



IMMUNOGY
PROFESSIONAL. PRACTICAL. PERSONAL.

OCTOBER 2026

Safeguarding Newsletter

Empowering Professionals. Protecting People.



Beyond the e-learning

Safeguarding competence is more than course completion.

For many organisations, safeguarding Levels 1 and 2 form part of mandatory learning and may be delivered through e-learning.

That provides an important foundation. But safeguarding becomes more complex when professionals are required to interpret information, exercise judgement, communicate across agencies, escalate concerns and make decisions where the answer is not always obvious.

That is where Level 3 competence becomes particularly important.

“Completing safeguarding training demonstrates learning. Applying it confidently demonstrates competence.”

FROM KNOWLEDGE TO ACTION



LEVEL 1 RECOGNITION

Understanding safeguarding and recognising potential concerns.



LEVEL 2 RESPONSE

Knowing how to respond appropriately, report concerns and follow safeguarding procedures.



LEVEL 3 ACTION & EXPERTISE

Applying safeguarding knowledge in practice through professional curiosity, analysis, communication, escalation and multi-agency working.

For healthcare professionals delivering clinical services to children and young people, Level 3 competence is an important part of safe professional practice. Safeguarding knowledge must also remain current. Emerging risks, changing legislation, new guidance and learning from practice mean that competence cannot simply be achieved once and forgotten.

OCTOBER SAFEGUARDING SPOTLIGHT

Modern Slavery: Hidden in Plain Sight



Anti-Slavery Day
18 October

Modern slavery may present within healthcare in ways that are not immediately obvious. The safeguarding skill is recognising when the overall picture does not feel right and knowing what to do next.

Notice. Ask. Listen. Record. Escalate.





Safeguarding Brain Break

A moment to pause, reflect and test your knowledge.



SEPTEMBER BRAIN BREAK – ANSWERS

Across

- Referral
- Reporting
- Disclosure
- Vigilance
- Recording

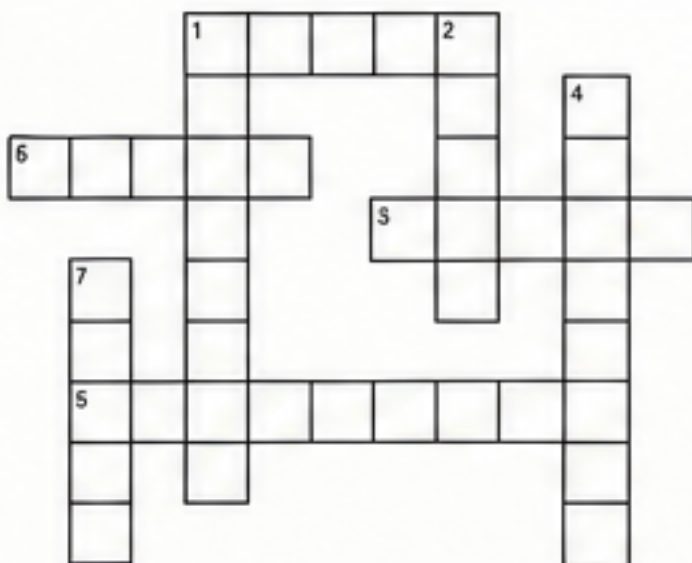
Down

- Consent
- Escalation
- Capacity



OCTOBER CROSSWORD

How many can you solve without looking them up?



Across

- The willingness to respectfully explore when something does not quite add up.
- Information given by a person about abuse or harm.
- A factual account of what was seen, heard or discussed.
- Failure to meet a person's basic physical or emotional needs.
- Protection of another person's rights and wishes.

Down

- Taking a concern to somebody with greater safeguarding authority or responsibility.
- Speaking or acting in support of another person's rights and wishes.
- Abuse in which somebody is used for another person's benefit or gain.

Answers will be included in next month's newsletter.



Safeguarding in Real Life

"But I've already done my safeguarding training..."



I've completed my annual safeguarding module.

Something about this doesn't feel right... but I'm not sure whether it's enough to raise a concern.

You don't have to prove that abuse is occurring before discussing or escalating a safeguarding concern.

This is where knowledge becomes practice.

- ✓ Recognising uncertainty.
- ✓ Exploring concerns.
- ✓ Using professional curiosity.
- ✓ Knowing when to escalate.
- ✓ Reflecting on decisions.



A question for your team

When did your staff last discuss a real safeguarding scenario rather than complete a training module?



Safeguarding Supervision

Safeguarding supervision provides protected space to reflect on practice, explore uncertainty, challenge assumptions and strengthen professional decision-making. The appropriate frequency will depend upon the professional role, safeguarding responsibilities, level of risk, organisational arrangements and employer requirements.

What matters is that supervision is purposeful, reflective and appropriate to the individual's role and safeguarding responsibilities.

Individual and group safeguarding supervision available through Immunogy.

What's Happening at Immunogy?



Safeguarding Beyond the Basics

Your organisation may already have Levels 1 and 2 covered.

But what supports the people managing more complex safeguarding decisions?



Safeguarding Level 3 Update

For professionals who have previously completed Level 3 safeguarding training and need to refresh and strengthen their current knowledge and competencies.

The Immunogy Level 3 Update includes:

- ✓ Pre-course directed learning and reflection
- ✓ Live interactive teaching
- ✓ Current safeguarding developments
- ✓ Professional curiosity
- ✓ Information sharing and escalation
- ✓ Multi-agency working
- ✓ Applied clinical scenarios
- ✓ Reflective discussion
- ✓ Learning assessment and certification



**Individual
and organisational
sessions available.**



Reflective Safeguarding Supervision

Training provides knowledge. Supervision creates space to apply it.

Safeguarding supervision can support professionals to:

- ✓ explore complex or uncertain safeguarding situations
- ✓ reflect on professional judgement and decision-making
- ✓ recognise assumptions and potential bias
- ✓ strengthen professional curiosity
- ✓ consider escalation and multi-agency working
- ✓ identify learning and development needs
- ✓ reflect on the emotional impact of safeguarding work



**Individual and
group supervision
available.**



Coming November 2026

Immunogy Safeguarding Consultancy

Supporting organisations to strengthen safeguarding systems.

From November, Immunogy will expand its safeguarding service to provide organisations with practical support to strengthen safeguarding systems as well as staff knowledge.

- ✓ Safeguarding policies and procedures
- ✓ Safeguarding pathways and escalation
- ✓ Training and competency review
- ✓ Safeguarding supervision frameworks
- ✓ Learning from safeguarding incidents and concerns



**Training
develops people.
Supervision
strengthens practice.
Consultancy
strengthens
the system around them.**

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