



Children First
Information &
Advice Service

Tusla Child Safeguarding Training Programmes – Learning Outcomes

November 2024

“Promoting best practice in child safeguarding”

Table of Contents

Table of Contents	1
Introduction	2
Learning Outcomes for Tusla Child Safeguarding eLearning Training – Universally Available	2
An Introduction to Children First eLearning Programme	2
Mandated Person eLearning Module	2
Designated Liaison Person eLearning Module.....	3
Learning Outcomes for Additional Learning Opportunities	3
Always Children First Foundation Training.....	3
Always Children First Designated Liaison Person Training	4
Implementing Children First in Tusla (internal induction or basic training).....	5
Developing a Child Safeguarding Statement (CSS) Information Session or Training	5
Child Safeguarding Policy, Procedure and Practice Information Session or Training	5
Child Safeguarding Statement, and Child Safeguarding Policies and Procedures, Implementation Workshop	6
Service Specific Threshold Workshop	6

Introduction

The Tusla Children First Information and Advice Service (CFIAS) has developed this document which contains learning outcomes for Tusla child safeguarding training programmes.

Responsibility for assessing the competency and meeting the child safeguarding training needs of workers rests with the management of individual organisations. This document provides guidance and can be used as a benchmark by organisations to either develop their own child safeguarding training and/or to review training programmes which they access for their workers. It should be read in conjunction with the '[Child Safeguarding Information and Training – What you need to know](#)' document.

Learning Outcomes for Tusla Child Safeguarding eLearning Training – Universally Available

Tusla provides the following universally available training programmes to assist individuals and organisations in relation to the provision of Child Safeguarding Training and Information.

An Introduction to Children First eLearning Programme

Learning Outcomes

Learners will have:

- Knowledge of the Children First Act 2015 and Children First National Guidance;
- An understanding of the role of Tusla and An Garda Síochána in child safeguarding;
- An understanding of the roles and responsibilities of mandated persons;
- An understanding of the role and responsibilities of designated liaison persons;
- Knowledge of the types, definitions and features of abuse;
- Knowledge of the factors which may make children more vulnerable to harm;
- Information on how to respond to a disclosure of abuse from a child;
- Reviewed the reasonable grounds for concern, harm (as defined in the Children First Act), and the thresholds for reporting;
- Information on the importance of confidentiality and record-keeping;
- Information on how to report child protection and welfare concerns.

Mandated Person eLearning Module

Learning Outcomes

Learners will have:

- An understanding of a mandated person's legal responsibilities;
- An awareness of the definitions of abuse and thresholds for mandated and non-mandated reports;

- Knowledge on how to make a report to Tusla;
- An understanding of mandated assisting and the process involved;
- An understanding of the mandated persons role to liaise and communicate with Tusla.

Designated Liaison Person eLearning Module

Learning Outcomes

Learners will have:

- An understanding of the legislation and policy framework that relate to the role of the designated liaison person;
- An understanding of the key responsibilities of this role and how it fits within an organisation;
- Knowledge of key child safeguarding procedures and the designated liaison person role within these;
- Knowledge of how to make a report to Tusla and understand how Tusla responds to reports.

Learning Outcomes for Additional Learning Opportunities

Some workers and volunteers may also need to avail of additional learning opportunities specific to their role and the level of contact they have with children. Tusla funded and partner organisations can contact the Children First Information and Advice Service (CFIAS) for additional support regarding child safeguarding training if required.

Always Children First Foundation Training¹

Learning Outcome 1: Learners will understand their role in child safeguarding and promoting the welfare of children

Learners will have:

- Demonstrated an understanding of what child centred practice is;
- Recognised their role in promoting the welfare of children and creating a safe environment;
- Discussed the content that may be included in a code of behaviour for workers;
- Recognised the value and use of a code of behaviour in working safely with children.

Learning Outcome 2: Learners will have a comprehensive knowledge and understanding of child safeguarding.

Learners will have:

- An understanding of what child safeguarding means;
- Reviewed legislation and policy related to child safeguarding;

¹ Learning outcomes for foundation training can be met through the Tusla *Always Children First – Foundation Training*

- Recognised their individual and organisational roles in child safeguarding and their responsibility to keep children safe;
- Identified the procedures which should be in place in order to safeguard children.

Learning Outcome 3: Learners will be able to demonstrate that they can recognise child protection and welfare concerns.

Learners will have:

- Reflected on how their values and attitudes impact on their responses to child protection and welfare concerns;
- Explored reasonable grounds for concern and the thresholds for reporting, including additional thresholds which apply to mandated persons.

Learning Outcome 4: Learners will have detailed knowledge of how to respond appropriately to child protection and welfare concerns

Learners will have:

- Explored how to appropriately respond to a disclosure of abuse, including retrospective allegations of childhood abuse from adults;
- Explored the steps in the reporting procedure, including when to discuss concerns with parents;
- Knowledge of what happens to a report when it goes into the Tusla social work service;
- Knowledge of the procedure for responding to allegations of child abuse against members of staff.

Always Children First Designated Liaison Person Training

Learning Outcome 1: Learners will have a comprehensive knowledge of the DLP role and responsibility in relation to safeguarding children

Learners will have:

- Explored the implications of the Children First Act and Guidance for their organisation and themselves as DLP;
- Explored issues and solutions which may arise in talking to parents about child safeguarding concerns;
- Identified techniques and factors related to talking to parents about child protection or welfare concerns;
- Identified challenges and solutions surrounding their role as DLP.

Learning Outcome 2: Learners will have a comprehensive knowledge of the core components of a reporting procedure and interface with Tusla.

Learners will have:

- Explored how to communicate and work effectively with families in relation to child protection and welfare concerns;

- Understand the implications for DLP's of the Children First Act 2015 and Children First National Guidance 2017, including joint reporting by a mandated person and DLP;
- Explored in depth the various thresholds for reporting concerns to Tusla.
- Explored the various reporting arrangements that may exist in organisations (e.g. roles and thresholds);
- An awareness of the appropriate recording mechanisms that should be in place within an organisation;
- Knowledge of Tusla child protection and welfare system, and how these may interface with their organisation

Implementing Children First in Tusla (internal induction or basic training)

Learning Outcomes

Learners will have:

- An understanding of child safeguarding roles and responsibilities, under Children First Guidance and the Children First Act 2015;
- Reviewed the service's safeguarding statement and supporting child safeguarding policies and procedures;
- Knowledge of the organisation's procedure for reporting child protection concerns;
- Knowledge of the organisation's procedure for recording-keeping;
- Knowledge of the standards of behaviour required under the organisation's code of behaviour;
- Knowledge of the standards the inspecting bodies require of the organisation in relation to the protection and welfare of children.

Developing a Child Safeguarding Statement (CSS) Information Session or Training

Learning Outcomes

Learners will have:

- An understanding of the key terms and legal obligations in relation to a CSS;
- Explored the core elements of a CSS;
- An understanding of the processes involved in developing a CSS;
- An understanding of child safeguarding policies and procedures that support a CSS.

Child Safeguarding Policy, Procedure and Practice Information Session or Training

Learning Outcomes

Learners will have:

- Knowledge of key child safeguarding roles & responsibilities within an organisation;
- Knowledge of the six specified procedures as per the Children First Act 2015;
- Knowledge of additional procedures which should be in place to safeguard

- children within the organisation;
- An understanding of the core components of these child safeguarding procedures;
- An understanding of the benefits, and the responsibility to monitor implementation of child safeguarding policies and procedures.

Child Safeguarding Statement, and Child Safeguarding Policies and Procedures, Implementation Workshop

Learning Outcomes

Learners will have:

- An understanding of the CSS and child safeguarding procedures needed to create a safe environment for children;
- Explored their own organisational risk assessment and procedures to mitigate these risks;
- Reviewed what safeguarding measures are in place in their own organisation and identified gaps;
- Explored key features of policy and procedure implementation;
- Explored how to evidence implementation of the CSS and supporting procedures.

Service Specific Threshold Workshop

Learning Outcomes

Learners will have:

- Explored reasonable grounds for concern as per Children First Guidance
- Explored the threshold of harm as per Children First Act 2015;
- Reviewed and explored how the different thresholds for reporting apply to workers within their organisation;
- Knowledge on how the different thresholds and responsibilities of workers are incorporated into the organisations reporting procedure;
- Explored how different roles within their own organisation meet their responsibilities.

TÚSLA
An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Children
First

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