



Halton Safeguarding Children Board Training Strategy 2018-19

April 2018

1.0 Introduction

Halton Safeguarding Children Board (HSCB) is a multi-agency partnership established under the Children Act 2004. The HSCB, in line with Working Together to Safeguard Children 2015 and the 2006 LSCB Regulations operates to coordinate and ensure the effectiveness of safeguarding activity of all agencies within Halton. Alongside these core objectives the HSCB has specific functions in respect of training which include:

- Developing policies and procedures for safeguarding children in relation to training of persons who work with children or in services affecting the safety and welfare of children; and
- Monitoring and evaluation of the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children.

The Training Strategy is aimed at everyone who works with children and their families, including those working with adults who are parents or carers. The purpose of this strategy is to outline the HSCB strategic vision and priorities around training. This strategy sits alongside the HSCB Business Plan and aims to support its achievement.

Our aim for Halton is that a suitably skilled and confident workforce is in place to support the delivery of quality services to children and young people, including those who may be particularly vulnerable. Staff in every agency at every level, including volunteers, should have the safeguarding of children at the heart of what they do, and know what they need to do to safeguard children and promote the best outcomes for children.

The HSCB Training Strategy will:

- Outline the key principles of multi-agency training
- Define the key responsibilities of the partner agencies
- Define the role of the HSCB
- Set out the framework for multi-agency safeguarding training identification, delivery and monitoring and evaluation

The implementation of this strategy will:

- Ensure that those who work with children and families are appropriately skilled, competent and confident in undertaking their safeguarding responsibilities
- Develop an effective workforce whose practice is underpinned by best practice
- Raise awareness and understanding of safeguarding issues across Halton

At the time of implementing this multi-agency Training Strategy the HSCB is in a period of transition to the Multi-Agency Safeguarding Arrangements in line with the Children & Social Work Act 2017. As a result the HSCB or its replacement arrangements will amend or replace this strategy in order to reflect any new requirements under the revised statutory guidance which is expected to be published during 2018.

Key Principles

- HSCB seeks to promote, deliver and assure training of a high standard, which is appropriate to the needs of staff across all agencies and sectors, which enables them to effectively safeguard and promote the welfare of children.

- Individual agencies are responsible for ensuring that their staff are competent and confident to undertake their safeguarding responsibilities.
- Multi-agency training should complement the training available to staff in single agency settings and should focus on the way in which those working with children and families, including adults who are parents/carers, 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 working relationships that promote collaboration and cooperation between staff.

Responsibilities of Partner Agencies

- Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children.
- Employers are responsible for the organisation and delivery of induction, basic awareness and refresher training for their staff which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare.
- Employers should have training plans in place, and systems to record the attendance of their staff on safeguarding children training in order to provide assurance to the HSCB that they are making the right provision.
- Partners have a responsibility to identify adequate resources and support for multi-agency training by:
 - Ensuring staff receive relevant single agency training that enables them to maximise the learning from multi-agency training and consolidate learning.
 - Releasing staff to attend multi-agency safeguarding training as appropriate.
 - Providing staff who have the relevant expertise to support delivery of the HSCB training programme; for example, by contributing to the training pool or to course design
 - Allocating the time required to complete their multi-agency training tasks effectively
 - Contributing to the planning, resourcing, delivery and evaluation of training.

Responsibilities of Individuals

- There is an expectation that staff at all levels, including volunteers, 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.

Role of the Quality Assurance and Scrutiny Board:

As the Safer Workforce and Development Sub Group functions have been included in the remit of the Quality Assurance and Scrutiny Board, the Board will:

- Ensure that the Training Strategy is implemented effectively across all partner agencies so that all workers in contact with children and/or parents and carers receive appropriate training to safeguard children.

- Hold partners to account for the systems they have in place to ensure compliance in relation to staff training as part of S11 Children Act 2004 and Section 175/157 of the Education Act 2002.
- Coordinate multi-agency safeguarding children learning opportunities consistent with the HSCB Business Plan priorities. This includes commissioning the most effective resources and regular review and evaluation of training provision.
- Oversee effective quality assurance processes in order to ensure that safeguarding children training provided by partners meets agreed standards and has a positive impact on frontline practice in order to improve outcomes for children and families.
- Ensure that the content of training draws upon the learning from national and local case reviews and that training is integrated with the HSCB Learning and Improvement Framework.

Identification of Training Needs

Ensuring that relevant safeguarding training needs are identified is crucial to the improvement of safeguarding practice in Halton. The HSCB Training Programme is reviewed and updated on an annual basis from data gathered via its Learning and Improvement Framework activity. Partner agencies are also required to provide details of learning and development needs identified via annual training needs analysis. The key drivers will be:

- HSCB Learning and Improvement Framework including lessons from case reviews, CDOP, LADO and auditing
- Evaluation of training programme from participant and facilitator feedback
- National policy initiatives and emerging areas of practice including that identified at a sub-regional level via joined up work with neighbouring LSCBs
- Working Together to Safeguard Children 2015
- Safeguarding Children and Young People: roles and competencies for health care staff Intercollegiate Document 2014
- HSCB Business Plan
- Areas for improvement identified via inspections

Training will target particular groups of the workforce based on their level of contact with children and/or parents/carers and their levels of responsibility. The target groups are:

- Group A – those in contact with, or working regularly with, children and/or adults who are parents/carers
- Group B – those who work regularly with children and/or adults who are parents/carers and may have particular responsibility for safeguarding children
- Group C – those operational managers in organisations employing staff to work with children and families or with responsibility for commissioning or delivering services

The core areas of training provided to those groups are:

- Level 1 – Safeguarding Induction Booklet and e-learning

- Level 2 – Basic Awareness provided by employer or commissioned from HSCB and e-learning
- Level 3 – Working Together to Safeguard Children and HSCB topic specific courses
- Level 4 – Advanced and specialist courses

Alongside these core courses the HSCB Training Programme delivers training on priority issues identified in the Business Plan. This includes:

- CSE
- Domestic Abuse
- Neglect

The Training Programme also responds to any relevant themes arising from local and national case reviews. A series of briefings from case reviews and audits is included for 2018-19.

Funding

All HSCB training is currently funded through allocation of partner agencies' contributions to a ring fenced training budget. This ensures the sustainability of the training and provides for additional commissioned packages that may be required due to emerging needs identified during the training period.

To further support training the HSCB operates a Training Charging Policy. HSCB training is free to organisations who make a financial contribution of at least 15% to the Board's budget and to not for profit and Voluntary Sector organisations with a national turnover of less than £100,000 per annum. All other organisations are expected to pay a fee per person, per day or part of. Charges for late cancellation and non-attendance also apply. A charge can also be levied for failure to attend a session without providing sufficient notice (7 working days). These charges assist to generate funds to supplement those made available already.

Training Delivery

Training delivery is underpinned by the following principles:

- All training will be child focussed with an emphasis upon the voice of the child and the welfare of the child being paramount
- Training will be delivered by facilitators who are knowledgeable about safeguarding, as well as being subject area specialists as appropriate
- Training will be delivered by facilitators with a training qualification or who have attended the NWIAT training for multi-agency trainers
- Training will be informed by current research, national and local policy and practice developments and learning and improvement framework activity
- All training will be reviewed and evaluated to ensure that it meets the agreed learning outcomes and has a positive impact on practice

Recognising the pressure of day to day practice in frontline services the HSCB uses a range of methods to support learning and development activity. This includes e-learning and bite size briefings alongside more traditional classroom based face to face learning.

Monitoring and Evaluation

LSCBs are required to monitor and evaluate the effectiveness of safeguarding training, including multi-agency training. All single and multi-agency training must be subject to evaluation which aims to measure its effectiveness and direct impact on practice and improved outcomes for children and families.

Evaluation of the Effectiveness of Multi-Agency Training:

- Participants complete a pre course questionnaire to reflect upon their level of knowledge prior to the course
- Participants complete post-course evaluations which provide immediate insight into remaining gaps in knowledge, plans to implement into practice, development points for the course and additional training needs not currently available.
- Participants complete pre and post course quizzes provide quantitative evidence of immediate learning from a course to validate the impact of content on practitioner knowledge base. Any courses unable to maintain an average knowledge increase of 2 are considered to need a significant re-development to ensure they are sufficiently challenging.
- Facilitators complete post course questionnaires which identify any areas for improvement in course content.

Success criteria of the HSCB Training Strategy will be measured as:

- Section 11 and Section 175/157 audits evidence that agencies are delivering appropriate single agency safeguarding training for their staff
- Increased number and multi-agency range of staff
- Training activity runs at full capacity
- Learning outcomes of training activity are multi-agency in focus
- Participant evaluations show an increase in knowledge and/or confidence and post course impact evaluations evidence the impact on practice and outcomes for children and families
- The impact on practice and outcomes for children and families is evidenced through the learning and improvement framework activity

Training Data

Performance data from the Training Programme will be reported on a quarterly basis to the Quality Assurance & Scrutiny Board and Main Board via the HSCB Learning and Development Officer's reports. This will enable any concerns to be flagged and addressed in a timely manner.

The HSCB maintains a training database. Partner organisations are provided with access to records in relation to their own staff so that they can maintain and update their own training records.