



Safeguarding Training Strategy

2016 - 2017

1. Introduction

- 1.1 The Local Safeguarding Children Board (LSCB) has a statutory responsibility to ensure that appropriate training on safeguarding and promoting welfare for children and young people is provided in Portsmouth in order to meet local needs.
- 1.2 This covers both the training provided by single agencies to their own staff, and multi-agency training where staff from different agencies train together in line with statutory guidance Working Together to Safeguard Children.

2. Statutory responsibilities

- 2.1 The statutory responsibilities of the PSCB in relation to training are outlined in Working Together to Safeguard Children 2015 as follows:

*"In order to fulfil its statutory functions under Regulation 5 an LSCB should use data and, as a minimum, should... monitor and evaluate the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children"*¹

*"Local Safeguarding Children Boards (LSCBs) should monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals in the area. Training should cover how to identify and respond early to the needs of all vulnerable children, including: unborn children; babies; older children; young carers; disabled children; and those who are in secure settings"*²

- 2.2 The PSCB constituent agencies are required by Section 11 of the Children Act to ensure that in carrying out their functions they promote the safeguarding of children and young people. As part of this duty, organisations have a responsibility to ensure appropriate supervision and support for staff, including undertaking safeguarding training to that staff are competent to carry out their duties. The Working Together guidance also includes the requirement for staff to be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to follow if there are concerns about a child. Compliance with these duties is evaluated through a bi-annual audit of Section 11 requirements. The Monitoring, Evaluation and Scrutiny (MESc) committee has a lead role to oversee this function and report on activity.

3 PSCB Training Committee

The PSCB Training Committee holds strategic responsibility, on behalf of the PSCB, for monitoring and reviewing the training strategy, the PSCB training programme, and the quality of both multi-agency and single agency training across partner services.

¹ Working Together to Safeguarding Children 2015 chapter 3

² Working Together to Safeguard Children 2015 chapter 1.4

4 PSCB Multi-agency training programme

4.1 PSCB Training Team

PSCB training is delivered by a team of experienced practitioners from a wide range of member agencies. The team is overseen and managed by the PSCB Safeguarding Trainer. Where a specialism is required to support the delivery of the programme that cannot be met by the team, specialist trainers are commissioned.

The PSCB Safeguarding Trainer delivers a programme of induction and on-going support to ensure the quality of delivery by individual members of the training team. Courses are co-facilitated to support peer feedback and improvement.

4.2 Training aims

- To ensure children, young people and their carers receive effective care and support for their identified needs from competent, confident practitioners and children's welfare is understood to be everyone's responsibility
- To improve practitioners' knowledge, skills and confidence in safeguarding children through integrated working, early help and child protection practice and processes
- To increase practitioners' engagement in multi-agency working through understanding each other's roles and responsibilities in relation to safeguarding children
- To support a common and consistent approach across agencies to improving outcomes children and those who care for them in Portsmouth

4.3 Training principles

- The PSCB promotes multi-agency training as a highly effective way of supporting best practice in safeguarding children and young people
- All aspects of the PSCB's training are child centred and outcomes focused
- Training promotes and recognises the need to work in partnership with parents, families and carers, and recognises family strengths in responding to the needs of children
- Training reinforces the value of working in collaboration; acknowledging and valuing different roles, knowledge and skills
- Training is governed by the principles of and respects diversity and difference
- Training encourages a culture of participation and positive challenge

4.4 Training standards

- Training courses are of good quality and informed by up-to-date evidence
- Training is delivered by suitably experienced and knowledgeable trainers
- The PSCB uses cost effective and comfortable venues, appropriate to the needs of delegates and trainers
- High quality course materials and certificates of attendance are provided to delegates

- Expectations for delegates, including participation, confidentiality and mutual respect are made clear
- Trainers address or escalate any practice concerns identified in the course of training
- All courses are evaluated by participant feedback forms

4.5 Quality monitoring, evaluation and improvement

The quality, effectiveness and uptake of the multi-agency training programme is regularly scrutinised by the Training Committee to ensure it continues to meet the needs of the workforce in Portsmouth, and that the right people are attending. Training quality is evaluated through participant questionnaires before and after training. Post evaluation is carried out on specific courses to evaluate the impact of training on practice.

4.6 Training framework

The PSCB training framework is based on a workforce groupings model consistent with Working Together to Safeguard Children 2015.

Groupings	
Level 1:	All staff/ volunteers in contact with children and families
Level 2:	All staff who work predominantly with children and families and undertake early help work, for example through the use of SAF (Single Assessment Framework) and TAC (Team around the Child)
Level 3:	All staff who work predominantly with children and families and contribute to assessing, planning and intervening where they are child protection concerns
Level 4:	All staff who have responsibility for providing support and supervision with regards to safeguarding children
Level 5:	Operational managers who have responsibility for developing their organisation's safeguarding practice
Level 6:	Senior managers responsible for strategic management of services
Level 7:	Members of the PSCB including: board members, directors of children's services, elected members; lay members; members of executive and sub groups; business support team; PSCB Trainers

Training activity reflects a modular approach in targeting the needs of different staff according to their complexity of their role, degree of responsibility for children's welfare and level of contact with children. Additionally we are exploring the development of themed courses to support improvements in specific areas of practice in line with learning from serious case reviews and local and national priorities.

Training modules:

E-learning courses

Safeguarding Children
Information Sharing
Child Sexual Exploitation

Taught courses

- Basic Awareness - Safeguarding Children
- Early Help
- Child Protection
- Working with Vulnerable Children - Missing, Exploited and Trafficking
- Supervision
- Manager
- Refresher course for Designated Safeguarding Leads in Schools

In addition to the training modules the PSCB delivers a number of multi-agency learning events.

- Briefings to disseminate learning from serious case reviews and PSCB audits
- Workshops and conferences

In some instances bespoke training is offered by the Safeguarding Trainer to single agencies, for example where:

- The training fits as part of a wider single service practice change or awareness raising programme
- There is an existing service level agreement to deliver single service training (for example with schools)

PSCB also promotes relevant safeguarding training which is delivered by local partners and national organisations. For example:

Domestic Abuse course - provided by Portsmouth City Council
PREVENT training courses - provided by Portsmouth City Council
Safer Recruitment course - provided by Portsmouth City Council
FGM e-learning course - provided by Home Office
Forced Marriage e-learning course - provided by the Home Office

5 Single Agency Training

Individual agencies are responsible for ensuring that their workforce is competent and trained in carrying out responsibilities regarding safeguarding and child protection. Employers and voluntary groups should ensure that their workers are aware of how to recognise and respond to safeguarding concerns. Therefore, it is acknowledged that a number of organisations will deliver, or commission, single agency training for their staff

groups. The PSCB will deliver their requirement to monitor the quality of single service training through:

- the annual single service safeguarding training questionnaire (Appendix 1)
- the dissemination of safeguarding training standards checklist (Appendix 2)

6 Priorities for 2016-17

The PSCB has identified a number of priority areas for development in order to improve the reach, range and effectiveness of safeguarding training:

Priority 1: Ensure there is sufficient and effective training in relation to the issues of Child Sexual Exploitation, Missing and Trafficking

Priority 2: To further improve the dissemination of learning from serious case reviews and PSCB Audits

Priority 3: To ensure that the workforce have continued learning opportunities regarding domestic abuse and neglect

Part B - Views on current safeguarding training

Please provide brief statements against each question

Questions	Response
1. Does your organisation have particular policies/ guidance/ competencies as a framework for training? If not, please comment.	
2. What other safeguarding professional development opportunities are available in your organisation? Please state what these opportunities are and which groups of staff they relate to.	
3. Is the identification of individual training need and transfer of learning from training reviewed in Supervision/ Personal Development Reviews? Please comment.	
4. What further training needs to be in place locally/ regionally/ nationally to fulfil your responsibilities to safeguard and protect children? Please comment.	
5. Do you have any other ideas which would support the professional development of your workforce in relation to safeguarding children? Please comment.	
6. If you use the PSCB Safeguarding Training Programme for your safeguarding training, please state if you feel it meets the needs of your workforce/ any areas for improvements and any additional comments	

PSCB SAFEGUARDING TRAINING STANDARDS

Standard 1

All training is delivered by qualified or appropriately experienced/trained tutors. This is usually a person who is social work qualified or takes a lead role in safeguarding role in their organisation. Trainers should also have a training qualification, have undertaken a 'train the trainer' course or have relevant training experience.

In house trainers - local organisations

In house trainers should have attended PSCB training modules and have refreshed their training every 2 years. It is recommended that they keep up to date with local and national research and Serious Case Review messages.

Trainers from national organisations

It is recommended that trainers should have a recognised training qualification and can guarantee that the course content reflects 4LSCB policies, procedures and documentation.

Trainer's contracts should include: Equality and Diversity Policy, Fee and cancellation/charging criteria and course outcomes.

The organisation should receive in advance the course outline and course content.

Trainers should indemnity insurance/ public liability insurance.

The knowledge base of trainers should include:

Early help principles, local processes, practice and documentation

Child protection principles, local processes, practice and documentation

Child abuse categories and emerging concerns (CSE, FGM)

Impact of parental factors - substance misuse/ mental health/ domestic abuse/ learning disability

Engaging resistant and reluctant families

Multi-agency working

Safeguarding children supervision

Organisational compliance

Ongoing messages from research and Serious Case Reviews (national and local)

Standard 2

All safeguarding children training is linked to current and evolving local, regional and national recommendations in relation to training requirements for each staff group.

Standard 3

The training has clear aims and agreed learning outcomes, which reflect the overarching aims of the PSCB Safeguarding Children Programme.

- A shared understanding of the tasks, processes, principles, roles and responsibilities for safeguarding children and promoting their welfare;
- More effective and integrated services at both the strategic and individual case level;
- Improved communication and information sharing between professionals including a common understanding of key terms, definitions and thresholds for action;
- Effective working relationships, including an ability to work in multi-disciplinary groups or teams;
- Child focused assessments and decision-making;
- Learning from Serious Case Reviews (SCRs) and reviews of child deaths.

Standard 4

Courses are informed by current research, are evidence based and include lessons from Serious Case Reviews, local and national policy and practice development.

Standard 5

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

Standard 6

Training will be delivered in an environment which is conducive with learning and ensure all appropriate staff are given opportunity to attend.

Standard 7

All training creates an ethos that values working collaboratively with others, respect diversity (including culture, race, religion and disability) and promotes equality and challenge.

Standard 8

All training will be evaluated and modified as appropriate to ensure that standards are being maintained in terms of:

- Relevance, currency and accuracy of the course
- Content
- Quality of the training delivery
- Short and longer term outcomes to demonstrate impact on practice.

Standard 9

All training places the child at the centre and promotes the importance of understanding the child's daily life experience.

Standard 10

Training courses are identified from a training needs analysis of both individual staff members and the organisation as a whole and delivered within a given timeframe.

Standard 11

All training encourages appropriate challenge and support.

These standards link to PSCB Section 11 COMPACT Audit Standard 5:

5.4 All staff in my organisation with direct access to children (or their information) receive regular training on safeguarding and child protection issues and reporting processes, refreshed at least once every three years. Training is from a Portsmouth Safeguarding Children Board approved provider.

The approved provider would be one that meets these Training Standards

References:

[PSCB website](#)

[Working Together to Safeguard Children 2015](#)