



Derby and Derbyshire Local Safeguarding Children Boards Training Strategy 2017 - 2020

Introduction

The Derby and Derbyshire Local Safeguarding Children Boards (LSCBs) have a range of roles and statutory functions. Regulation 5 of the Local Safeguarding Children Boards Regulations 2006 under section 14 of the Children Act 2004 sets out the functions, (in relation to training), of the LSCBs as follows:

1(a) developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority, including policies and procedures in relation to:

ii) training of persons who work with children or in services affecting the safety and welfare of children.

Working Together 2015 requires LSCBs to monitor and evaluate the effectiveness of training, including single agency and multi-agency training, to safeguard and promote the welfare of children; and also that LSCBs maintain a local learning and improvement framework which is shared across all organisations who work with children and families.

Safeguarding and promoting the welfare of children is defined in Working Together 2015 as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

The training strategy will be implemented through the LSCBs training providers' sub group, which has representation from all partner organisations.

Purpose of the training strategy

The purpose of the Derby and Derbyshire LSCBs Training Strategy is to:-

- contribute to reduce significant harm to children;
- define a framework of training working in partnership with all agencies to ensure staff and volunteers receive the appropriate level of safeguarding children training they need to carry out their role and responsibilities;

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- be able to identify and respond to the development of the knowledge and skills practitioners require in line with Working Together 2015, to be able to identify and respond to early signs of abuse and neglect of vulnerable children;
- ensure an evaluation of need for training across all agencies through an annual Training Needs Analysis;
- identify different types of learning, training and development interventions that are the most effective, and develop ways these can be incorporated into practice;
- establish effective monitoring and evaluation processes for learning, training and development, to assess the impact on practice;
- promote good safeguarding practice;
- embed a culture of continuous learning and improvement across organisations that work together to safeguard and promote the welfare of children.

Derby and Derbyshire LSCBs Training Responsibility

This strategy will promote compliance with the requirements set out in Working Together 2015 and consider -

- single agency training – which is training carried out by a particular agency for its own staff; and
- multi-agency training – which is training for employees of different agencies who either work together or come together for learning, training and development;
- consider all other methods of learning, training and development as appropriate e.g. e learning, bearing in mind different learning styles.

Who requires training?

Everyone who comes into contact with children and families has a role to play and has a responsibility for keeping them safe.

Level 1 role

- Those whose role brings them into contact with children and young people and families/carers;

Level 2 role

- Those who work regularly with children, young people and families/carers, and may be asked to contribute to safeguarding processes;

Level 3 role

- Those with particular and specialised responsibility for safeguarding children contributing to safeguarding assessments and plans multi- agency training is beneficial for this role;

Level 4 role

- Those with responsibility for supervising or guiding staff in safeguarding processes such as designated or named professionals and managers of staff working at levels 1 – 3, multi-agency training is beneficial for this role.

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Currently the LSCBs require single agencies to be responsible for providing training for their staff in level 1 roles, and the Boards offer multi agency programmes with training mainly at levels 3 and 4, but with some level 2 training. The multi-agency programmes do not currently provide any face to face training at level 1, however, this is accessible via e-learning on the LSCBs websites, and the current level 2 face to face training in the programmes will be reviewed in the longer term, as to whether this will be via e-learning.

LSCB core values in Learning, Training and Development

All aspects of learning, training and development will be based on the following values:-

- Child centred
- Think Family
- Promotes participation of children and families/carers
- Promotes and respects equality and diversity
- Values working collaboratively
- Accessible and varied learning opportunities
- Evidence based
- Regular review
- Focused on the outcomes for children

Training Priorities

1. Undertake an annual training needs analysis to inform the future commission of safeguarding training, identify gaps in training and establish what single agency training is being delivered;
2. Develop a quality assurance system for all safeguarding training delivered by all agencies, through sampling a range of courses across all agencies;
3. Ensure that all of the training is in line with Derby/Derbyshire SCB Workforce Groups priorities.
4. Ensure that the LSCB training meets the identified requirements of those who work with children, young people, families and carers in Derby City and Derbyshire;
5. Evaluation of the impact of learning, training and development on outcomes.

The Training Programme

Derby and Derbyshire LSCB's administer their own training programmes, promoted on their websites. These are open to agencies from within the City or the County. The content for all courses is consistent to reflect shared values, procedures and practice. Training will be regularly updated and amended to incorporate any changes in legislation, guidance and procedures.

The programme highlights recommendations resulting from recent local and national serious case reviews.

Training pathways are included in the programme to enable staff to track the most relevant pathway to follow.

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The training programme can be accessed in the training section of the LSCBs websites in the links below and will be updated annually;

[Derby Safeguarding Board Training Programme](#)

[Derbyshire Safeguarding Board Training Programme](#)

Commissioning of Training

All Multi Agency training that is commissioned by the LSCBs will adhere to quality assurance standards as defined in this strategy. Single agencies commissioning training independently have a responsibility to ensure that required standards are met.

The LSCBs approve all multi-agency training commissioned.

Quality Assurance

The LSCBs have a responsibility to ensure the quality of multi-agency training. Training must be consistent and of a high quality. The effectiveness of training will be continually and consistently evaluated.

Measuring the quality and effectiveness of training will be done at various stages which will be set in the LSCBs quality assurance cycle.

Derby and Derbyshire Safeguarding Children Boards Training Validation Scheme

The Boards' Training Validation Scheme sets out the standards for organisations which provide safeguarding training. Organisations will be validated in accordance with the scheme and those approved will be made available on the boards' web sites.

When commissioning trainers, agencies should preferably use trainers approved by the LSCB's. Single agencies should also submit material to be approved by the multi-agency validation panel which meets three times a year.