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| BSCB Training Strategy | 2018-2019 |
| *“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 in secure settings”.* Working Together to Safeguard Children 2015 |  |



Introduction

All the partners on the Bristol Safeguarding Children Board (BSCB) 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.

Our aim is to ensure that safeguarding practices and 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 BSCB Training Strategy will:

* Outline the key principles of multi agency training
* Define the key responsibilities of the partner agencies
* Define the role of the Training and Development Sub Group
* Set out the framework for multi agency safeguarding training

Implementation of this strategy will:

* Ensure that those who work with children, young people and families are appropriately skilled, competent and confident in carrying out their safeguarding responsibilities. This includes volunteers, practitioners and managers.
* Raise awareness and understanding of safeguarding issues across Bristol.
* Develop frontline practitioner expertise and provide a forum for sharing expertise.
* Contribute to shaping the learning culture of the BSCB itself.

The Children Acts 1989 and 2004 inform multi agency training at a local level. We also have a duty to respond to national and local research and priorities. Key documents also include:

* Lord Laming’s Review (2009)
* Working Together to Safeguard Children (2010, 2013, 2015 & 2018)
* The Munro Review of Child Protection: Final Report: A Child Centred System (May 2011)
* The Prevent Duty
* Safeguarding Children and Young People: roles and competencies for health care staff intercollegiate document (2014)

Key Principles

* BSCB aims to promote, deliver and assure training of a high standard, which is appropriate to the needs of staff across all agencies and sectors, including those who work with adult family members.
* 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. It should focus on the way practitioners work effectively with each other to meet the needs of children.
* BSCB training will support and encourage inter agency working by enabling staff to develop behaviours, skills and knowledge for greater mutual respect, trust and cooperation.
* Training should encompass the value of working collaboratively with other professionals and respecting diversity, be child centred, promote partnership with children and families and recognise families’ strengths in responding to the needs of children. All training will support the signs of safety approach used across the partnership in Bristol.

Responsibilities of Partner Agencies

* All agencies are responsible for the organisation and delivery of foundation safeguarding training for all relevant staff.
* All employers are responsible for releasing staff to attend BSCB multi agency training.
* Partner agencies are required to identify a safeguarding training lead who will attend the Training Sub Group. This person must have appropriate authority within their agency to ensure that training issues are followed through and embedded across their own organisation.
* Agencies are also required to commit resources to support multi agency training. For the period covered by this strategy partner agencies have agreed to the following commitment: Each partner agency will provide the equivalent of 5 training days to the multi agency training programme. This will be in the form of inputs as co-trainers and where appropriate, delivering courses relevant to their agency expertise.
* BSCB is responsible for monitoring and quality assuring single agency training and ensuring it meets minimum quality standards. Single Agency Foundation training resources and trainer’s guidance is provided free to charge to facilitate this.
* Employers must have training plans in place, and systems to record the attendance of their staff on safeguarding and child protection training, so that they can provide assurance and monitoring evidence to BSCB when required. Training plans related to safeguarding and child protection will be shared and discussed at the Training Sub Group to ensure that a coordinated and consistent approach is taken across all agencies.

The Training Sub Group

The Training Sub Group is the primary mechanism for delivering the BSCB Training Strategy and comprises of members who have an understanding of strategic training priorities within their own organisation. Its role is to:

* Ensure that the Training Strategy is implemented effectively across all partner agencies so that all practitioners receive appropriate safeguarding training.
* Coordinate multi agency child protection learning opportunities consistent with BSCB business plan priorities. This includes the commissioning of most effective resources and evaluation of training provision.
* Oversee an effective quality assurance process in order to ensure that the safeguarding children training provided by member agencies meets agreed standards and positively impacts on front line practice.
* To carry out tasks delegated by BSCB and inform the Board of current training needs, trends, issues and practices within multi agency training and development.
* Contribute to the BSCB Annual Report by providing an overall evaluation of the effectiveness of training and its impact on practice within and across partner agencies.
* To ensure that the quality of internal and commissioned trainers is appropriately assured.
* To ensure that training courses embed the learning from local and national serious case reviews – through review and adjustment of training materials and/or including specific reference to SCR and the learning for professionals.
* Provide feedback to the Board on areas requiring development or presenting challenge.
* Make changes in light of any identified gaps in training or as a result of national or local findings from: SCRs, CPIR’s, DHR’s, research, new or revised legislation and guidance.

The BSCB Training Framework

Training can only be effective if supported by an agency culture that values learning and where there is a commitment to inter agency collaboration.

A supportive framework needs to include:

* A clear mandate from senior leaders to improve practice and prioritise BSCB training
* A training strategy which seeks to increase skills and knowledge across all partner agencies on key BSCB priorities.
* Resources to enable all staff across all grades and levels of experience to attend training events and opportunities to consolidate learning.
* Contribution to the planning resourcing, delivery and evaluation of training.
* Policies, procedures and practice guidance which upholds these principles.
* Analysis of training needs across different agencies.

The training framework operates around 3 simple stages:

* Training identification
* Training delivery
* Evaluation of quality of impact

Training Identification

The Training Sub Group will ensure that training needs are reviewed throughout the year and all individual agencies will contribute to an annual training needs analysis.

In order 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, young people and families and what level of responsibility they have for safeguarding of children and young people.

Target groups are as follows:

* Group A training for people who have some, infrequent contact with children and/or families but do not work directly with children, or staff working with children receiving an induction as a new starter in an organisation. This would be foundation awareness training (Level 1 & 2 for intercollegiate) usually delivered as single agency.
* Group B training is for people who have contact with, or work regularly with children and/or their families. This training will target developing skills relevant to their level of contact, or awareness level training on specific topics which might be suitable for everyone working within safeguarding. (Level 3 inter agency for intercollegiate)
* Group C training is for people who work with children intensively, and/or have specific responsibility in relation to safeguarding. This would be either as a named safeguarding lead, or as part of a team with responsibility for taking part in S47 child protection enquiries and assessments. (Level 3/4 specialist for intercollegiate)
* Group D training is for operational managers in organisations employing staff to work with children and families, or with responsibility for commissioning services. (These groups will be adjusted, and mapped to the intercollegiate document once the revised version is available)

The Training Sub Group will identify training needs using the following:

* Annual training needs analysis completed by all agencies.
* Participant and Trainers course evaluations.
* Lessons from national and local SCRs.
* Board and partner agency audits
* Young people’s participation groups – such as the BSCB Shadow Board.
* National policy initiatives
* Working Together to Safeguard Children (2015) and any subsequent versions
* BSCB business plan 2016-19
* Agency inspection improvement plans

The BSCB will be clear about its target areas for training delivery and these will be reflected in a yearly refresh of this strategy to coincide with the business planning process.

The 2018 – 2019 target areas for training include:

* FGM
* Neglect – including roll out of GCP2 training for the city
* Thresholds
* Transition Services
* Disabled Children
* Safer Recruitment and working practices
* Engaging effectively with hard to reach families
* Having courageous conversations
* Child to Parent Violence
* Engaging and involving boys and men in Child Protection

Where a training priority is relevant to safeguarding priorities of inter agency strategic groups across the city (e.g. Safer Bristol, Children & Family Partnership Board) then a collaborative approach will be taken regarding commissioning and delivery of appropriate training courses.

Where a training priority would benefit from working in partnership with adult safeguarding services the BSCB and BSAB training groups will collaborate to ensure that relevant training is offered to the children and adult workforce. Where possible the principles of this training strategy would be reflected by providing opportunities for adult and children’s staff to attend training together to explore working together effectively.

Training Delivery

Training offered by BSCB is designed to meet the diverse needs of staff at different levels, and the wide range of organisations that work with children or adult family members across Bristol.

BSCB training addresses generic skills around recognising and responding to possible abusive situations, and focuses on areas of practice prioritised by the Board. Learning from SCR’s is fully integrated into BSCB course materials.

Attendance at BSCB multi agency courses is designed to facilitate networking, partnership working and the building of professional trust across Bristol’s safeguarding systems.

Training will be underpinned by the following principles:

* Child focussed and the child’s welfare remains paramount.
* Trainers will be knowledgeable about safeguarding and child protection. When delivering on complex or specialist areas trainers will have the relevant skills and knowledge.
* Training will be evidence based and informed by current research, lessons from SCRs, 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 delivered will be in line with learning outcomes agreed regionally by South West Inter Agency Trainers Group to ensure consistency in delivery of initial and advanced inter agency training.

The Voice of the Child in Training

It is a Board priority that all agencies prioritise hearing the voice of the child. All training delivered will explicitly refer to the importance of this and provide specific examples of how children might communicate their thoughts and feelings other than through the spoken word. In addition to this, wherever possible training will include the following methods in order to ensure that the voice of the child is heard:

* Use of resources created by youth participation groups, including the Shadow Board within training delivery
* Adult survivors sharing their experiences as children, or as adults within the family in order to ensure the family views are also heard
* Young people co-delivering on training, which includes planning and creation of resources prior to delivery

Timeframes for Training

To ensure that staff are equipped to meet their safeguarding responsibility it is strongly recommended that they are required to complete training within the following timeframes:

Group A/Induction: within one month of joining an organisation

Group B: within three months of starting in a job or role where child protection training is required

Group C: within six months of starting in a job or role where targeted child protection training is required.

Group D: Within 12 months of taking up a post where specialist managers training is required.

BSCB endorses that any Designated or named Safeguarding Leads and any deputies should undergo training to provide them with the knowledge and skills to carry out the role. Training should be updated every two or three years, according to their own agency requirements.

Designated Safeguarding Leads should also be reading reports, SCRs, attending network events or reading e-bulletins regularly in order to maintain their knowledge.

BSCB Training Programme

BSCB provides a comprehensive core programme of multi agency training that covers a range of issues. It is designed to supplement safeguarding training within organisations and address the importance of practitioners working effectively and collaboratively with each other.

The courses provided are designed to assist professionals to develop knowledge, skills and attitudes that they need to achieve this.

The core training programme reflects the need to provide a variety of options and supplementary training to enable as many practitioners to engage effectively with training as possible.

Training and awareness raising methods employed by BSCB include:

* Full day training events
* Half day training events on focussed topics
* Short briefing events to provide current learning from SCR’s, basic awareness of specific areas of safeguarding and updates in knowledge for single agency trainers
* Facilitation of the Safeguarding Trainers Network, meeting three times a year to provide updates to safeguarding trainers in Bristol regarding local changes to process and guidance, and any changes in legislation or statutory guidance that impacts on safeguarding practices.
* Briefing notes provided for all local SCRs and CPIRs to update practitioners and single agency trainers on lessons learnt and changes made as a result of findings.
* Annual Conference on key theme to engage the wider professional network and delivery key safeguarding messages and learning.
* Conferences on specific areas of interest, across both children’s and adult workforces to bring together professionals to learn from experienced professionals and identify changes in practice that will have a positive impact on the safeguarding arena in Bristol.
* The board remains committed to exploring using modern technology effectively in order to enable access to learning for those who remotely or need to access learning at times to suit their schedule.
* Partner agencies must have effective mechanisms in place to disseminate learning opportunities across their organisation.

Evaluation of Quality and Impact

Measuring the impact of training needs to go beyond quantitive results and consider what changes to practice have occurred as a result of the training and has this made a demonstrable improvement for children and families. All single and multi agency training must be subject to robust evaluation that aims to capture the effectiveness of training and its impact on practice.

BSCB will constantly seek new ways to maximise the learning transfer from training to achieve this.

To evaluate BSCB multi agency training:

* Pre course questionnaire completed by all participants that encourages them to reflect on their learning needs.
* Post course questionnaire completed by all participants to ensure that learning outcomes are met and identify any additional training needs.
* Participants are asked to complete a short form 3-6 months after completion of training to measure impact on practice.
* 8-12 weeks after course completion a random selection of participants and their managers are contacted for a telephone conversation about the impact on the participant’s confidence, knowledge and practice.
* Managers are encouraged to include multi agency training in supervision discussions to ensure that staff attending training are making use of it in their practice and that it is relevant to their role.
* The findings from all evaluations are shared with the Training Sub Group to ensure that they inform the planning and development of future training.

How we will measure success:

* S11 returns evidence that agencies are delivering appropriate single agency training.
* Increase in the numbers and range of practitioners attending appropriate training.
* Training courses run at full capacity and learning outcomes have a multi agency focus.
* Positive evaluations from participants and follow up evaluations evidence impact on practice.
* Auditing and case reviews help to judge the impact of training on practice.
* BSCB will monitor attendance by partner agency staff.
* Use of signs of safety approach by partner agencies.

This strategy will be reviewed annually and amended as required.

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