

## Learning and Development Sub-Group

### Terms of Reference June 2016

#### **Aims**

The core function of the Learning and Development Sub-group is to develop a framework which will enable LSCB and LSAB to carry out its responsibilities to ensure that safeguarding learning and development activity equips the organisation, its staff and partners to meet the standards outlined in the pan Hampshire safeguarding policy and procedures.

- To ensure the workforce of Southampton is effective in safeguarding children, young people and adults at risk of or experiencing abuse and neglect
- Enable and promote Safeguarding learning & development across partners and providers
- Ensuring staff are competent to respond to safeguarding concerns (at a level consistent with their role) via the provision of high quality cross sector training
- Review and support the implementation of the Safeguarding children, young people and adults at risk of or experiencing abuse or neglect Multi-Agency Training Strategy to ensure it is fit for purpose in light of current need

#### **Functions of the Group**

1. The Learning and Development Sub-group will operate as a sub group of the LSCB and LSAB. The Group will be chaired by a Member of either the LSCB or LSAB. In terms of decision making, the group will develop proposals and make recommendations but these will need to be endorsed by LSAB and LSCB prior to implementation.
2. To lead on the development of a range of children, young people and adults at risk focused, multi-agency safeguarding learning and development opportunities for the workforce.
3. To seek assurance from provider agencies that provision of single and multi-agency safeguarding learning adheres to safeguarding standards.
4. To ensure LSCB/AB training provision is responsive to local and national developments including messages from serious case reviews, safeguarding adult's reviews and research feeding into the serious case reviews, safeguarding adults reviews respectively, identifying traditional learning or a systems learning approach

5. To work with other Southampton LSCB and LSAB Sub Groups and Board Members workforce development units to ensure activity is co-ordinated
6. To jointly develop and lead implementation of the LSCB and LSAB learning and improvement framework
7. To work collaboratively with the 4LSCB and 4LSAB partners in Hampshire, Portsmouth and Isle of Wight to ensure consistency.
8. The group will provide regular progress reports to LSCB and LSAB via the LSAB and LSCB managers/representatives who will also be responsible for reporting exceptions to LSCB and LSAB chairs and for escalating any unresolved issues which have the potential to delay or undermine the achievement of stated objectives.

## **Membership**

The group includes the safeguarding workforce development representatives from respective agencies as well as the safeguarding leads from LSAB and LSCB from Southampton to ensure that a joint and consistent approach is applied. The work of the group will initially be focussed on the development of a Safeguarding Adults Workforce Development Framework that will inform future safeguarding learning and development activity.

The group will include;

- Southampton City Council Children's Social Care
- Southampton City Council Adults Services
- Southampton City Council Education Services
- Voluntary Sector representative
- Hampshire Constabulary
- University Hospital Southampton NHS Foundation Trust
- Solent NHS Trust
- Southern Health NHS Foundation Trust
- Southampton City Clinical Commissioning Group (including link to named GP)
- Domestic Violence Services Representative
- Current Safeguarding Children Training Providers
- Hampshire Probation Service
- Housing
- Southampton Integrated & Commissioning Unit Quality & Safeguarding
- Southampton City Council Learning & Development from Health and Adult Social Care and Learning & Development Consultant/Trainer for Provider Services (Adults)



## **Chair**

Chair – Katherine Elsmore

Vice Chair – Jason Murphy and Fran Williams

## **Reporting and Accountability**

The group will report to the LSAB and LSCB Executive on progress against delivery of business plan priorities. The group will raise issues that need resolution beyond the remit of its members to the respective Chairs of the LSCB and LSAB if they cannot be resolved.

## **Frequency of Meetings**

The group will meet every 3 months

**To be reviewed July 2017**

