

# Training Strategy

## 2021-23

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# 1. Introduction

- 1.1 The City and Hackney Safeguarding Children Partnership (CHSCP) want to make sure that everyone has the protection of vulnerable children and young people at the heart of what they do; and that they have the skills, knowledge and experience to deliver high quality safeguarding services.
- 1.2 Multi-agency training is essential to help achieve this. It supports safeguarding professionals identify and respond to the symptoms and triggers of abuse and neglect, to share that information, and provide all vulnerable children with the help they need.
- 1.3 To be effective, safeguarding professionals need to continually develop their knowledge and skills and be aware of both existing and emerging threats. To enable this, the CHSCP provides a range of inter-agency training and development opportunities for staff and volunteers working within the City of London and Hackney.
- 1.4 These opportunities are designed to meet the diverse needs of staff at different levels across the wide range of agencies that work with children or adult family members. The sessions delivered by the CHSCP address generic skills and basic awareness, alongside more focused and specialist topics. Learning from local and national reviews is always fully integrated into courses.
- 1.5 The CHSCP Training, Learning & Development (TLD) Sub Group is responsible for setting the annual training programme and evaluating its effectiveness. Our aim is to ensure that safeguarding practice and the outcomes for children and young people are at least good, and that staff in every agency, at every level, know what they need to do to keep children protected, and communicate effectively to ensure this happens. This CHSCP Training Strategy:
  - outlines **the key principles** of multi-agency training
  - defines the **key responsibilities** of the partner agencies
  - defines the role of the **Training and Development Sub Group**, and

- sets out the **framework** for multi-agency safeguarding training.

#### 1.6 The implementation of this strategy will:

- ensure that those who work with children, young people and families – including managers, practitioners and volunteers – are appropriately skilled, competent and confident in carrying out their safeguarding responsibilities
- help build an effective, healthy and stable workforce whose practice is underpinned by best practice.
- raise awareness and understanding of safeguarding issues relevant to the City of London and Hackney.
- develop frontline expertise and provide a forum for sharing this.
- contribute to shaping the learning culture of the CHSCP itself.

#### 1.7 All our activity is underpinned by the following principles:

- **Safeguarding is everyone's responsibility.** We will champion the most vulnerable and maintain a single child-centred culture.
- **Context is key.** Capitalising on the unique opportunities presented by a dual-borough partnership, we will have an unswerving focus on both intra-familial and extra-familial safeguarding contexts across the City of London and the London Borough of Hackney.
- **Anti-Racist practice is key.** The CHSCP's safeguarding arrangements are proactively anti-racist. Our focus in this context moves beyond the rhetoric and is evident in our leadership, our practice and in the outcomes of the children, young people and families we engage.
- **The voice of children and young people.** We will collaborate with children and young people and use their lived experience to inform the way we work. We will engage with them as part of our core business and ensure their voices help both design and improve our arrangements.
- **The voice of communities.** Improving our understanding of the diverse communities across the CHSCP's footprint, we will communicate with, listen to and engage local communities in our work. We will harness their experience to both inform and improve our arrangements.

- **Enabling high quality safeguarding practice.** We will promote awareness, improve knowledge and work in a way that is characterised by an attitude of constructive professional challenge.
- **Fostering a culture of transparency, scrutiny and independence.** We will continuously improve practice through safeguarding partners, relevant agencies and named organisations being transparent, open to scrutiny and welcoming of independent challenge and support.

## 2. CHSCP Training Principles

- The CHSCP seeks to promote, deliver and assure training of a high standard, which is appropriate to the needs of staff across all agencies and sectors; enabling them to effectively promote the safeguarding of children.
- Individual agencies are responsible for ensuring that their staff are competent and confident to carry out their child protection responsibilities.
- Multi-agency training should complement the training available to staff in single agency or professional settings and should focus on the way in which those engaged in child welfare work effectively with others to meet the needs of children.
- Multi-agency training will support and encourage inter-agency working by enabling staff to develop behaviours, skills, and knowledge for greater inter-professional trust, dialogue and cooperation.
- Training should create an ethos which values working collaboratively with other professionals, respects diversity (including culture, race and disability), is child-centred, promotes partnership with children and families and recognises families' strengths in responding to the needs of children.

## 3. Responsibilities

- 3.1 All agencies are responsible for the organisation and delivery of basic/introductory and refresher single agency training for their relevant staff.

- Across the City and Hackney, the CHSCP takes responsibility for the delivery of a rolling programme of multi-agency training and events; employers are responsible for releasing staff to attend as appropriate.
- Agencies are required to identify a Safeguarding Training Lead who will attend the TLD Sub Group and will ensure that training issues are followed through within their organisation.
- Agencies are also required to commit resources to support multi-agency training: for example, by providing venues and staff who contribute to the planning, delivery and evaluation of training.
- The CHSCP is responsible for monitoring the quality and impact of single agency training and ensure that it meets minimum quality standards.
- Employers must have training plans in place, and systems to record the attendance of their staff on safeguarding children training so that they can provide assurance that they are making the right provision and can provide monitoring evidence to the CHSCP when required.

#### **4. Personal and Professional Responsibilities**

- 4.1 There is an expectation that paid staff and volunteers, at all levels, across all disciplines, are responsible for continuing their own professional development by updating their skills and knowledge in safeguarding and promoting the welfare of children and young people.

#### **5. The Training, Learning and Development Sub Group**

- 5.1 The TLD Sub Group is the primary mechanism for delivering the CHSCP Training Strategy and comprises members who understand strategic training priorities within their own organisation. Its role is to:
- Ensure that the CHSCP Training Strategy is implemented effectively so that all those working or in regular contact with children/young people and/or their parents and carers receive appropriate training on safeguarding children.

- Hold organisations to account for the systems they have in place to ensure compliance in relation to staff training as part of section 11 Children Act 2004 and the expectations of set out in the CHSCP's self-assessment framework:
  - *Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role;*
  - *Staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has concerns about a child's safety or welfare.*
- Co-ordinate a rolling programme of multi-agency learning opportunities that reflect the CHSCP's priorities. This includes the commissioning of the most effective resources and regular review and evaluation of training provision.
- Oversee an effective quality assurance process to ensure that the training provided meets agreed standards and positively impacts on front-line practice to improve outcomes.
- Commit resources to support multi-agency training: for example, by providing venues and staff who contribute to the planning, delivery and evaluation of training.
- Identify current training needs, trends, issues and practices for inclusion in the CHSCP's training programme. ;
- Contribute to the CHSCP's Annual Report by providing an overall evaluation of the effectiveness of training and its impact on practice within and across partner agencies.
- Ensure that the quality of both internal and externally commissioned trainers is appropriately assured;
- Ensure that the content of training courses draws on the learning from local and nationally commissioned case reviews.
- Provide feedback to the CHSCP on areas requiring development or presenting challenge.

- Dynamically make changes in the light of any identified gaps in training or resulting from national and local findings of reviews, research, new or revised legislation and guidance.

## 6. The CHSCP Training Framework

6.1 Training can only be effective if supported by organisational cultures that have an appetite to learn and are commitment to inter-agency collaboration. A supportive framework needs to include:

- A clear mandate from senior leaders and managers to improve practice and prioritise CHSCP safeguarding training.
- A training strategy which seeks to increase skills and knowledge across all partner agencies on key practice priorities.
- Resources to enable staff across all grades, including experienced staff and managers, to attend training events and opportunities to consolidate learning in the workplace.
- Contribution to planning, resourcing, delivery and evaluation of training.
- Policies, procedures and practice guidance which uphold these principles.
- Analysis of training needs across the different agencies.
- Opportunities for refresher training in line with expectations of continuous professional development.

6.2 The basis of the Training Framework operates around 3 simple stages of:

- **Training Identification**
- **Training Delivery**
- **Monitoring and Evaluation - Quality and Impact**

### 6.3 Training Identification

6.4 Ensuring that training needs are identified is critical to the improvement of safeguarding practice. The TLD Sub Group will ensure training needs are subject

to dynamic review throughout the course of each year and individual agencies will contribute to training needs analysis as required.

6.5 To assist with the identification of training and development needs, particular groups will be targeted for training based on their level of contact with children and/or parents/carers and their levels of responsibility. The target groups include members of statutory, independent and voluntary and community organisations as follows:

- **Group A** training is for people who are in contact with or work regularly with children and young people and with their parents/carers
- **Group B** training is for people who work regularly with children and young people and adults who are parents/carers and may have responsibility for safeguarding children
- **Group C** training is for people who are operational managers in organisations employing staff to work with children and families or with responsibility for commissioning or delivering services.

6.6 The TLD Sub Group will identify training needs using the following:

- The CHSCP's [Learning and Improvement Framework](#) and the lessons arising from reviews, auditing, the experiences of children and young people, staff and other activity undertaken by the CHSCP.
- Policy initiatives and new and emerging practice themes identified nationally, regionally and locally.
- Themes arising from the work of the Pan-London Safeguarding Children Partnership and its Training Sub Group.
- Relevant statutory and non-statutory guidance for safeguarding professionals, including, but not limited to *Working Together to Safeguard Children 2018*, *Keeping Children Safe in Education 2020*, *Charity Commission Guidance* and *Safeguarding Children and Young People: roles and competences for health care staff Intercollegiate Document 2019*.
- The CHSCP's Priorities, Pledge and Plan
- Any relevant inspection improvement plans



**6.7 The CHSCP will be clear about its target areas for training delivery, and these will be reflected in a yearly refresh of the CHSCP training programme.**

## **6.8 Training Delivery**

6.9 The learning opportunities offered by the CHSCP are designed to meet the diverse needs of staff at different levels - within the wide range of organisations that work with children or adult family members. They address generic skills around recognition and response to possible abusive situations, while focussing in addition on areas of practice prioritised by the CHSCP at any given time.

6.10 Learning from local and national case reviews is always fully integrated in course material. Attendance at these multi-agency courses is also designed to facilitate networking, partnership working and the building of professional trust across the safeguarding system. The CHSCP's training delivery is underpinned by the following principles:

- All training is child focussed so that the voice of the child and the child's welfare remain paramount.
- Training will be delivered by trainers who are knowledgeable about safeguarding, child protection and promoting welfare. When delivering on complex areas, trainers will have relevant specialist skills and knowledge.
- Training will be delivered by trainers who hold a training qualification and/or be a professional with identified relevant experience.
- Training will be evidenced based and informed by current research, lessons from serious case reviews and child deaths and national and local policy and practice developments.
- All Training will be reviewed and evaluated to ensure that it meets the agreed learning outcomes and has a positive impact on practice.
- Training will align with standards set out by organisational statutory guidance such as - Safeguarding Children and Young People: roles and competences for health care staff Intercollegiate Document (2019).

## 6.11 CHSCP Expectations

6.12 To ensure staff are equipped to meet their safeguarding responsibility, the CHSCP recommended that staff and volunteers to complete training within the following timeframes:

<b>Induction</b>	Within <b><u>one month</u></b> of joining an organisation. <i>(in which staff are familiarised with their responsibilities and their employers policies and procedures in respect of Safeguarding Children, Young People and Vulnerable Adults)</i>
<b>Group A</b>	Within <b><u>three months</u></b> of starting in a job or role where child protection training is required.
<b>Group B</b>	Within <b><u>six months</u></b> of starting in a job or role where targeted child protection training is required.
<b>Group C</b>	Within <b><u>12 months</u></b> of taking up a post where specialist training is required.
<b>Further Training / Development</b>	As and when identified by professionals and their employers/ regulatory body.

6.13 The CHSCP endorses that designated safeguarding leads (DSLs) and deputies should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated **every two years**.

6.14 In addition to training, the knowledge and skills of DSLs and their deputies should be updated, (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments), at regular intervals, but at least annually, to keep up with any developments relevant to their role.

## 6.15 CHSCP Training Programme

6.16 The CHSCP provides a comprehensive [core programme of multi-agency training](#) covering a range of issues. The programme is designed to supplement

safeguarding training within organisations and to address the importance of practitioners working effectively and collaboratively across organisations.

6.17 The courses delivered are designed to assist professionals to develop the knowledge, skills and attitudes that they need in order to contribute positively to multi-agency working and to achieve better outcomes for children and young people.

6.18 Recognising the pressure of the day-to-day practice on front line staff, a variety of training and awareness-raising methods are also employed by the CHSCP to maximise learning and attendance. These range from providing lunchtime seminars, developing animated video guides and e-learning, enabling staff to “power-learn” when time is tight. The CHSCP also hosts an Annual Conference that engages the wider professional network to deliver key safeguarding messages and learning.

6.19 A trainer’s forum also provides face to face and virtual support to all partner agency trainers who deliver training on behalf of the CHSCP.

## **6.20 Monitoring and Evaluation - Quality and Impact**

6.21 All safeguarding training must be subject to rigorous evaluation that aims to measure its effectiveness and impact on practice and improved outcomes. Measuring this impact looks beyond the metric and ask what actual changes to professional practice have occurred because of the training and has this made a demonstrable improvement in outcomes for children and families? A defined framework describes the steps taken by the CHSCP to evaluate multi-agency training and can be read [HERE](#).

## **7. What Good Looks Like?**

- An increased number and multi-agency mix of practitioners attending training and development opportunities appropriate to their role;
- Programmes run at full capacity with learning outcomes that are multi agency in focus;
- Positive evaluations from delegates and follow-up evaluations evidencing impact on practice and outcomes;
- Practice and positive outcomes for children and young people are evidenced through the CHSCP Learning and Improvement Framework
- The CHSCP Self-Assessment and staff survey evidence that organisations are prioritising single and multi-agency safeguarding training for their staff.