



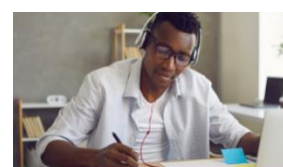
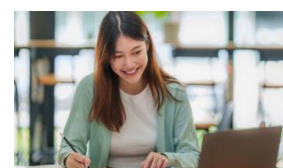
**Essex Safeguarding  
Adults Board**

# **Learning and Development Brochure 2025 – 26**



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# Introduction

This brochure contains details of the multi-agency learning and development opportunities available from Essex Safeguarding Adults Board (ESAB) during **2025-26**.

The brochure provides a progression route from basic eLearning courses to more in-depth (and specialist) virtual courses, and includes learning objectives, cost, and duration of each course.

If you have any queries about the learning and development opportunities, you can contact ESAB by calling 0333 013 9913, or via email on [esab.training@essex.gov.uk](mailto:esab.training@essex.gov.uk).

## Training costs

ESAB charges a minimal fee for virtual training courses; these fees are to cover the cost of the trainer and administration only.

Please refer to the course summaries for the cost for each course. Payment is required in advance of the course. There is no charge for the ESAB eLearning courses.

## Training levels

ESAB does not attribute specific training levels to the courses they offer, as they are designed to meet a vast multi-agency audience.

However, a suggested 'equivalent' training level for each course can be found within each course summary below, considering the following training competencies for guidance:

- SET (Southend, Essex, and Thurrock) Learning and Development Framework  
<https://www.essexsab.org.uk/additional-training-documents-and-resources>
- National Competency Framework for Safeguarding Adults  
<https://nccdsw.co.uk/news/new-publication-national-competency-framework-for-safeguarding-adults-concise-version>
- Adult Safeguarding: Roles and Competencies for Health Care Staff (Second Edition)  
<https://www.rcn.org.uk/Professional-Development/publications/rcn-adult-safeguarding-roles-and-competencies-for-health-care-staff-011-256>



# Applying for training

To make an application to attend an ESAB training course, you should:

- Visit the ESAB website, where all current courses can be found via the Learning and Development pages here:  
<https://www.essexsab.org.uk/training-learning-development>.
- Click on your desired course and complete the online application form
- You will receive a confirmation email on booking
- You **will not receive a calendar invite** but a link to the training with full joining instructions will be sent 2-4 weeks prior to the course taking place. Please remember to check junk emails or ensure [esab.training@essex.gov.uk](mailto:esab.training@essex.gov.uk) is excluded from any filtering.

## Course cancellation

If you have booked onto a course and wish to cancel your place:

- Please contact us as soon as your plans change. ESAB requires no less than five working days' notice ahead of the course date.
- For fee-paying virtual courses, if places are cancelled less than 5 working days before the course start date, or for non-attendance on the day, the course will still be charged at full rate.
- For free virtual courses, cancellation terms remain the same as for fee-paying.
- Organisations may provide a substitute delegate for a course but should inform ESAB (in writing) in advance of the course taking place.
- All courses will be closed to late arrivals 20 minutes after the course begins. Late arrivals will be charged as non-attendees and will not be refunded.
- Please refer to the ESAB Training Charging Policy for further details, which can be accessed here:  
<https://www.essexsab.org.uk/additional-training-documents-and-resources>

Any decision to cancel a course is at the sole discretion of ESAB. ESAB will not be liable for any costs incurred by any individual or organisation because of this cancellation.



# ESAB eLearning courses

## ESAB Safeguarding Adults Basic Awareness

This eLearning course is suitable for everyone working with adults.

**Duration:** Approximately 60 – 80 minutes.

**Learning objectives:**

By the end of the training, participants will:

- Be aware of the background to adult safeguarding.
- Know signs and indicators of abuse.
- Understand roles and responsibilities of agencies.
- Be familiar with the procedures for reporting abuse.

**Cost:** This eLearning is free of charge.

**Training level:** This eLearning equates to Level 1.

## ESAB Introduction to Safeguarding Adults Reviews (SARs)

This eLearning course is aimed at people who are involved with an adult's care and situation and need to understand whether it is appropriate to make a SAR referral.

**Duration:** Approximately 30 – 60 minutes.

**Learning Objectives:**

By the end of the training, participants will:

- Understand what a SAR is (and is not) including relevant legislation.
- Be aware of the process for making a SAR referral (including guidance on how to complete the referral) and how the referral will be considered.
- Understand what happens if a referral meets the SAR criteria and a review is commissioned (and what happens when a SAR referral doesn't meet the criteria).
- Be aware of how recommendations and learning from SAR's are implemented.

**Cost:** This eLearning is free of charge.

**Training level:** This eLearning equates to Level 1.





# ESAB Safeguarding Adults Review (SAR)

This eLearning course\* is suitable for anyone wishing to learn from existing Essex SARs (published cases 2020-21).

**Duration:** Approximately 45 – 60 minutes.

## Learning Objectives:

By the end of the training, participants will:

- Be able to provide a summary of what happened to Wendy/Ruth/William.
- Identify good practice and challenges faced in the case.
- Understand the importance of accurate recording and information sharing.
- Review the lessons learned and the key recommendations.

**Cost:** This eLearning is free of charge.

**Training level:** This eLearning equates to Level 1.

*\*This eLearning course will be replaced with a new version in late 2025*



**Links to further adult safeguarding eLearning, offered by external providers, can also be found on the ESAB website here:**

**<https://www.essexsab.org.uk/esab-e-learning>**



# ESAB/SET (Southend, Essex & Thurrock)

## Exploitation Awareness

This eLearning course will support anyone who would like to improve their knowledge and understanding of exploitation (adults and children) and covers exploitation awareness, adult exploitation, and child exploitation.

**Duration:** Approximately 60 – 80 minutes.

### Learning Objectives:

By the end of the training, participants will:

- Be aware of all types of exploitation, covering aspects such as grooming, adolescent brain development, modern day slavery and contextual safeguarding.
- Recognise the potential signs of exploitation.

**Cost:** This eLearning is free of charge.

**Training level:** This eLearning equates to Level 1.

# SET (Southend, Essex & Thurrock)

## Professional Curiosity

This eLearning course will support anyone working with adults or children, who would like to improve their knowledge and understanding of professional curiosity.

**Duration:** Approximately 60 – 90 minutes.

### Learning Objectives:

By the end of the training, participants will:

- Be aware of what professional curiosity is.
- Understand the importance of remaining curious whilst working with adults, children, and families, including domestic abuse.

**Cost:** This eLearning is free of charge.

**Training level:** This eLearning equates to Level 1.



# ESAB virtual courses

## Introduction to Adult Safeguarding\*

This virtual course is aimed at anyone supporting/working with adults in any setting.



**Duration:** Half day

### Learning Objectives:

By the end of the training, participants will understand:

- Be aware of legislation relevant to safeguarding.
- Explore what is abuse including signs and symptoms.
- Be familiar with the procedures for reporting abuse.
- Discuss good practice procedures if someone discloses abuse.
- Explore factors that may lead to abusive situations and or poor practice.
- Know how deal with disclosures, preserve evidence and how to record incidents according to policy requirements.

**Cost:** £15.00

**Training level:** This training equates to Level 2.

*\*This training was previously called Safeguarding Adults Basic Awareness*





# Designated Safeguarding Adults Lead

This virtual course is aimed at all professionals who take the lead for safeguarding adults in their organisation.

**Entry requirements:** There is an expectation that delegates will have undertaken a Safeguarding Adults Basic Awareness course and have previous knowledge of Adult Safeguarding prior to taking this course.



**Duration:** 1 day

## Learning Objectives:

By the end of the training, participants will understand:

- Be aware of the safeguarding duties and responsibilities in the Care Act.
- Understand how to respond to safeguarding concerns, including what is and isn't a safeguarding concern, managing allegations against staff, supporting staff when dealing with safeguarding issues and what is the difference between a complaint and a safeguarding concern.
- Explore the difficult balance between safety and choice and control for individuals.
- Know about Making Safeguarding Personal and be able to apply this to real life practice.
- Know about the law around information sharing.

**Cost:** £40.00

**Training level:** This training equates to Level 3/4.



# Train the Trainer (Safeguarding Adults)

This virtual course is aimed at those who will be delivering safeguarding training to staff working with adults. This course is commissioned on a need basis.

**Entry requirements:** The course is aimed at those who already have training experience, such as PTLLS, CTLLS, DTLLS, Cert Ed, Level 3 Award in Education and Training etc. It is also expected that the participant has completed training in Safeguarding Adults Basic Awareness, Mental Capacity Act and Deprivation of Liberty Safeguards (DoLS).

**Duration:** 1 Day

## Learning objectives:

By the end of the training, participants will:

- Understand that participants have different ways of learning.
- Be able to adapt the training material to meet different participant needs.
- Deliver training to cover the following areas:
  - Be aware of legislation relevant to safeguarding.
  - Explore what is abuse including signs and symptoms.
  - Be familiar with the procedures for reporting abuse.
  - Discuss good practice procedures if someone discloses abuse.
  - Explore factors that may lead to abusive situations and or poor practice.
  - Know how deal with disclosures, preserve evidence and how to record incidents according to policy requirements.

**Cost:** £75.00

**Training level:** This training equates to a Level 4.

**THIS COURSE IS COMMISSIONED ON A NEED BASIS.** If you are interested in attending, please email [esab.training@essex.gov.uk](mailto:esab.training@essex.gov.uk) for more information.



# Professional Curiosity and Difficult Conversations

This virtual course is aimed at anyone wishing to explore the concept of professional curiosity within the context of adult safeguarding.

**Entry requirements:** There is an expectation that delegates will have undertaken a Safeguarding Adults Basic Awareness course and have previous knowledge of Adult Safeguarding prior to taking this course.

**Duration:** Half day

## Learning Objectives:

By the end of the training, participants will understand:

- To explore the concept of professional curiosity and attempt to define this within the context of adult safeguarding.
- To consider the elements of professional attitudes and behaviours, and the skills required to develop more 'curious' practice.
- To understand some of the barriers that lead us to become professionally complacent, rather than curious, and consider how to overcome these.
- To review learning from research, and Essex Safeguarding Adults Reviews (SARs), to better understand the challenges we may experience.
- To look at the challenges of having difficult conversations and develop strategies to assist practitioners respond appropriately, including working with avoidant behaviour or disguised compliance/deception.
- To develop strategies to assist practitioners to respond appropriately, including how to prepare, using strength-based questions/motivational interviewing methods and dealing with conflict.

**Cost:** £15.00

**Training level:** This training equates to Level 2/3/4.



# Legal Literacy Workshop

This virtual course is aimed at anyone wishing to explore the concept of legal literacy in practice, focusing on the interfaces between the Care Act, the Mental Capacity Act, and other pieces of relevant legislation.

**Entry requirements:** There is an expectation that delegates will have undertaken a Safeguarding Adults Basic Awareness course and have previous knowledge of Adult Safeguarding prior to taking this course.

**Duration:** 1 day

## Learning Objectives:

By the end of the training, participants will understand:

- To increase delegate awareness of the value and importance of legal literacy in adult safeguarding, specifically the duties and powers applicable to safeguarding practice.
- To support delegates to explore the functions and interfaces of the core adult safeguarding legislation (e.g., Care Act, Mental Capacity Act & Mental Health Act) and consider how different needs and risks may require navigation through several legal frameworks.
- To increase participant awareness of the core statutory duties and functions of adult safeguarding, and how these are discharged by the Local Authorities and their statutory partners, including consideration of key roles and responsibilities within SAB, procedures, and practice guides.
- To provide a grounding in the principles and provisions of the key Acts and explore how they can/do interface to provide services and safeguards for individuals who may have needs or otherwise be at risk, including consideration of coercion, control, and situational capacity within the relevant frameworks.
- To provide the opportunity to reflect on legal literacy in practice and explore own strengths and development needs in this essential area of practice capability.

**Cost:** £45.00

**Training level:** This training equates to Level 2/3/4.



## In-house training

On occasion, it may be that your training requirements would be better suited to take place within the comfort of your own setting.

If this is the case, ESAB can put you in direct contact with the trainer to discuss your requirements and tailor the course for your staff members.

If you would like to discuss this option, please contact ESAB by email on:

[esab.training@essex.gov.uk](mailto:esab.training@essex.gov.uk)

## Course certificate

### Virtual courses:

A certificate of attendance is available for every delegate attending a virtual training course. A link to an online evaluation form is emailed to all delegates 4-6 weeks after the course has taken place. Upon completion of the evaluation, a certificate\* will be issued by ESAB.

*\*PLEASE NOTE: Certificates of attendance will only be issued once the post-course evaluation has been completed, and payment for the course has been received.*

### eLearning courses:

A certificate of achievement can also be achieved following successful completion of every eLearning course. A link to download the certificate\*\* will appear towards the end of the course, allowing you to save your certificate.

*\*\* PLEASE NOTE: Ensure you download the certificate when instructed to do so, as this cannot be done once you have exited the course.*





# Course feedback

*“One of the best training courses I have attended. Excellent trainer”*

*“I really enjoyed this course. It was full on and at a pace, but I liked that and the engagement we had”*

*“The trainer was very well spoken and very knowledgeable in the subject, could answer all questions asked and gave confident answers. I would recommend this course to my colleagues”*

*“As someone new to the lead role this course was extremely informative, with the sharing of practical examples from more experienced others a very useful tool”*

*“I thought the course was conducted very well and was very informative”*

*“Great session. Very interesting conversations. Relevant examples used from discussions. Thought provoking and well delivered”*



**For full information on all of the training options provided in this brochure, or to book onto a course, please visit the ESAB website on: [www.essexsab.org.uk](http://www.essexsab.org.uk)**