



DRAFT

Southampton Safeguarding Children & Young People

Learning and Development Strategy

2014

Introduction

Southampton Local Safeguarding Children Board has a statutory responsibility to ensure the local workforce¹ is appropriately trained to safeguard children. According to Working Together 2013 the LSCB has a duty to:

- (a) to coordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the local authority, *and*
- (b) to ensure the effectiveness of what is done by each such person or body for the purposes of safeguarding and promoting the welfare of children.

Regulation 5 of the Local Safeguarding Children Boards Regulations 2006 sets out the functions of LSCB's, including to develop policies and procedures in relation to training of persons who work with children or in services affecting the safety and welfare of children. This strategy sets out how Southampton LSCB will meet these duties and functions through effective quality assurance ensuring the effectiveness of delivery of local safeguarding children and young people training.

Single agency training frequently takes place 'in house' and the LSCB has a responsibility to quality assure this to ensure it is of a high standard, is effective and delivered to all relevant staff. Multiagency training is required for all members of the workforce who directly with children and young people and their parents, with the most detailed of this delivered to those who will potentially contribute to assessing, planning, intervening and reviewing the needs of children and parenting capacity. This strategy sets out the way in which the LSCB will fulfil its statutory function in relation to single agency and multiagency training in terms of a framework for quality assurance and for delivery.

While the priority for this strategy is to ensure the successful delivery of safeguarding training it is acknowledged that other opportunities for leaning and development such as supervision, coaching, mentoring, and appraisal are powerful factors in facilitating learning and these will be developed further. This action associated with this strategy will be detailed within the LSCB business plan and delivered by the Learning and Development Sub Group. Its progress will be monitored and evaluated by the LSCB. A training needs analysis will take place annually to inform the delivery plan.

The purpose of this strategy is to:

1. Set out the local framework for the delivery of single and multi-agency training to ensure that staff receive the level of safeguarding training they need to fulfil their role and responsibilities at the most appropriate time
2. Clearly define the LSCB's quality assurance role and the framework it will use to evaluate local safeguarding training
3. Make clear the levels of training required for different professional roles
4. Set out the values and principles for local safeguarding training to inform quality assurance and delivery of safeguarding training in the City.

¹ For the purpose of this strategy, the 'workforce' consists of employed staff and volunteers from statutory, voluntary and independent sector organisations.

National and Local Drivers for this strategy are:

- Southampton LSCB Business Plan 2013-14, particularly priority 4: Ensure sufficient, high quality multi-agency training is available and is effective at improving practice
- Hampshire, Isle of Wight, Portsmouth and Southampton Safeguarding Children Procedures (see www.4lscb.org.uk)
- Learning from national and local serious case reviews
- Experiences of children, young people and families
- Working Together to Safeguard Children (HM Government, 2013) and Training chapter of Working Together 201.
- The Children Act 1989 and 2004, and Local Safeguarding Children Board Regulations 2006
- The Common Core of Skills and Knowledge for the Children's Workforce
- Safeguarding children and young people: roles and competences for health care staff (RCPCH 2010)

Values and Principles for Safeguarding Training in Southampton:

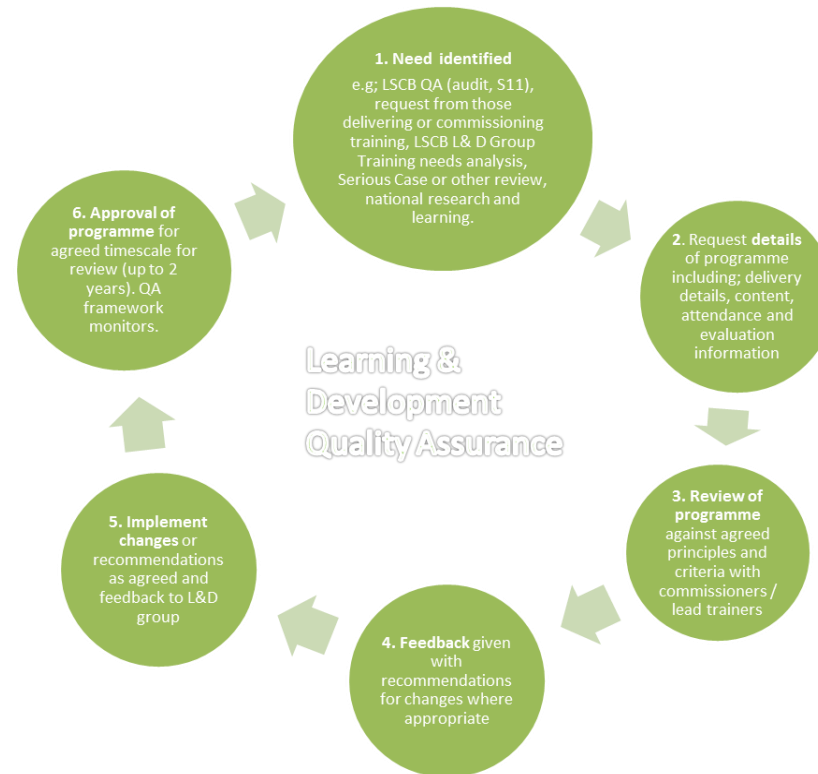
The following values and principles underpin Southampton LSCB's quality assurance and delivery role in terms of safeguarding training.

All Safeguarding training in Southampton should:

- Place the child at the centre and promote understanding of the child's daily life experience and wishes and feelings, the importance of listening to and never losing sight of the child and his or her need
- Create an ethos that values working collaboratively with others, respects diversity, promotes equality and encourages the participation of children and families in the safeguarding processes
- Reflect an understanding of the rights of the child, and be informed by an active respect for diversity and the experience of service users, and a commitment to ensuring equality of opportunity;
- Involve children, young people and their parents/carers in the design, delivery and evaluation
- Regularly be reviewed and evaluated to ensure that it meets the agreed learning outcomes and has positive impact on practice.
- Be clear, easily accessible and free at the point of delivery
- Be quality assured by Southampton LSCB
- Be delivered by at least two trainers per session, with at least one of these having a background in safeguarding children, with recent working knowledge and experience of safeguarding practice.

Framework for Quality Assurance of Local Safeguarding Training

The following sets out the framework for Southampton to deliver its quality assurance of single and multi-agency training in the city. The function of quality assurance of local safeguarding training will be delivered by the LSCB Learning & Development (L&D) Sub Group:



This diagram explains that;

Single and multi-agency training programmes will be quality assured using an agreed set of questions based on the values and principles given previously. Providers of training will link with a member of the L&D group to provide details of the programme that is offered, supplying evidence that these principles are met. The L&D Group will review this evidence against the values and principles and if appropriate and necessary, suggest action needed to meet these. The group will then request feedback from the provider on changes where appropriate. Once the Learning and Development Group are satisfied that the principles are adhered to it will approve the programme. This assurance will run for 2 years unless issues or concerns are raised before that time. Providers of training can either request this quality assurance or it can be requested by the LSCB. Monitoring / evaluation of existing training will also include assessment of;

- Relevance, currency and accuracy of course content

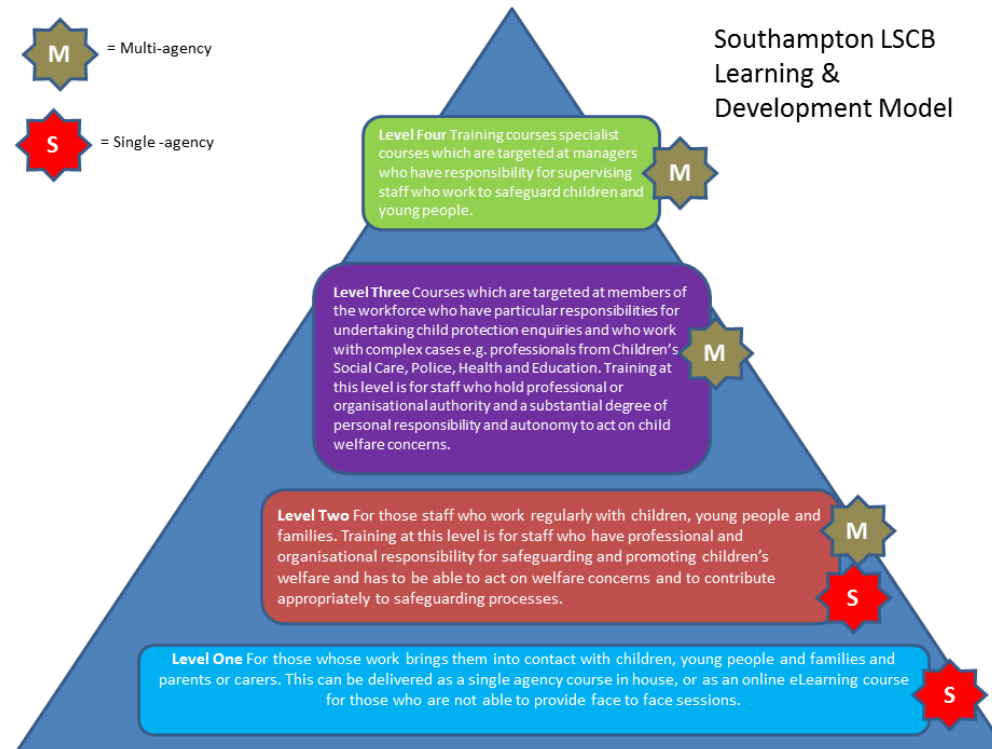
- Quality of training delivery
- Short and longer term outcomes
- Impact on working together relations.

The diagram demonstrates the cycle of quality assurance and evaluation that is delivered to ensure that local safeguarding training is effective and consistent in terms of its delivery and that it contributes to improved outcomes for the children and young people of Southampton.

Members of the L&D group are made up of the statutory members of the LSCB. The group are responsible for ensuring the delivery of the above cycle of quality assurance and evaluation and will deliver needs analysis and commission training on behalf of the LSCB as relevant to needs. This group reports to the Executive Group of the LSCB with areas of concern and praise being escalated to the full board as required.

Framework for Delivery of Local Safeguarding Training

All those that work directly or indirectly with children and young people and parents or carers require training regarding safeguarding and promoting the welfare of children and young people. This includes employees or volunteers of all LSCB member organisations, including services that are commissioned by LSCB member organisations. The model given below reflects the targeting of training at groups of workers, defining the 'level' of training required and whether this should be single or multi-agency training:



Target Groups

As explained above, training should be targeted at the right 'level' for those that:

- Have particular and specialised responsibility for safeguarding children such as designated or named professionals, those undertaking Section 47 enquiries or working with complex cases
- Are regularly working with children, young people and adults who are parents or carers and may be asked to contribute to assessments of children in need or universal help / early help assessments
- Have some contact with children and young people and with adults who are parents or carers. These may be people who operate in an environment where they see children or adults but do not have case responsibility for them.

'Levels' of Training

Level One For those whose work brings them into contact with children, young people and families and parents or carers. This can be delivered as a single agency course in house, or as an online eLearning course for those who are not able to provide face to face sessions.

Level Two For those staff who work regularly with children, young people and families and parents or carers. Training at this level is for staff that have professional and organisational responsibility for safeguarding and promoting children's welfare and has to be able to act on welfare concerns and to contribute appropriately to safeguarding processes.

Level Three Courses which are targeted at members of the workforce who have particular responsibilities for undertaking child protection enquiries and who work with complex cases e.g. professionals from Children's Social Care, Police, Health and Education. Training at this level is for staff that hold professional or organisational authority and a substantial degree of personal responsibility and autonomy to act on child welfare concerns.

Level Four Training courses specialist courses which are targeted at managers who have responsibility for supervising staff who work to safeguard children and young people.

Single Agency Training

Employers are responsible for ensuring staff are competent and confident in carrying out responsibilities for safeguarding and promoting children and young people's welfare. They should ensure all those who are in contact with children and young people and /or with adults who are parents or carers have:

- Mandatory induction training which includes familiarisation with safeguarding responsibilities and policies and procedures to be followed.
- Appropriate training in child development and how to recognise and act upon signs of child abuse and neglect. Vulnerability and risk factors, resilience and protective factors and assessing the parents' capacity to meet a child's needs should be included in this training.
- Agencies that employ specialist practitioners such as social workers should ensure the necessary specialist training is in place.
- Employers should also refer to the core skills and competencies guidance documents that are relevant to the function of their organisation to ensure the appropriate learning and training programmes are in place.

Multi-agency Training

The purpose of delivering multiagency training at both strategic and operation levels, is to achieve better outcomes for children and young people by ensuring:

- Sound child focused assessments and decision making

- A shared understanding of the tasks, processes, principles roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare
- More effective and integrated services at both strategic and individual case level
- Improved communication and information sharing between professionals, including a common understanding of key terms, definition and thresholds for action
- Effective working relationships including an ability to work in multidisciplinary groups or team
- Shared learning from serious case reviews and reviews of child deaths.

In addition, multi-agency training should be:

- Delivered by at least two trainers who are knowledgeable about safeguarding (which includes child protection) and promoting the welfare of children.
- When delivering training on complex areas of work, trainers should have the relevant specialist knowledge and skills;
- Delivered by trainers who have completed a training for trainers programme or professional equivalent;
- Informed by current research evidence, lessons from serious case and child death reviews, and local and national policy and practice developments.

Identifying needs

The L&D group will ensure that local needs are identified and met through its work. A survey of local professionals was carried out in December 2013 and the findings of this have influenced the development of this strategy. While this is a good insight into what is being accessed locally it does not fully reflect the needs of professionals in terms of multi-agency training. It is planned that during 2014-15 a full training needs analysis will be delivered by the Learning and Development Group to fully inform the LSCB of longer term delivery options beyond this year. This will become an annual needs assessment and will incorporate;

- Lessons from recent Serious Case Reviews and Partnership Reviews
- Issues raised in staff surveys and at LSCB
- Issues identified through engagement activities
- Needs identified from Section 11 reviews
- Gaps identified from multi-agency audits and single agency reports
- New or revised policy and procedures agreed by LSCB / 4LSCB.

Southampton LSCB

Southampton LSCB will ensure effective delivery of this strategy and the local safeguarding training programme by:

1. Quality assuring single agency level 1 training, level 2 and 3 multi-agency training
2. Having oversight and control of the content and delivery method for city wide level 3 multi-agency training sessions
3. Ensuring financial and in kind resources are available to carry out the LSCB quality assurance function and to deliver effective 3 safeguarding training
4. Ensure contribution of time of local expert professionals to act as trainers and financial contribution to the LSCB's pooled budget
5. Monitoring and evaluating this strategy and the associated delivery / business plan and refreshing this as required.

The LSCB's Charging and Cancellation Policy

The LSCB will ensure that multi-agency training offered at Level 3 is offered free at the point of access to the workers defined in the target groups above. Demand is likely to be high and some applicants will not obtain a place. The LSCB will therefore require **a minimum of ten working days' notice** of any cancellation in order for the place to be offered to another candidate on any level 3 course. A fee will be payable where a booking is cancelled less than ten working days in advance, or where a candidate fails to attend a training event. In each case, the candidate's employing agency will be invoiced by the LSCB for the fee.