

West Sussex Safeguarding Children Board

Training Strategy 2017-2019

1. Purpose of the Strategy

The WSSCB Training strategy outlines the WSSCB's strategic approach to improving children's safeguarding practice across the WSSCB workforce through the provision of training. Overseen by the WSSCB Improving Practice group, this strategy will be reviewed and refreshed on a two year cycle.

This strategy should be considered in reference to the WSSCB Learning & Improvement framework, the WSSCB Communications Strategy and the WSSCB Business Plan.

2. Scope of the Training Strategy

This strategy relates to all agencies which provide support to children and their families in West Sussex, including:

- Group 1. those with **particular and specialised responsibility** for safeguarding children such as designated or named professionals and those that undertake early help or statutory assessments around children and young people
- Group 2. those who **work regularly** with children, young people and adults who are parents/carers and may be asked to contribute to assessments
- Group 3. those with **some contact** with children and young people and with adults who are parents or carers, including those who operate in an environment where they see children or adults in a non-safeguarding context.

The WSSCB acknowledge the array of single and multi-agency training delivered by single agencies and partner groups, for example early years training, Integrated Help and Earliest Prevention training, and training to health professionals. Through the work of the Improving Practice group the WSSCB seeks to inform the content of this training so that it aligns with the WSSCB strategic training objectives, and is delivered using best practice approaches.

3. Aim of the Training strategy

The Training strategy aims to support agencies across the WSSCB partnership in:

- building an effective workforce, confident in delivering best safeguarding practice
- raising awareness and understanding of safeguarding children
- providing a learning pathway that describes the continuing professional development of staff
- delivering a culture of challenge, learning & improvement

4. Delivering Learning & Development activity in 2017-19

The focus of learning and development activity is identified in line with the WSSCB Business Plan priorities, and is informed by learning from the WSSCB multi-agency training needs analysis, learning from national and local reviews

and local audit activity, and analysis of the impact of learning and development activity on practice.

WSSCB learning and development activity is delivered in line with the below key principles:

- Continuous learning and improvement is valued and promoted.
- Learning and development activity intends to equip agencies with the skills and knowledge to further disseminate learning across their organisations.
- Activity takes into account the range of learning and development mechanisms available for improving practice, for example, supporting the dissemination of learning messages through supervision, the use of technology to provide access to key messages, and providing multi-agency opportunities to share best practice.
- Learning and development activity is accessible, of high quality, and meets the needs of the intended audience.
- Messages are proportionate and focused whilst acknowledging the volume of information already in people's working lives.
- We avoid duplication of effort by sign-posting to good quality multi-agency training already being delivered by others.

5. WSSCB Multi-agency training programme

The WSSCB multi-agency training programme is a key element of the WSSCB Training Strategy. Production and delivery of the WSSCB training programme is based on the principle of shared ownership across the partnership. The training programme is led by the WSSCB Learning & Development Officer and resourced by multi-agency partners providing specialist knowledge, trainers and venues.

The WSSCB training programme is funded through partner contributions to the WSSCB core budget. There is a charging policy in operation for all agencies who do not contribute financially, with a reduced rate for local voluntary organisations. Additionally there are individual agreements for free training places with organisations that offer 'in kind' resourcing to the training programme, such as trainers and venues.

Trainees' experience of the WSSCB training programme is evaluated via an online form post training. Evaluation of impact on the practice of trainees is carried out through phone calls with practitioners attending targeted training courses at least six months after training.

The WSSCB training programme also includes the provision of on-line courses promoted via the WSSCB website.

The WSSCB training programme is quality assured through course observations and trainee feedback.

6. Broader learning and development activity

The WSSCB deliver a range of learning and development activities that extend beyond the core training programme. These include case review learning events, bespoke training to targeted groups, learning bulletins to inform team meetings and supervision, and train the trainer events.

7. Single agency training

The WSSCB acknowledges the importance of ensuring that training delivered on a single agency basis is of good quality. The Pan-Sussex Section 11 survey is completed by agencies every two years. This is a key mechanism for the WSSCB to assure itself that staff across single agencies have access to safeguarding training which covers the range of priority areas.

The WSSCB intends to provide guidance to agencies on ensuring the training they deliver and commission is of good quality and meeting the needs of their workforce.

8. West Sussex Safeguarding Week

In partnership with the West Sussex Safeguarding Adults Board and the Safer West Sussex Partnership the WSSCB intend to deliver an annual week of safeguarding learning events. The purpose of the week is to provide a range of learning and development opportunities for staff and volunteers working with adults at risk and children in West Sussex, aimed at improving their safeguarding knowledge, skills and understanding, and promoting joint working.

9. Strategic Objectives in 2017-19

The WSSCB Business Plan priorities for 2017 – 19 are neglect, child sexual abuse and emotional wellbeing and mental health. See Appendix A: WSSCB training in 2017-18.

All target groups

- Group 1. those with **particular and specialised responsibility** for safeguarding children such as designated or named professionals and those that undertake early help or statutory assessments around children and young people
- Group 2. those who **work regularly** with children, young people and adults who are parents/carers and may be asked to contribute to assessments
- Group 3. those with **some contact** with children and young people and with adults who are parents or carers, including those who operate in an environment where they see children or adults in a non-safeguarding context.

Strategic objectives:

- 1) Professionals across the WSSCB workforce are able to recognise the signs of neglect, child sexual abuse, child sexual exploitation, and understand the potential impact of these on children.
- 2) Professionals across the workforce understand the impact of parental issues on children including domestic abuse, substance misuse and mental health issues, including the impact of any caring responsibilities the child may hold.
- 3) Professionals across the WSSCB workforce are confident and know how to challenge each other and escalate concerns

How we intend to meet these objectives

- Increase uptake of 'Safeguarding Children' e-learning module across the wider workforce

- Ensure the provision of information and briefings on the impact of parental issues on children to the workforce
- Ensure all training highlights Escalation policy and promotes culture of challenge

Target Groups 1 & 2

Strategic objectives:

- 4) Professionals across the WSSCB workforce are confident and skilled in identifying and responding to:
 - Children experiencing neglect
 - children at risk of child sexual exploitation
 - children who go missing
 - children with emotional wellbeing and mental health concerns
- 5) Professionals across the WSSB workforce are confident and competent in recognising and intervening in cases of child sexual abuse

How we intend to meet these objectives

- Ensure the provision of focused training and development opportunities across the workforce, including:
 - Review of neglect and child sexual exploitation training offer
 - Review provision of and promote emotional wellbeing and mental health training
- Identify workforce knowledge, skills and confidence in recognising and responding to child sexual abuse in order to determine the most effective workforce development solution

10. Planned improvements to the WSSCB delivery of training in 2017-19

The WSSCB intends further develop our understanding of the impact of our learning and development activity on practice through diversifying our mechanisms for gathering this information, for example through the use of 'action pledges' following learning events.

The Improving Practice group intends to build on the current quality assurance mechanisms in order to develop a sustainable multi-agency mechanism for quality assurance across the WSSCB training programme.

Appendix A: WSSCB Training in 2017-18

E-learning courses

- Safeguarding Children
- Child Sexual Exploitation
- Domestic Abuse
- Female Genital Mutilation
- Child Trafficking
- Safer Recruitment
- PREVENT
- Awareness of Forced Marriage

Taught courses

- Working Together to Safeguard Children
- Neglect
- Children who sexually harm other children
- Child Protection & Core Group Conferences
- Child Sexual Exploitation

Planned learning events

- Learning from SCR Key: Child sexual exploitation
- Pan Sussex Neglect conference
- Learning from SCRs O, N, P and Q briefings
- West Sussex Safeguarding week

Training in line with Business plan priorities

| Neglect | Child sexual abuse | Emotional wellbeing & mental health |
|--|--|--|
| Neglect Pan Sussex neglect conference | Children who sexually harm other children Child sexual exploitation (e-learning) Child sexual exploitation SCR key: Child Sexual Exploitation | Coastal West Sussex training programme |
| Safeguarding children (e-learning), Working Together to Safeguard Children, Serious Case Review Briefings, WSSCB Safeguarding week | | |