

City of York Safeguarding Children Partnership Training, Learning and Development Strategy

Purpose

This strategy provides a framework for multi-agency learning and development in regard to safeguarding children in York, ensuring that people who work with children and their families are appropriately knowledgeable, skilled and competent. This is both an objective in its own right, but also key to the achievement of improvement against identified priorities, as set out in the City of York Safeguarding Children Partnership (CYSCP) Annual Reports.

As with all strategies, this is a dynamic and flexible working document, which is influenced by the changes to legislation, and emerging local and national priorities. It will be refined and re-focused as a result of ongoing processes of monitoring and evaluation.

The strategy is intended to add value rather than replace workforce strategies in partner organisations. It provides structure and support for CYSCP, as partners continue to develop the learning cultures within their organisations.

The term 'training' is used within this document to refer to any type of learning intervention including training courses, e-learning, seminars, conferences, briefings etc and recognises that practitioners may have different learning styles.

The Context for Safeguarding Training

Working Together 2018 states that:

- Multi-agency training will be important in supporting ... collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect.... To be effective, practitioners need to continue to develop their knowledge and skills in this area and be aware of the new and emerging threats, including online abuse, grooming, sexual exploitation and radicalisation. To enable this, the three safeguarding partners should consider what training is needed locally and how they will

monitor and evaluate the effectiveness of any training they commission.

Practitioners working with children and families are expected to have undertaken safeguarding training.

The details of the new local safeguarding partnership arrangements are required to include:

- 'how inter-agency training will be commissioned, delivered and monitored for impact'

The framework for Joint Targeted Area Inspections (JTAI) states that inspectors are likely to ask about:

- the availability, quality and impact of training and development.
- the impact on practice through multi-agency training and the dissemination of learning from national or local learning reviews.

and the new Inspection Framework For Services For Children In Need Of Help And Protection, Children Looked After And Care Leavers (ILAC) refers to information required to support the inspection will include:

the training and development strategy for the workforce, including arrangements to accommodate feedback from children and families and learning from case and serious case reviews

This Training, Learning & Development strategy has a key role in identifying how improvements can be embedded within the children's workforce across the Partnership

Local Context

The Role and Responsibilities of the City of York Safeguarding Children Partnership (CYSCP)

CYSCP members are senior officers in their organisations, responsible for ensuring that their organisations co-operate to safeguard children and young people. They are also responsible for ensuring that all children and young people who use their services not only stay safe, but also achieve better outcomes so that they can enter adulthood successfully.

Working Together 2018 requires the safeguarding partners to agree on ways to co-ordinate their safeguarding services; act as a strategic leadership group in supporting and engaging others; and implement

local and national learning including from serious child safeguarding incidents. They must work together in a system where learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice.

Training through CYSCP has a key role in promoting local guidance, procedures and processes and in providing feedback from practitioners on what works well and what could improve in multi-agency work.

CYSCP seeks feedback from practitioners during face-to-face training courses; via immediate post-course evaluations; and by means of longer term surveys at periods after the course on the impact of the learning on practice.

CYSCP has oversight of the quality and provision of single safeguarding children training via Agency Assurance Reports to the Partnership and of multiagency safeguarding children training via a number of evaluation methods (see below.). For this reason, training provision within agencies is a key aspect of the annual agency assurance reports to the Partnership and the biennial Section 11 (Children Act 2004) audit of agencies.

To provide additional guidance on the expected level of training, CYSCP will set recommended standards for all providers of single and multiagency training. (See Annex A.)

Learning & Improvement Framework

Whilst the Learning & Improvement framework is no longer a statutory requirement the CYSCP Learning & Improvement Framework still stands as a separate document to this strategy and has a key role in identifying how improvements can be embedded within the children's workforce. The current Learning & Improvement Framework remains in place but will be reviewed under the new arrangements adopted in 2019.

The Learning and Improvement Framework aims to promote a culture of continuous learning and links in particular to the sections in this strategy on quality assurance and evaluation.

Organisational and professional responsibility

Organisations: They must facilitate the opportunities for their staff to participate in initial and continuous professional development.

They also need to provide opportunities for reflection on interagency learning and for enabling this to be disseminated and embedded into practice.

Professionals: There is an expectation that workers and volunteers, at all levels and across all disciplines, in the children's workforce, recognise the need for continuing their development, and for updating their knowledge and skills. This may also be a requirement of an employer, professional body and/or association.

City of York Safeguarding Children Partnership Training, Learning and Development Arrangements

CYSCP:

- has a strategic overview of multiagency training to promote and safeguard the welfare of children
- delegates the responsibility for overseeing training to the CYSCP Business Group, but receives regular updates.
- has, as part of the CYSCP Business Support Unit, a Workforce Development Advisor role to carry out multi-agency learning needs assessment, development of training in response and commissioning of training delivery.

The Business Group is the group within the CYSCP which draws together progress across the key priorities, considers performance and learning, and identifies ways to push improvement. The identification of learning needs is embedded within the highlight process, by which the chairs of the sub-groups report on progress and issues for action. Updates on training are included within the Business Group and/or Partnership Business Support Unit reports to CYSCP meetings.

The key aspects of the Workforce Development Advisor role are listed below:

- Identify learning needs across the city, in respect of multi-agency child safeguarding.
- Work with the chairs of each of the sub-groups to identify learning from reviews, audits and other scrutiny of practice and translate this into a description of multi-agency learning needs.
- Respond to emerging legislation where this impacts on safeguarding practice or training requirements.

- Based on the Learning Needs Assessment, develop a specification of learning activities.
- Commission or deliver learning activities in respect of this specification and quality assure the provision to ensure it is fit for purpose.
- Work with partner agencies to maintain an overview of single agency training in relation to safeguarding, identifying opportunities for further multiagency provision.
- Work alongside performance officers to produce an analysis of the impact of the training.
- Work regionally to look for opportunities to share training activity where there is a shared training need.
- Provide update reports to the Partnership.

Identification of Learning Needs

The Learning Needs Analysis has a critical role in planning the use of available training and development resources. The Workforce Development Advisor will co-ordinate the Learning Needs Analysis, based on the following sources:

- Serious Case Reviews, Learning Lessons Reviews and Safeguarding Practice Reviews.
- Single and multi agency audits
- Findings from inspection activity
- Evaluation of current provision
- The Learning and Improvement Framework outlines the relationships between these activities, and highlights how improvement will be driven as a result.
- Voice of the Child

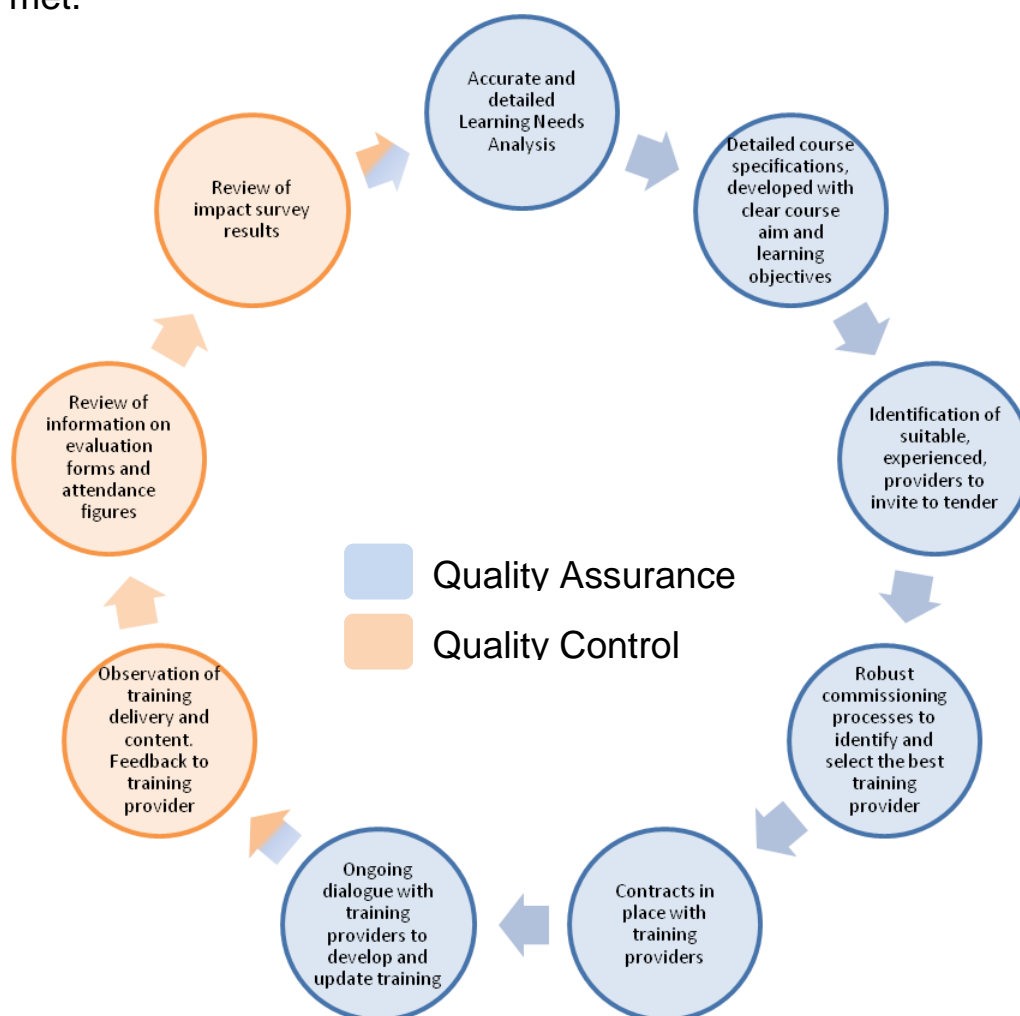
The voices of children and young people are an intrinsic element of the Partnership's training. As part of the commissioning process, training providers are asked about how they will incorporate the voice of the child within their training content. The Partnership's Recommended Training Standards include an emphasis on content being child focussed and this is monitored through the programme of observation of training courses.

Impact surveys carried out with practitioners about how the training has changed their working practice, asks for examples of where training has impacted directly on a child or young people.

Quality Management

Throughout the learning and development cycle for CYSCP training, quality management processes are embedded at each stage. This ensures that there are continuous opportunities to focus and improve on the quality of training.

The diagram below sets out how quality management is implemented for CYSCP training. Whilst this cycle refers to externally commissioned training providers, it is still applicable to those trainers provided by partners. The blue actions are about *quality assurance* and providing confidence that quality requirements will be fulfilled. The orange actions are about *quality control* and inspecting that the quality requirements are being met.



Subject specialists from partner agencies are involved in developing course specifications, contributing to the assessment process of tenders through scoring and interviewing potential training providers, providing updates and information for trainers where required, and observing training.

Training Standards

CYSCP has a role in having an oversight of the both single agency and multi-agency safeguarding children training. It has adopted Recommended Training Standards based on relevant legislation and statutory guidance. The standards will be monitored on behalf of CYSCP by the Business Group as part of the CYSCP quality assurance process for all CYSCP commissioned courses and via the Agency Assurance reports to the Partnership for single agency training.

- All aspects of training are based on the following principles:
- Child centred
- Rooted in child development
- Focused on the outcomes for children
- Holistic approach
- Ensuring equality of opportunity
- Involving children and families
- Informed by evidence
- Multi/inter-agency in approach.

Recommended standards have been developed to ensure both single agency and multi agency training is compliant with CYSCP requirements. These can be found at Annex A.

CYSCP seeks assurance that agencies are acting in accordance with these standards via Agency Assurance Reports, a learning and development section in the Section 11 and via schools' safeguarding audits.

The Recommended Training Standards are included within the tendering documentation when new courses are commissioned and are built into the observation checklist used when courses are observed.

Evaluation

Both short term and longer term evaluation are a key part of the learning cycle. Evaluating learning interventions demonstrates their effectiveness in strengthening multi-agency safeguarding practices and contributes to providing assurances about the competency of the workforce.

Evaluating the impact that training can have on outcomes for children and families is also an important objective.

Evaluation forms are used post learning and these are regularly reviewed and responses analysed to enable changes where necessary to be made to courses. This information is used alongside attendance figures information to build a fuller picture of the value of courses both to individual practitioners and the wider workforce.

Evaluation and impact-measuring methods will continue to be reviewed to ensure that useful information is being collated, for example exploring the use of pre-course questionnaires to identify and measure personal learning outcomes.

Measuring impact

Measuring impact is achieved through sending attendees a short survey 3-6 months after their attendance on a course. This asks attendees whether their training has impacted on their working practice and in what way or if not, the reasons why. These responses go some way to help to identify where courses are making an impact on practitioners and children and young people.

Information collated is analysed, monitored and reported to the Business Group and Partnership through quarterly monitoring reports and fed into future learning needs analyses.

National, regional and local links

Inter Board Working Protocol

The Board is committed to this protocol which sets out the expectations of the relationship and working arrangements between City of York Health & Wellbeing Board (HWBB), YorOK Children Trust Board, York Safeguarding Adult Board (SAB), Strategic Mental Health Partnership, Safer York Partnership and City of York Safeguarding Children Partnership (CYSCP).

York Safeguarding Adults Board

There are links with the York Safeguarding Adults Board and opportunities are explored to work collaboratively and maximise resources on common issues, for example domestic abuse.

Other local safeguarding partner arrangements

Collaborative links are made with neighbouring safeguarding children partnerships where it makes sense to deliver training jointly, for example recent the York and North Yorkshire Safeguarding Conference

CYSCP is also a member of the Yorkshire and Humber Multi-agency Safeguarding Trainers Network.

Multi-Agency Training Offer

It is the aim of the CYSCP to provide quality training and learning in a safe and reflective environment and offer opportunities for all participants to support their own personal and professional development.

Multi-agency Safeguarding Training

Multi-agency training enables staff to work effectively both within their own agency and across organisational boundaries. Training people together can make a significant contribution to building mutually respectful and trusting relationships, which form the foundation of any partnership working.

The CYSCP learning offer aims to increase participants' knowledge and skills in the field of safeguarding children in order to provide high quality services and improve outcomes for children, young people and their families and carers.

Target Audiences

The Multi Agency Training offer developed by CYSCP is targeted for all workers and volunteers from statutory, voluntary and independent agencies and organisations in the City of York (including schools). These organisations will either be providing services direct to children and their families or providing services for adults – who may also be parents or carers of dependent children.

Schedules and Course Descriptions

The multi-agency courses are organised on an annual cycle. An annual training offer provides details of courses available each year. This is made available on the CYSCP's website.

The website contains up to date information about each of the multi agency training courses and learning opportunities, including course descriptions, learning outcomes, course dates and how to book.

CYSCP is committed to promoting learning in different ways.

The online training and learning courses which are available are detailed on the Partnerships website.

Briefings and updates are disseminated. as and when required, in addition to items included within the Partnership's quarterly newsletter and daily Twitter outputs.

Charging and Attendance Policy

CYSCP training courses are currently free to attend, although the Partnership reserves the right to charge for some events to cover costs.

The following late cancellation and failure to attend policy has been agreed by the Partnership:

If a delegate needs to cancel their space late, the agency may nominate a suitable replacement. If a delegate does not attend and gives no prior notice, notification will be sent to both the delegate and the delegate's line manager who approved their application for the course.

Training Levels

Work has been completed with colleagues in health, police and education to identify, where possible, with which roles and levels CYSCP training most closely matches. This guidance is available on the Partnership's website to assist individuals in deciding which course is best suited to their role.

Annex A – Recommended Training Standards

Recommended Standards for Single Agency Safeguarding Training* (adapted from Kent and Bradford LSCB Training Standards)

*The term training has been used, but these standards cover any learning intervention including training courses, e-learning, seminars, conferences, briefings etc.

Standard One

The organisation has a named professional responsible for the identification and prioritisation of training, learning and development within the agency/organisation.

Standard Two

The agency/organisation will have in place a current Training Strategy in relation to safeguarding children, which is reviewed on a bi-annual basis.

Standard Three

All safeguarding children training is linked to current and evolving local, regional and national standards.

Standard Four

All safeguarding children training has clear aims and objectives.

Standard Five

All safeguarding children training content is well researched and evidence based.

Standard Six

Training materials are clear, accurate, relevant and up to date.

Standard Seven

Training will be delivered by appropriately qualified and experienced trainers and is child focussed and linked to child development.

Standard Eight

Training will be delivered in an environment, which is conducive with learning.

Standard Nine

Training will reflect anti-oppressive, non-judgemental and anti-discriminatory practice.

Standard Ten

All training will be evaluated to ensure that standards are being maintained and that it enhances practice in the long and short term.

Recommended Standards for Multi Agency Safeguarding Training*

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Training has clear aims and objectives.

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The training content is well researched and evidence based.

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Training materials are clear, accurate, relevant and up to date.

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Training will be delivered by appropriately qualified and experienced trainers who are able to deliver content that is child focussed and linked to child development.

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Training will reflect anti-oppressive, non-judgemental and anti-discriminatory practice.

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Version Control

Version	Author	Comments	Date
1	Will Boardman Strategy and Policy Group Manager, CYC	Initial draft	May 2016
2	Laura Davis Workforce Development Adviser, CYC	Information added to sections 7,8 and 9 and minor updates to other sections	August 2016
3	Laura Davis Workforce Development Adviser CYC Juliet Burton CYSCB Business Manager	Updated to include references to Working Together 2018, Quality Management section and minor updates to other sections	August 2018
4	Laura Davis Workforce Development Adviser CYC Juliet Burton CYSCB Business Manager	Updated to reflect changes from Board to Partnership	April 2019

Approved by Business Group: June 2019

Due for full review: by March 2020