution focused therapy.

9. FORCED MARRIAGE AND HONOUR BASED VIOLENCE

TRAINER Iranian and Kurdish Women's Rights Organisation (IKWRO)	TARGET GROUP This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Virtual	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To help professionals and volunteers to develop a good working knowledge of “honour” based violence and forced marriage, and how to safely respond to child safeguarding concerns in this area.
DATES 04/06/2025 11:00-12:30 05/11/2025 11:00-12:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved awareness of a deeper understanding of “honour” based violence and forced marriage; ● An improved confidence in identifying/recognising the risk factors that can make women and girls vulnerable to harmful practices; ● An improved confidence in identifying the signs that a woman or girls is at risk of, or experiencing, harmful practices; ● An improved understanding in the key ‘dos’ and ‘don’ts’ in relation to intervention; ● An improved awareness of relevant legislation around harmful practices; ● An improved knowledge of the role of various specialist organisations that can support women and girls; This will be achieved by covering the definitions and the different forms of violence within this. It will involve looking at case studies, statistics, and barriers to seeking protection, legislation, best practice and effective referral.

10. HOME FIRE SAFETY TRAINING

<p>TRAINER</p> <p>Sutton branch of the London Fire Brigade</p>	<p>TARGET GROUP</p> <p>This training is targeted to:</p> <ul style="list-style-type: none"> all those in the adults and children's workforce who come into contact with people who are at increased risk of fire in their homes in the London Borough of Sutton. <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework.</p> <p>Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): Registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aim of this course is:</p> <ul style="list-style-type: none"> To help reduce the risk of fire, serious injuries and fatal fire incidents for local residents in the London Borough of Sutton. It will draw on the learning from serious fire incidents by exploring case examples, and what more could have been done to prevent the fire in the home.
<p>DATES</p> <p>30/09/2025 09:30-12:30</p> <p>24/03/2026 09:30-12:30</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of this course, participants will have an improved awareness about:</p> <ul style="list-style-type: none"> How to identify the most common causes of fire in people's homes, and what action to take to prevent fires in people's homes The personal and environmental vulnerability factors that increase the risks of fire How to complete a person-centred fire risk assessment, and when to request a home fire safety visit from the fire brigade The 8 principles of learning to prevent future serious safeguarding incidents The fire service's role in community safety, and how to access the fire prevention guidance on the London Fire Brigade's website How to access the fire prevention and safeguarding toolkit on the Sutton LSCP and SSAB websites.

11. KEY PRINCIPLES IN RESPONDING TO SEXUAL VIOLENCE

TRAINER	TARGET GROUP
Rape Crisis	<p>This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aims of this course are:</p> <ul style="list-style-type: none">● To examine the myths and realities of sexual violence within a framework of violence against women and girls;● To develop an understanding on the law surrounding rape and sexual assault – with a focus on consent;● To introduce a model of best practice in working with sexual violence and identify key principles in responding to disclosures of sexual violence sensitively and appropriately.
DATES	LEARNING OBJECTIVES
TBC	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none">● An improved awareness of the impact of societal attitudes and myths around sexual violence on survivors;● An improved awareness awareness of how societal attitudes towards sexual violence can either inhibit or encourage disclosures;● An increased understanding of definitions of rape and sexual assault;● An increased understanding of how to define consent in law and ethical practice;● An improved awareness of the empowerment model as best practice in supporting survivors of sexual violence;● An increased understanding of key principles in responding to disclosures of sexual violence;● An improved awareness of specialist external sexual violence support services.

12. LEARNING LESSONS FROM SAFEGUARDING ADULTS REVIEWS

<p>TRAINER</p> <p>St Thomas Training</p>	<p>TARGET GROUP</p> <p>This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups A, B, C, D, and E as per the <i>Bournemouth University National Mental Capacity Act Competency Framework</i>. Level 2 staff and above (ref: NHS <i>Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff</i>).</p> <p>Please note: this session is for experienced practitioners only. Participants must already be familiar with what Safeguarding Adults means in theory and in practice. This is an advanced session, not an awareness session.</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aim of this course is:</p> <ul style="list-style-type: none"> ● To enable practitioners, in a supportive, non-blaming environment, to understand the key themes emerging from “Safeguarding Adults Reviews” (in Wales these are called “Safeguarding Adults Practice Reviews”). <p>Participants will also reflect on what the learning means for their practice with service users and their communication and joint working with staff of partner agencies. This session will look at a selection of Reviews from across England and Wales, as well as some Reviews which are more local to Sutton.</p>
<p>DATES</p> <p>14/01/2026 09:30-16:30</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An increased understanding of the themes emerging from SARs/SAPRs and what these mean for developing individual practice ● An improved knowledge of the different sections of SARs/SAPRs with a view to considering the multi-agency context and the risks to the service user ● An increased understanding of the concept of static and dynamic risks and the protective / mitigating factors within a person’s life and how to balance them

- An increased understanding of the best practice in information sharing and the multi-agency dynamics which can operate to as a barrier to gathering information
- An improved knowledge of how to use supervision effectively to share and analyse risk
- An increased understanding of the inter relationship between the Mental Capacity Act and safeguarding work and how the assumption of capacity and the concept of 'lifestyle choice' can detract from understanding the risk of harm
- An improved knowledge of how the 'Rule of Optimism' can operate when there are serious risks to service users and understand how to recognise this
- An increased understanding of the importance of 'professional curiosity' in all safeguarding work.

13. MENTAL CAPACITY ACT ADVANCED

TRAINER St Thomas Training	TARGET GROUP This course is targeted to experienced adult social care staff and practitioners in the adults safeguarding partnership network who already have an in-depth understanding of the Mental Capacity Act and require advanced knowledge for their professional role. Competency level: Staff Groups B, C, D, and E as per the <i>Bournemouth University National Mental Capacity Act Competency Framework</i> . Level 3 staff and above (ref: NHS <i>Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies for Healthcare Staff</i>): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role) Please note: This course is at an advanced level: participants need to have a good understanding of the Mental Capacity Act prior to attending this course.
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To enable participants to build on their understanding of the Mental Capacity Act and how they can make sure it is properly implemented in their own work settings.
DATES 29/04/2025 09:30-16:30 19/11/2025 09:30-16:30	LEARNING OBJECTIVES By the end of this course, participants will have: <ul style="list-style-type: none"> ● An ability to apply skills to effectively undertake a Mental Capacity Act assessment; ● An improved knowledge knowledge of the provisions of the Act; ● Explored how the 2014 House of Lords report on the implementation of the Mental Capacity Act and the impact of the key findings; ● An improved knowledge and understanding about the links between the Mental Capacity Act and Safeguarding Adults and the Human Rights Act; ● An awareness of various cases which have come before the Court of Protection; ● An increased understanding on how to apply the judgments of the Court of Protection to similar cases that have arisen, or might arise, in their own work settings;

- An increased understanding about best practice in carrying out capacity assessments, using the appropriate organisational paperwork and procedures;
- An improved knowledge and understanding of best interest decisions;
- An increased awareness of how to make a referral to the IMCA service using the appropriate organisational paperwork and procedures;
- An improved knowledge and understanding about the importance of keeping accurate and appropriate records in relation to all aspects of the Mental Capacity Act
- An increased awareness of issues of particular relevance to managers, supervisors and experienced front-line staff in provider settings in relation to the Mental Capacity Act
- An increased confidence to apply their knowledge to everyday situations that they may face at work.

14. MENTAL CAPACITY ACT AWARENESS

TRAINER	TARGET GROUP
St Thomas Training	<p>This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aim of this course is:</p> <ul style="list-style-type: none">• To give participants an overall understanding of how the Mental Capacity Act applies to their day-to-day work settings.
DATES	LEARNING OBJECTIVES
16/07/2025 09:30-16:30 04/03/2026 09:30-16:30	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none">• An increased awareness of why and how the Act was introduced;• An increased awareness of the 5 principles of the Act's Code of Practice;• An improved understanding of what the Act means by "capacity", and how to assess whether someone does or does not have capacity;• An improved knowledge that the Act has introduced a new criminal offence of "ill-treatment or wilful neglect";• An improved knowledge how the Act protects health and social care workers from being prosecuted, and service users from being abused;• An increased awareness on how to describe the purpose of an Advance Decision;• An increased awareness of the purpose of a Lasting Power of Attorney;• An increased understanding on the functions and powers of the Court of Protection and the Office of the Public Guardian;• An improved understanding of the role of the Independent Mental Capacity Advocate (IMCA);• An increased understanding of how the Mental Capacity Act 2005 links to the Deprivation of Liberty Safeguards (DOLS);• An improved understanding of the importance of record keeping to support all decisions;

- An increased knowledge of case law examples that have been heard in the Court of Protection;
- An ability to apply knowledge to everyday situations that they may face at work.

15. MENTAL CAPACITY ACT (MCA) - LEARNING LESSONS FROM COURT OF PROTECTION (COP) CASES

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff); registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role). Please note: Delegates must have previous knowledge and experience of the MCA before booking on to this course.
VENUE Sutton Civic Offices	AIMS The aims of this course are: <ul style="list-style-type: none">● To explore a range of cases which have been considered by the CoP to see what lessons can be learnt for our everyday practice.● To explain that MCA cases go to the CoP either where there is conflict amongst the people involved, and/or where the issue is so serious or complicated that it cannot be resolved through meetings and negotiation.● To demonstrate how the rulings of the Court, and the reasons for those rulings, can be invaluable in helping health and social care practitioners deal with similar issues in their own practice.
DATES 05/11/2025 09:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none">● An improved knowledge of the application of the MCA through exploring a range of cases dealt with in the CoP;● An increased understanding of what the CoP has said about various issues, including: best interests, fluctuating capacity, unwise decisions, the relevance of available resources to decision making, how much weight to give to the person's own wishes and feelings, life sustaining treatment, other serious medical treatment, & restricting contact with family. Participants will also have the opportunity to raise their own difficult cases (as appropriate) for discussion and guidance within the group.

16. MENTAL CAPACITY ACT AND SEXUAL ACTIVITY

<p>TRAINER</p> <p>St Thomas Training</p>	<p>TARGET GROUP</p> <p>This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p> <p>The course is also open to the children’s workforce but participants need to have undertaken the MCA 16-18 year old course before attending this training.</p> <p>Please note: Participants should already be familiar with the principles and application of the Mental Capacity Act 2005 before attending this course, for example have attended the MCA Awareness training.</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aim of this course is:</p> <ul style="list-style-type: none"> • To give participants an overall understanding of how the Mental Capacity Act 2005 applies to issues of sexual activities, for example if a service user who has a learning disability wants to have a sexual relationship; or if one half of a couple wants to continue a sexual relationship even though his/her spouse may no longer have the capacity to consent to it.
<p>DATES</p> <p>17/06/2025 09:30-16:30</p> <p>13/01/2026 09:30-16:30</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> • An increased knowledge about the Mental Capacity Act 2005 and the Code of Practice in relation to sexual activity and the Sexual Offences Act 2003; • An increased knowledge of what constitutes “consent”, “abuse” and “exploitation” and how it applies to case work; • An ability to identify the links with safeguarding, the Sexual Offences Act, the Care Act and the Human Rights Act, and identify when a safeguarding referral may and may not be appropriate;

- An improved understanding of the difference between an “arranged” marriage and a “forced” marriage;
- An improved understanding about the legal framework from having explored a range of cases concerning sexual activities which have been brought before the Court of Protection;
- An ability to identify the skills of how to assess whether an individual has the capacity to consent to sexual activity, using the guidelines which have been established by the Court of Protection;
- An improved awareness of examples in relation to the sexual activity of their service users, and made plans (if appropriate) to deal with these;
- An improved awareness of links with other related issues such as marriage, civil partnership, pregnancy, parenthood, and child welfare;
- An improved confidence to explore the (delicate) issues of sex and sexual activities in practice.

17. MENTAL HEALTH AWARENESS

TRAINER	TARGET GROUP
St Thomas Training	<p>This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aim of this course is:</p> <ul style="list-style-type: none">● To give participants an overall understanding of what mental health is, how mental health problems affect the people who have them, how mental health problems affect the people who care for the people that have them, and how they can best be managed.
DATES	LEARNING OBJECTIVES
22/10/2025 09:30-16:30 03/02/2026 09:30-16:30	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none">● An improved understanding of the differentiation between mental wellbeing and mental disorder;● An improved understanding to explain how a mental disorder does or does not constitute a mental health problem;● An improved understanding of the thresholds for accessing secondary/specialist mental health services;● An improved understanding of some of the common signs and symptoms of different mental disorders;● An improved knowledge of approaches to treating, responding to and helping someone who experiences symptoms of mental illness;● An improved knowledge of resources in the local community which may be helpful to people with mental health problems;● An improved understanding of the risks some people with mental health problems can pose to themselves and to others;● An improved understanding of how the Mental Health Act 1983 (2007) and other relevant legislation applies to their working lives.

18. PERSON CENTRED DEMENTIA CARE

TRAINER

Emma Bulled,
Admiral
Nursing
Service

TARGET GROUP

This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.

Competency level:

Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework.

Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).

VENUE

Sutton Civic
Offices

AIMS

The aim of this course is:

- To make a positive difference to the person living with dementia and their family carers.

DATES

12/03/2026
09:30-16:30

LEARNING OBJECTIVES

By the end of the course participants will have:

- An improved awareness of dementia, the various ways in which people might be affected, and how to support people to achieve maximum independence and meet unmet needs.
- An increased understanding of the causes of behavioural and psychological symptoms of dementia and how to minimise the impact of these.
- An increased understanding of the practical approaches in managing distressed behaviours in dementia.
- An increased understanding of how best to communicate with people with dementia.
- An increased understanding of the importance of knowing people with dementia as individuals.
- An increased awareness of managing risk and enabling positive risk taking in dementia care.
- An improved knowledge of the differential diagnosis and the importance of addressing underlying conditions for people living with dementia.
- An improved awareness of the role of carers and the importance of working in partnership.
- An improved knowledge of the Admiral Nurse Service model and local services to support people living with dementia and their carers.

19. PERSONALITY DISORDER

TRAINER

St Thomas
Training

TARGET GROUP

This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.

Competency level:

Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework.

Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).

VENUE

Sutton Civic
Offices

AIMS

The aim of this course is to:

- To give participants an overall understanding of what personality disorders are, and how to deal with someone who has one.

DATES

23/10/2025
09:30-16:30

LEARNING OBJECTIVES

By the end of the course participants will have:

- An increased awareness of how to describe how a personality disorder differs from a “normal” personality and the difficulties with diagnosing a personality disorder;
- An increased understanding of the difference between a personality disorder and a neurotic or psychotic mental disorder;
- An ability to identify the common signs and symptoms of the 10 types of personality disorder;
- An improved understanding of good and poor practice in dealing with people who have personality disorders;
- An increased understanding of how the Mental Health Act applies to people who have personality disorders;
- An improved knowledge about some of the treatment options and resources which may be available to help support people with personality disorders, and to support the professionals and family members who deal with them;
- An increased awareness of some of the emotional effects on professionals, and family members, of working with (or living with) someone who has a personality disorder.

20. PREVENT WRAP AWARENESS TRAINING: SAFEGUARDING AGAINST RADICALISATION AND EXTREMISM

<p>TRAINER</p> <p>Stephen Welding, Cognus</p>	<p>TARGET GROUP</p> <p>This course is targeted to adults and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aims of this course are:</p> <ul style="list-style-type: none"> ● To explore the Statutory Prevent Duty and how it places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”; ● To provide staff training to implement the Prevent Duty effectively; ● To cover Statutory Prevent Duty awareness; how to recognise extremism, radicalisation processes, and terrorism; how to safeguard individuals who may be vulnerable to being groomed into extremism and potentially terrorism; Channel Referrals – Multi-Agency Support.
<p>DATES</p> <p>TBC</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An increased understanding of the requirements and responsibilities of the Statutory Prevent Duty; ● An increased understanding of the factors that can make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism; ● An increased understanding of how and where early intervention opportunities can be maximised;

21. PROFESSIONAL BOUNDARIES

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To help participants understand the boundaries between good and poor practice in health and social care work. The exact content will be fully agreed in advance and will be linked to appropriate company policies.
DATES 03/06/2025 13:30-16:30 04/12/2025 13:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An increased awareness of how to distinguish between being friendly towards a service user and being a friend; ● An improved knowledge of the professional boundaries policy through practical scenarios; ● An ability to identify risks of boundary violation and explain the reasons why; ● An ability to identify situations where offering advice is appropriate, and the ways in which to do this; ● An increased understanding of the relevance of legislation, for example the Mental Capacity Act, to their own work situations; ● An increased understanding of the link between company policies and professional boundaries; ● An improved knowledge of how to apply professional boundaries practice in an assertive way;

22. SAFEGUARDING ADULTS AT RISK AWARENESS

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To give participants an overall understanding and appreciation of what safeguarding adults is all about, and what responsibilities each participant has in safeguarding their service users.
DATES 03/07/2025 13:30-16:30 30/10/2025 13:30-16:30 04/02/2026 13:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved knowledge of the meaning of the term “adult at risk” (formerly a “vulnerable adult”); ● An increased understanding of the importance of the Care Act Statutory Guidance for Safeguarding Adults; ● An improved knowledge of adults at risk by discussing examples of the main types of abuse; ● An improved knowledge of how to find the policies and procedures that are relevant to their own workplaces in relation to Safeguarding; ● An increased awareness about the various alternative terms that are sometimes used for safeguarding (e.g. POVA, Adult Protection etc.) and be able to explain these to practice; ● An improved knowledge about common signs and symptoms which indicate that abuse might be occurring and how to respond to these within a multi-agency context; ● An increased understanding about the importance of actions in their own workplaces to reduce the risk of abuse occurring; ● An increased understanding of the difference between confidentiality, secrecy, and collusion;

- An increased understanding about the importance of recording: what, when and how;
- An increased awareness of how to respond if an adult at risk makes a disclosure of abuse, or if there is any suspicion that a vulnerable adult may be being abused;
- An increased understanding about the importance of following procedures, and when to call the emergency services;
- An improved understanding about how to support the alleged victim, as well as how to deal with the alleged abuser.

23. SAFEGUARDING ADULTS KNOWHOW FOR MANAGERS AND SENIOR STAFF IN PROVIDER SETTINGS

TRAINER	TARGET GROUP
St Thomas Training	<p>This two-day course is targeted to specialist/management roles in provider settings in the Private, Independent and Voluntary (PVI) Sector in Sutton.</p> <p>Competency level: Staff Groups B, C and D as per Bournemouth University national Competency framework for Safeguarding Adults. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies for Healthcare Staff.</p> <p>Please note: this is a two day course and both part one and part two must be attended. Participants must have knowledge and understanding about adults safeguarding e.g. have completed awareness training prior to attending this course, and be available to attend both days.</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aim of this course is:</p> <ul style="list-style-type: none"> ● To enable managers in the voluntary, private and independent sector to fulfil their safeguarding responsibilities effectively, and to work with their partners in the statutory sector to achieve, wherever possible, the outcomes service users wish to achieve for themselves.
DATES	LEARNING OBJECTIVES
<p>09/10/2025 09:30-16:30</p> <p>10/10/2025 09:30-16:30</p> <p>12/02/2026 09:30-16:30</p> <p>13/02/2026 09:30-16:30</p>	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An improved knowledge, understanding and confidence to fulfil their senior safeguarding role and responsibilities to ensure compliance with statutory requirements; ● An improved knowledge of safeguarding legislation, guidance and local procedures in particular the nature of domestic abuse and the new offence of coercive control; ● An improved knowledge about how the DBS (formerly CRB) links to safeguarding adults responsibilities; ● An improved awareness of issues relating to safeguarding adults principles, employment law and criminal law; ● An improved knowledge about how to share and gather information in order to contribute to a safeguarding enquiry; ● An increased understanding about the principles and application of making safeguarding personal; ● An improved awareness of enabling service users to express outcomes they wish to achieve to keep themselves safe; ● An improved knowledge and understanding about how to preserve evidence following identification of a safeguarding

concern

- An increased understanding of how to make a safeguarding referral and how to contribute to the safeguarding process;
- An improved knowledge, understanding and confidence to contribute to and support the implementation of safeguarding plans
- An increased knowledge of strategies and skills to undertake and contribute to effective risk assessments to safeguard adults;
- An increased understanding about the role of the SAB, and how organisations work together in partnership to safeguard adults.

24. SAFELIVES DASH RISK CHECKLIST FOR THE IDENTIFICATION OF HIGH RISK CASES OF DOMESTIC ABUSE, STALKING, AND 'HONOUR'-BASED VIOLENCE

<p>TRAINER</p> <p>Zoe Gallen, Refocus on Practice</p>	<p>TARGET GROUP</p> <p>This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aims of this course are:</p> <ul style="list-style-type: none"> ● To equip participants with the knowledge, skills and confidence required to apply the SafeLives risk assessment model in practice and how it fits into a wider public protection framework; ● To cover the profile of the domestic violence perpetrator and nature of serial offending and lessons learned from homicide reviews using case studies. <p>Further details about the SafeLives risk assessment tool are available here.</p>
<p>DATES</p> <p>22/05/2025 09:30-12:30</p> <p>16/10/2025 09:30-12:30</p> <p>21/01/2026 09:30-12:30</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An improved understanding about agency responsibility in relation to risk identification, assessment and management; ● An improved knowledge about the evidence base that underpins the SaveLives risk model and how it fits into the risk management process; ● An improved understanding about the risk identification process and the high risk factors for serious harm and homicide; ● An improved understanding about the profile of the domestic violence perpetrator and nature of serial offending; ● An increased confidence to apply the model; ● An improved understanding about how the model fits into partnership working and the risk management panels including the Multi-Agency Risk Assessment Conferences (MARACs) and Multi-Agency Public Protection Arrangements (MAPPA).

25. SCHIZOPHRENIA AND BIPOLAR

TRAINER St Thomas Training	TARGET GROUP This course is targeted to those who need to develop awareness about adult mental health to carry out their roles and responsibilities such as social care workers, carers, health professionals, schools, police, public health and others that are part of the adults and children safeguarding partnership in the London Borough of Sutton. Competency level: Group Level 2 (regular contact with children, young people and/or parent/carer) or Level 3 (predominantly working with children) or above (including strategic leads) as set out in the Safeguarding Competency framework in London Safeguarding Child Procedures. NHS Inter-Collegiate Standards 2 and above for health professionals.
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To give participants an overall understanding of what it might be like to live with schizophrenia or bi-polar disorder (manic depression), and to give some practical suggestions for supporting someone who has either of these conditions.
DATES 22/05/2025 09:30-16:30 28/01/2026 09:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved understanding of facts and figures relating to schizophrenia and bi-polar disorder; ● An ability to list the main positive and negative symptoms of schizophrenia and bi-polar disorder; ● An improved knowledge of the characteristics of the five main types of schizophrenia and the two main types of bi-polar disorder; ● An improved knowledge of what it might be like to have hallucinations, and also have practised ways of communicating with a person who has hallucinations; ● An improved awareness of some of the different types of medication, other treatments and sources of support that can be offered to people who have either schizophrenia or bi-polar disorder; ● An improved knowledge of issues relating to self-harm and suicide for people who have schizophrenia or bi-polar disorder; ● An improved knowledge of issues relating to risks to others that some people who have schizophrenia or bi-polar disorder may present; ● An ability to list resources in the local community which may be helpful to people who have schizophrenia or bi-polar disorder.

26. SELF-NEGLECT AND HOARDING

TRAINER St Thomas Training	TARGET GROUP This course is targeted to adult social care staff and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Sutton Civic Offices	AIMS The aims of this course are: <ul style="list-style-type: none"> ● To give health and social care staff (including professionals and volunteers) an awareness of the concept of self-neglect, as introduced by the Care Act 2014; ● To implement the SSAB Self-Neglect and Hoarding protocol.
DATES 24/09/2025 13:30-16:30	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An increased knowledge and understanding of the concept of 'self-neglect' and behaviours that indicate it; ● An improved understanding of the nature of hoarding behaviours as a particular type of self-neglect, and why this may occur; ● An improved understanding about the difficulty in engaging clients who self-neglect; ● An increased awareness about findings from research studies concerning self-neglect and hoarding; ● An increased awareness of learning outcomes from SARs that have involved self-neglect and how to apply key messages to practice; ● An improved understanding of mental capacity and the legal framework of the issues raised by self-neglect and hoarding; ● An improved awareness of the Human Rights Act and how this may impact on the individual who may self-neglect, in particular Articles 8 and 5 of the European Convention on Human Rights;

- An improved awareness of the responsibilities of Local Authorities under Section 42 of the Care Act 2014 with regard to making enquiries concerning the safeguarding of individuals who may be at risk; and
- An increased knowledge of local policies and procedures regarding adults who may self-neglect, how the care pathways specified may operate and how to take forward safeguarding concerns.

27. SUICIDE AND SELF-HARM

TRAINER	TARGET GROUP
St Thomas Training	<p>This course is targeted to the adult workforce (see LSCP programme for those working with young people) such as social care workers, carers, health professionals, police, public health and others that are part of the adults safeguarding partnership in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
VENUE	AIMS
Sutton Civic Offices	<p>The aim of this course is:</p> <ul style="list-style-type: none">• To give participants a clearer understanding of the issues involved in working with people who harm themselves and/or have ideation about, or have attempted suicide.
DATES	LEARNING OBJECTIVES
21/05/2025 09:30-16:30 27/01/2026 09:30-16:30	<p>By the end of the course participants will have:</p> <ul style="list-style-type: none">• An increased understanding of the various definitions of self-harm;• An increased understanding of the various definitions of suicide and attempted suicide;• An increased awareness of the importance of the continuum, from accidental harm to deliberate harm to attempted suicide to completed suicide;• An improved knowledge of myths and misunderstandings around suicide and self-harm;• An ability to identify some of the influencing factors, such as mental ill health and substance abuse;• An ability to identify some early indicators which might indicate an increased risk of suicide and/or self-harm;• An increased awareness of support strategies which might help a self-harmer to cope;• An increased awareness of support strategies which might help a potential suicide victim to cope;• An increased awareness of ways of ensuring that they look after their own emotional wellbeing when dealing with a potentially traumatic event.

28. UNCONSCIOUS BIAS

TRAINER Karen Budd	TARGET GROUP This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Group Level 2 (regular contact with children, young people and/or parent/carer) or Level 3 (predominantly working with children) or above (including strategic leads) as set out in the Safeguarding Competency framework in London Safeguarding Child Procedures. NHS Inter-Collegiate Standards 2 and above for health professionals.
VENUE Virtual	AIMS The aims of this course are: <ul style="list-style-type: none"> ● To raise awareness and improve understanding of layers of unconscious bias that may negatively affect those with protective characteristics under the Equality Act; ● To provide an opportunity to critically reflect on our own bias, how such biases potentially affect behaviour negatively and influence decision making in the professional social care context; ● To consider how we each are part of, and influencers in, the systems in which we live and work and how our own biases impact on the professional role, using values and ethics as the underpinning ethos of the session; ● To provide a safe, reflective space for discussion and multi-disciplinary learning including group exercises.
DATES 21/05/2025 10:00-13:00 26/11/2025 10:00-13:00 18/02/2026 10:00-13:00	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An improved awareness about the theory behind implicit bias, and how such biases might potentially affect behaviour negatively towards those with protective characteristics under the Equality Act; ● An increased knowledge and understanding about the importance of being open to challenge bias; ● An improved ability to identify and critically reflect on your own as well as group biases, and be able to recognise how these impact on the accessibility and experience of individuals and their help-seeking behaviour; ● An improved ability to develop strategies to recognise and address implicit/unconscious bias; ● An increased knowledge and understanding about the influence of our biases on decision making.

29. WORKING WITH PERPETRATORS OF DOMESTIC ABUSE AND VIOLENCE TRAINING

TRAINER Kiran Modare - Cranstoun	TARGET GROUP This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton. Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).
VENUE Sutton Civic Offices	AIMS The aim of this course is: <ul style="list-style-type: none"> ● To encourage greater consideration of assessing risk factors associated with perpetrators within assessments and planning whereby risk assessments and planning for intervention will be improved.
DATES 10/03/2026 10:00-13:00	LEARNING OBJECTIVES By the end of the course participants will have: <ul style="list-style-type: none"> ● An increased understanding of the risk indicators relating to perpetrators of domestic abuse. ● An increased understanding of the importance to consider and include perpetrators of domestic abuse fully within their assessments. ● An ability to consider the risks of perpetrators even when there is no engagement or they are absent.

30. WORKING WITH VICTIMS AND SURVIVORS OF DOMESTIC ABUSE TRAINING

<p>TRAINER</p> <p>Kiran Modare - Cranstoun</p>	<p>TARGET GROUP</p> <p>This course is targeted to adult and children health and social care staff in a wide range of setting which includes foster carers, family support workers, children home staff, and those in residential care, nursing care, home care and supported living settings, personal assistants and other frontline practitioners and volunteers who have regular contact with service users/patients and their families or carers in the London Borough of Sutton.</p> <p>Competency level: Staff Groups B, C, D, and E as per the Bournemouth University National Mental Capacity Act Competency Framework. Level 3 staff and above (ref: NHS Intercollegiate document 2018 - Adult Safeguarding: Roles and Competencies For Healthcare Staff): registered health care staff who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).</p>
<p>VENUE</p> <p>Sutton Civic Offices</p>	<p>AIMS</p> <p>The aims of this course are:</p> <ul style="list-style-type: none"> ● To explore working with domestic abuse victims/survivors and its impacts; ● To widen participants' understanding of Transform, the local commissioned provider, and educate on the wide range of intervention on offer; ● To educate participants with the knowledge of how a comprehensive risk assessment is completed with a victim of domestic abuse, and how this is used to work with the victim/survivor to support them through their journey.
<p>DATES</p> <p>25/09/2025 10:00-13:00</p>	<p>LEARNING OBJECTIVES</p> <p>By the end of the course participants will have:</p> <ul style="list-style-type: none"> ● An increased awareness of the role of an IDVA and the Transform Partnership; ● An increased awareness of domestic abuse in all of its forms and the power and control model; ● An improved knowledge of agency responsibility in relation to risk identification, assessment and management; ● An increased understanding of safeguarding at a local level and how an IDVA will look to produce a detailed and effective safety plan; ● An increased awareness of the ways in which an IDVA will work with Service Users including trauma informed approaches; ● An increased confidence to 'ask' questions and the right questions; ● An increased understanding of why women stay in a domestic abuse situation;

- An increased awareness of the correct referral pathways;
- An ability to refer to appropriate interventions.

E-LEARNING PROGRAMME

1. A Person-Centred Approach	16. Fire Prevention and Safeguarding
2. Adult Sexual Exploitation	17. Level 2 Safeguarding Adults
3. An Introduction to FGM, Forced Marriage, Spirit Possession and Honour-based Violence	18. Level 3 Safeguarding Adults
4. An Introduction to the Autism Spectrum Training	19. LGBTQ+ Awareness
5. Understanding the Impacts of Domestic Abuse	20. Mental Health Awareness
6. Awareness of Forced Marriages	21. Modern Slavery and Trafficking
7. Child and Adult Sexual Exploitation	22. Radicalisation and Extremism
8. Confidentiality	23. Safer Recruitment
9. Consent	24. Safer Working Practices
10. Dementia Awareness Training	25. Self-Neglect
11. Deprivation of Liberty Safeguards (DoLS)	26. Suicidal Thoughts
12. DoLS in Social Care	27. Understand How to Support Individuals with Autism Spectrum Conditions
13. Equality, Diversity and Inclusion in Health and Social Care	28. Understanding the Impacts of Hate Crime
14. E-Safety	29. Understanding the Importance of the Mental Capacity Act

15. FGM (Abuse Linked to Faith or Belief)

SSAB MONTHLY OVERVIEW 2025-2026

April 2025

Course Title

Date

Time

Venue

NO COURSES

May 2025

Course Title

Date

Time

Venue

Best Practice for Best Interest Meetings and Decisions

01/05/2025

09:30-16:30

Sutton Civic Offices, G3

Mental Capacity Act - Advanced

08/05/2025

09:30-16:30

Sutton Civic Offices, G1A

Suicide and Self harm

21/05/2025

09:30-16:30

Sutton Civic Offices, G1A

Unconscious Bias

21/05/2025

10:00-13:00

Virtual

SafeLives Dash Risk Checklist for the Identification of High Risk Cases of Domestic Abuse, Stalking and 'Honour'-Based Violence

22/05/2025

09:30-12:30

Sutton Civic Offices, G1B

Schizophrenia and Bi-polar

22/05/2025

09:30-16:30

Sutton Civic Offices, G1A

June 2025

Course Title

Date

Time

Venue

Professional Boundaries

03/06/2025

13:30-16:30

Sutton Civic Offices, G1A

Forced Marriage and Honour-Based Violence- (Joint)

04/06/2025

11:00-12:30

Virtual

Deprivation of Liberty Safeguards Awareness

11/06/2025

09:30-16:30

Sutton Civic Offices, G1B

Mental Capacity Act and Sexual Activity

17/06/2025

09:30-16:30

Sutton Civic Offices, G3

Domestic Abuse and Coercive Control in the Safeguarding Adults Context

26/06/2025

09:30-12:30

Sutton Civic Offices, G1A

July 2025

Course Title	Date	Time	Venue
Safeguarding Adults at Risk Awareness	03/07/2025	13:30-16:30	Sutton Civic Offices, G1A
Mental Capacity Act Awareness	16/07/2025	09:30-16:30	Sutton Civic Offices, G1A
Deprivation of Liberty Safeguards Refresher	17/07/2025	09:30-12:30	Sutton Civic Offices, G1B

August 2025

Course Title	Date	Time	Venue
NO COURSES			

September 2025

Course Title	Date	Time	Venue
Home Fire Safety Training	30/09/2025	09:30-12:30	Sutton Civic Offices, G1A
Working with Victims and Survivors of Domestic Abuse Training (joint)	25/09/2025	10:00-13:00	Sutton Civic Offices, G3

October 2025

Course Title	Date	Time	Venue
Safeguarding Adults - Knowhow for Managers and Senior Staff in Provider Settings (2 half-days)	09/10/2025	09:30-16:30	Sutton Civic Offices, G1B
	10/10/2025	09:30-16:30	Sutton Civic Offices, G1B
Domestic Abuse Awareness (Joint)	14/10/2025	10:00-13:00	Sutton Civic Offices, G3
SafeLives Dash Risk Checklist for the Identification of High Risk Cases of Domestic Abuse, Stalking and 'Honour'-Based Violence	16/10/2025	09:30-12:30	Sutton Civic Offices, G2
Dual Diagnosis (Joint)	21/10/2025	13:30-16:30	Sutton Civic Offices, G1A
Mental Health Awareness	22/10/2025	09:30-16:30	Sutton Civic Offices, G1A
Personality Disorder	23/10/2025	09:30-16:30	Sutton Civic Offices, G3

November 2025

Course Title	Date	Time	Venue
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Forced Marriage and Honour-Based Violence- (Joint)	05/11/2025	11:00-12:30	Virtual
Deprivation of Liberty Safeguards Awareness	12/11/2025	09:30-16:30	Sutton Civic Offices, G1A
Unconscious Bias	26/11/2025	10:00-13:00	Virtual
December 2025			
Course Title	Date	Time	Venue
Deprivation of Liberty Safeguards Refresher	02/12/2025	09:30-12:30	Sutton Civic Offices, G3
Professional Boundaries	04/12/2025	13:30-16:30	Sutton Civic Offices, G1B
January 2026			
Course Title	Date	Time	Venue
Mental Capacity Act and Sexual Activity	13/01/2026	09:30-16:30	Sutton Civic Offices, G1A
SafeLives Dash Risk Checklist for the Identification of High Risk Cases of Domestic Abuse, Stalking and 'Honour'-Based Violence	21/01/2026	09:30-12:30	Sutton Civic Offices, G3
Domestic Abuse and Coercive Control in the Safeguarding Adults Context	22/01/2026	09:30-12:30	Sutton Civic Offices, G5
Suicide and Self harm	27/01/2026	09:30-16:30	Sutton Civic Offices, G1B
Schizophrenia and Bi-polar	28/01/2026	09:30-16:30	Sutton Civic Offices, G2
February 2026			
Course Title	Date	Time	Venue
Mental Health Awareness	03/02/2026	09:30-16:30	Sutton Civic Offices, G1B
Safeguarding Adults at Risk Awareness	04/02/2026	13:30-16:30	Sutton Civic Offices, G1B
Safeguarding Adults - Knowhow for Managers and Senior Staff in Provider Settings (2 half-days)	12/02/2026 13/02/2026	09:30-16:30 09:30-16:30	Sutton Civic Offices, G1A Sutton Civic Offices, G1A
Unconscious Bias	18/02/2026	10:00-13:00	Virtual
March 2026			

Course Title	Date	Time	Venue
Mental Capacity Act Awareness	04/03/2026	09:30-16:30	Sutton Civic Offices, G1A
Working with Perpetrators of Domestic Abuse and Violence Training (joint)	10/03/2026	10:00-13:00	Sutton Civic Offices, G3
Person-Centred Dementia Care	12/03/2026	09:30-16:30	Sutton Civic Offices, G1A
Home Fire Safety Training	24/03/2026	09:30-12:30	Sutton Civic Offices, G1A