1. Introduction

1.1 This report highlights the activity of the Peterborough SCB Strategic Learning and Development Group from April 2011 to March 2012, and identifies key activities for the coming financial year.

1.2 Two significant changes in personnel have taken place during this period with Helen Herron appointed to the post of Training & Development Manager in July 2011, following Jo Bramwell’s departure in May 2011, and Nick Edwards (Service Manager for NSPCC Peterborough) taking over as Chair for the group in March 2012 following Jenny Sergeant’s departure in December 2011. Despite these changes, training has continued with minimal disruption to the programme.

1.3 During the course of 2011, the SCB training programme has been aligned with the financial rather than academic year. The training brochure has been amended to reflect this improvement.

1.4 This year’s training programme has been delivered in the context of a number of significant challenges with a major restructuring taking place across the Health community, and an on-going Improvement Plan within the Local Authority. Training has however remained focused on key priorities for the Safeguarding Children’s Board, and has, on the whole, been well attended.

2. Training programme April 2011 to March 2012

2.1 During the financial year 2011 to 2012 a total of 336 individual training and/or conference places have been filled by 244 individual participants. Across the year 24 training events have been delivered, in addition to the main annual conference, covering 14 learning topics varying from our quarterly ‘Introduction to Safeguarding’ and ‘Child Protection Refresher’ courses through to workshops addressing Domestic Abuse, Parental Mental Health and Child Sexual Exploitation. Full details of the courses delivered and attendance can be found at Appendix 1.

2.2 Despite working against a background of major change there have been some pleasing achievements:
• The introduction of a learning impact tool in December 2011, capturing participant feedback a short period after the training. This tool not only provides important information on the quality of the training, but can be used in the workplace as evidence for continuing professional development for registration or APR processes. This remains a relatively new tool, with 31 completed forms to date (detail within Appendix 2). Extended use of this tool features in the group action plan for 2012/13.

• A standard ‘Level One’ training pack has been developed for use across the SCB area, allowing agencies to adapt to their own individual service needs. Work remains on-going to develop an e-learning package to reduce the impact of Face to Face training.

• The PSCB annual conference ‘Child Sexual Abuse – an insight to offender behaviour’ was held on 3rd November 2011. The speakers were Rachel Sensicle, Child Protection Consultant and Graham Hill, Behavioural Analysis Consultant. The attendance of 128 was the largest ever experienced for a PSCB conference. Feedback from attendees was excellent.

• Joint training has been delivered between the Peterborough and Cambridgeshire SCB’s, with further collaboration planned for 2012/13. Recent training has included: Child Death Overview Processes and Training the Trainer.

3 Training Programme for 2012 to 2013

3.1 A Peterborough Safeguarding Children Board Workforce Development brochure is in place for 2012/13, outlining available courses for the coming year, and how these courses link to the required training for different practitioner groups (Level One to Six). It is intended that this brochure will be revised during 2012/13 to better demonstrate how practitioner competencies will be met through course attendance.

3.2 A total of 25 individual courses are planned, covering 16 learning topics, again including Introduction and Refresher training. In addition individual workshops will be held to address learning points from Serious Case Reviews or new national learning, and a Voluntary Sector Forum will be facilitated.

3.3 This training plan has been developed to address the following key areas:

• The PSCB Business Plan for 2012/13
• The Peterborough Improvement Plan
• Messages from the Munro Report
• Learning from Serious Case Reviews nationally and locally
• The Peterborough Training Needs analysis
3.4 A Peterborough SCB Training Needs analysis was completed during 2011/12, and no significant changes were proposed to the existing training programme. It is intended to more robustly link future training to the findings of the Section 11 audit, and within future training brochures to make better links between individual agency and SCB training activity, with a more robust validation process for internally delivered Safeguarding courses.

3.5 In response to the findings of local Serious Case Reviews, a series of half day workshops will be held during the coming year, some of which will be delivered in collaboration with the Cambridgeshire SCB, reflecting the cross area working for a number of agencies. This approach will also be adopted for the dissemination of key national learning and practice guidance, including significant messages from the revision of Working Together.

3.6 In response to the Munro Report, and the recognition of the importance of multi-agency training in helping professionals from different agencies and backgrounds to learn together to keep children safe, monthly themed practitioner workshops have been developed to bring experienced professionals together. This will enable participants to review the latest research and share experience of working with various cases. They also provide practitioners with the opportunity to reflect on their practice and enable them to gain insight into each others roles.

3.7 Also in response to the Munro Report, there will be an increased focus on the development of analytical skills within the training process to add value to knowledge development through theory and research. The extended use of the Impact Tool and a desire to work with agencies to link this to practitioner annual performance, will add to this agenda.

4 Proposal for training from funding provided by The Children’s Workforce Development Council

4.1 The Children’s Workforce Development Council has funded a sum of £34,000 to Peterborough to implement training identified by the Munro Report with £17,000 coming into the PSCB for multi-agency training.

The funding will be used for the following:

- PSCB conference on Child Sexual Exploitation
- Including men in the assessment process - A trainer has been commissioned to provide two half day workshops.
- Assessing risk
- Analysing information
- Evidence based assessments – Theatre group, 2 sessions
- Domestic abuse workshops for first line managers and supervisors
- Reflective practice
5. Other Priorities for 2012 to 2013

5.1 To address the challenges of recent years, and an inability to extract reports from a training database no longer fit for purpose, a new database has been developed and will be embedded during 2012/13. This will enable the Business Support Officer to respond more readily to requests from agencies about who has attended PSCB training.

5.2 We will continue to support the development of the multi agency training pool to undertake the delivery of Level 1 training on behalf of the Peterborough SCB. Already over recent months two practitioners from a Voluntary Organisation have undertaken the ‘Training the Trainer Course’ and are ready to deliver to their organisation and others. Further courses are planned within the training programme.

5.3 To provide assurance within the Section 11 process, a more robust approach to training validation will be delivered during 2012/13, with the intention of listing within the training brochure all Peterborough validated courses – with a process for cross Peterborough / Cambridgeshire validation also in place. Regular meetings of the validation panel have been set up and a recall system for revalidation has been setup within the data base. This will provide significant assurances around training quality, linking to required competencies for each level of training.

6. Conclusion

2011/12 was a significantly productive year for the Strategic Learning and Development sub group of the Peterborough SCB, with good feedback on courses delivered, and a solid developmental agenda set for the future.

Key activities throughout the year have addressed SCB priorities, and with a drive towards evidencing quality of learning during 2012/13, a strong position is developing for this significant agenda.

Key tasks for 2012/13 include:

- Further development of the Learning Impact Tool;
- Revision of the Training Brochure to better reference the competencies required for practitioner / manager performance at Levels One to Six;
- Robust validation of all Safeguarding training courses across Peterborough (and Cambridgeshire if appropriate) to give confidence that practitioner / manager competencies are being addressed;
• Revisit of Section 11 audit to cross reference to the on-going development of SCB training;
• Development of training opportunities, including e learning, to assist in the cost effective delivery of essential training, with a special effort given to smaller agencies and their needs;
• Delivery of a robust and responsive training programme to meet the needs of the Peterborough children’s workforce.

Nick Edwards                      Helen Herron
Chair of Sub Group              Training and Development Manager

May 2012
Appendix 1

Courses attended by Job Title

January – March 2011

**An Introduction to Child Development 0-5**
- Staff Nurse: 4
- Advisor: 1
- Community Health & Development Nurse: 1
- HR Officer: 1
- Mental Health Nurse: 1
- Other: 1
- Referral Order Officer: 1
- Residential Worker: 2
- Relief Support Worker: 1

**An Introduction to Child Development 6-16**
- Staff Nurse: 4
- Advisor: 1
- Community Health & Development Nurse: 1
- HR Officer: 1
- Mental Health Nurse: 1
- Other: 1
- Project Worker: 1
- Referral Order Officer: 1
- Residential Worker: 2
- Relief Support Worker: 1

**Child Protection Refresher Training**
- Support Worker: 2
- Care Co-ordinator: 1
- Clinical Nurse Leader: 1
- Education Welfare Officer: 2
- Senior Practitioner: 1
- Other: 1
- MDT Therapist: 2
- Project Worker: 1

**Domestic Violence & Abuse - Risk Assessing the Situation**
- Team Support Worker: 2
- Staff Nurse: 1
- Resource Worker: 1
- Refuge Worker: 1
- Key Worker: 1
- Outreach Worker: 1
- Additional Needs Personal Adviser: 1
- Advisor: 1
- Community Health & Development Nurse: 1
- Personal Adviser: 1
- Outreach Worker - Development Officer: 1
Appendix 1

Courses attended by Job Title

### Safeguarding Children & Young People from New Arrival European Communities

- Community Health Development Nurse, 1
- Community Health Development Nurse, 1
- Family Aide, 1
- Health Professional Specialist, 1
- Health Visitor, 1
- Independent Reviewing Officer, 1
- Independent Social Worker, 1
- Key Worker, 2
- Manager, 1
- Manager, 1
- Project Worker, 1
- Project Worker, 1
- Teacher, 2

### Safer Recruitment

- Assistant Head Teacher, 2
- Deputy Head, 2
- Governor, 1
- Head Teacher, 1
- SENCO, 1
- Manager, 1
- Inclusion Officer, 1
- Special Needs Assistant, 1
- Senior HR Business Partner, 1
- Teacher, 2

### The Effect of Domestic Abuse

- Additional Needs Personal Adviser, 1
- Additional Needs Personal Adviser, 1
- Appropriate Adult Service Co-ordinator, 1
- Care Co-ordinator, 1
- Referral Order Officer, 1
- Staff Nurse, 1
- Project Worker, 1
- Project Worker, 1
- Referral Order Officer, 1
- Support Worker, 1
- Trainee Social Worker, 1
- Other, 1
- Mental Health Nurse, 1
- Key Worker, 1
- Family Support Worker, 1
- Community Health Development Nurse, 1
- Other, 1
- Personal Advisor, 2
- Personal Advisor, 2
- Senior HR Business Partner, 1
- Special Needs Assistant, 1
- Teacher, 2

7
Appendix 1

Courses attended by Job Title

**Working Together to Safeguard Children**
- Social Worker: 1
- Residential Worker: 1
- Quality Assurance Coordinator: 1
- Administrator: 1
- Manager: 4
- Project Worker: 1
- Play Worker: 1
- Personal Advisor: 1
- Outreach worker - Development Officer: 1
- Administrator: 1

**Working with Young People who display Sexually Harmful Behaviour**
- Social Worker: 3
- Psychologist: 2
- Counsellor: 1
- independent Reviewing Officer: 1
- Outreach worker - Development Officer: 1
- Personal Advisor: 1
- Team Support Worker: 1
- Support Worker: 1
- Trainee Social Worker: 1
- Assistant Named Nurse: 1
- Assistant Psychologist: 1

**Your Role at a Child Protection Conference**
- Probation Officer: 1
- Mena Link Worker: 1
- Key Worker: 1
- HR Officer: 1
- Attendance Officer: 3
- Education Welfare Officer: 4
Appendix 1

Courses attended by Job Title

April – July 2011

**Assessment, Intervention & Moving on (AIM 2)**

- Trainee Social Worker, 1
- Assistant Psychologist, 1
- Social Worker, 1
- Resource Worker, 1
- Psychologist, 2

**An Introduction to Safeguarding**

- Administration, 1
- Administrator, 1
- Co-ordinator, 1
- Counsellor, 1
- Hostel Support Worker, 1
- Key Worker, 1
- Learning Mentor, 1
- Learning Support Assistant, 2
- Manager, 1
- Neighbourhood Manager, 2
- Play Worker, 1
- Transport other, 4
- Tutor, 1
- Volunteer, 1
- Support Worker, 2
- Social Worker in Training, 1
- Senior Practitioner, 1
- Pathways 8 + 9 Lead, 1
- Family Centre Worker, 1
- Family Group Conferencing Co-ordinator, 1
- Family Support Worker, 3
- Social Worker, 1
- Volunteer, 1
- Play Worker, 1
### Designated Safeguarding Officer Training

- SSSP - Nursery, 4
- Chief Executive, 1
- Counsellor, 1
- Inclusion Officer, 1
- Manager, 1
- Probation Officer, 1

### Working Together to Safeguard Children

- Support Worker, 1
- Social Worker in Training, 1
- Specialist Registrar, 1
- Special Needs Assistant, 1
Appendix 1  Courses attended by Job Title

September – December 2011

An Introduction to Normal Child Development

- Youth Justice Officer, 1
- Assistant Psychologist, 1
- Contact Supervisor, 1
- Team Leader, 1
- Co-ordinator, 1
- Social Worker, 1
- Other, 1

An Introduction to Safeguarding Children

- Assistant Team Manager, 1
- Volunteer, 1
- Senior Nurse, 1
- Team Leader, 1
- Key Worker, 1
- Learning Support Assistant, 2
- Administration, 2
- Children's Services Practitioner, 1
- Community Based Youth Worker, 1
- HR Officer, 1
- SSSP - Nursery, 1
- Social Worker, 1
- Personal Advisor, 3

Child Protection Refresher Training

- Voluntary, 1
- Administration, 2
- Key Worker, 1
- Learning Support Assistant, 2
- Personal Advisor, 3
- SSSP - Nursery, 1
- Social Worker, 1
- Community Based Youth Worker, 1
Appendix 1  Courses attended by Job Title

Child Sexual Abuse - An Insight into offender behaviour (PSCB Conference)
Appendix 1 Courses attended by Job Title

### Domestic Abuse - Risk Assessing the Situation

- Trainee Social Worker, 1
- Social Worker, 1
- Resource Worker, 1
- Accomodation Officer, 1
- Children & Families Worker, 1
- Community Health & Development Nurse, 1
- Contact Supervisor, 1

### Recognising & Responding to Signs & Symptoms of Child Abuse

- Trainee Social Worker, 1
- SSSP - Nursery, 1
- Social Worker, 2
- Play Worker, 1
- Manager, 1
- Other, 1
- Learning Support Assistant, 1

### The Effects of Domestic Abuse

- Social Worker, 2
- Pathways 8 + 9 Lead, 1
- Link Officer, 1
- Community Nursery Nurse, 1
- Accomodation Officer, 1
- Assistant Psychologist, 1
- Bilingual Assistant, 1
- Children & Families Worker, 1
- Community Health & Development Nurse, 1


Appendix 1  Courses attended by Job Title

The Impact on Children of Parental Mental Health Problems

- Assistant Named Nurse, 1
- Assistant Psychologist, 1
- Childcare Advisor, 2
- Contact Supervisor, 1
- Co-ordinator, 1
- Family Centre Worker, 1
- Family Support Worker, 1
- Health Visitor, 1
- Social Worker, 2
- Support Worker, 1

Working with Sexually Exploited Young People

- Accommodation Officer, 1
- Assistant Psychologist, 1
- DC, 1
- Family Support Worker, 2
- Other, 2

Working with Young People who display Sexually Harmful Behaviour

- Accommodation Officer, 1
- Childcare Advisor, 2
- Co-ordinator, 1
- DC, 1
- Family Centre Worker, 1
- Family Support Worker, 1
- Health Visitor, 1
- Residential Worker, 1
- Social Worker, 2
- Youth Justice Officer, 1
- Other, 1
Appendix 1  
Courses attended by Job Title  

January – March 2012  

**An Introduction to Safeguarding**
- Youth Worker, 1
- Asst. Road Safety Officer, 2
- CAF Co-ordinator, 1
- Childcare Workers, 1
- Key Worker, 1
- Project Advocate, 1
- Residential Worker, 2
- Project Worker, 1
- Safeguarding Officer, 1
- Volunteer, 4

**Child Protection Refresher Training**
- CAF Co-ordinator, 2
- Childcare Advisor, 1
- Classroom Assistant, 1
- Community Development Officer, 1
- Coordinator, 2
- Health Visitor, 1
- Specifier, 1
- Transport other, 1
- SSSP Childminder, 1
- SSSP - Nursery, 1
- Residential Worker, 3
- Probation Officer, 1
- Other, 1
- Home Visitor, 1

**Framework for Child Protection**
- Teacher, 2
- CAF Co-ordinator, 2
- Children & Families Worker, 1
- Family Support Worker, 1
- SSSP - Nursery, 2
- Sister, 1
- Project Advocate, 1
- Manager, 1

**Recognising & Responding to the Signs & Symptoms of Child Abuse**
- SSSP - Nursery, 1
- Learning Support Assistant, 2
- Resource Worker, 2
- Police Officer, 1
- Project Advocate, 1
- Health, 1
Appendix 1

Courses attended by Job Title

**The Impact on Children of Parental Mental Health Problems**

- Accommodation Officer, 1
- Advocate, 1
- Childcare Advisor, 1
- Health Visitor, 1
- Home Visitor, 1
- Learning Support Assistant, 2
- Residential Worker, 2
- Project Advocate, 2
- SSSP - Nursery, 1
- Teacher, 1

**Voluntary Sector Forum**

- Volunteer, 1
- Child Counsellor, 1
- Co-ordinator, 1
- Manager, 1
- HR Officer, 1
- Home Visitor, 1
- Project Worker, 2

**Working with Sexually Exploited Young People**

- Volunteer, 1
- Consultant Psychiatrist, 1
- Independent Social Worker, 1
- Social Worker, 1
- Resource Worker, 1
- Police Officer, 1
- Trainee Social Worker, 1
Appendix 1  Courses attended by Job Title

SOCIAL WORKER ATTENDANCE AT COURSES APRIL 2011 to MARCH 2012
(includes Independent SW and Trainees)

- Working with Sexually Exploited Young People
- AIM 2
- Child Protection Refresher Training
- Domestic Abuse - Risk Assessing the Situation
- The Effects of Domestic Abuse
- Working with Sexually Exploited Young People
- An Introduction to Normal Child Development
- Child Sexual Abuse - An Insight into offender behaviour
- Recognising & Responding to the Signs & Symptoms of Child Abuse
- The Impact on Children of Parental Mental Health Problems
- Working with Young People who display Sexually Harmful Behaviour
- Child Sexual Abuse - An Insight into offender behaviour
- AIM 2
- Domestic Abuse - Risk Assessing the Situation
- Working with Sexually Exploited Young People
- Recognising & Responding to the Signs & Symptoms of Child Abuse
- Working with Sexually Exploited Young People
<table>
<thead>
<tr>
<th>Course Attended</th>
<th>Organisation</th>
<th>Please indicate in what way the training has impacted on your work (tick all that apply):</th>
<th>I apply what I have learned from this event:</th>
<th>Indicate the reason for your answer:</th>
<th>For the job you are employed to do, in your opinion was the training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Impact on Children of Parental Mental Health Problems</td>
<td>Early Years and Childcare Team</td>
<td>Increased knowledge, Increased confidence</td>
<td>Monthly</td>
<td>I have occasional opportunities to apply learning</td>
<td>Mostly relevant?</td>
</tr>
<tr>
<td>safeguarding</td>
<td>Marshfields School</td>
<td>Increased knowledge, Better communication, Increased confidence, Positive change in attitude</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Mostly relevant?</td>
</tr>
<tr>
<td>Child Protection Refresher</td>
<td>8-19 Service</td>
<td>Increased confidence</td>
<td>Monthly</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Child Protection Refresher Training</td>
<td>8-19 Service (PCC)</td>
<td>Increased knowledge, Increased confidence</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Impact of Parental Mental health</td>
<td>Peterborough NHS trust</td>
<td>Increased knowledge, Increased confidence</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Child Protection Refresher Training</td>
<td>Young Lives</td>
<td>Increased knowledge</td>
<td>Monthly</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Introduction to Normal Child Development</td>
<td>Youth Offending Service</td>
<td>Increased knowledge, Increased confidence</td>
<td>Occasionally</td>
<td>I have occasional opportunities to apply learning</td>
<td>Mostly relevant?</td>
</tr>
<tr>
<td>Child Protection Refresher Training An Introduction to Normal Child Development</td>
<td>Marshfields School</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Occasionally</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>The impact on children of parental mental health problems</td>
<td>welland family centre</td>
<td>This event has had no impact</td>
<td>rarely</td>
<td>I have occasional opportunities to apply learning</td>
<td>partially relevant?</td>
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<td></td>
<td>Increased knowledge, Increased confidence, Positive change in attitude</td>
<td>Occasionally</td>
<td>I have occasional opportunities to apply learning</td>
<td>partially relevant?</td>
</tr>
<tr>
<td>PCC</td>
<td></td>
<td></td>
<td></td>
<td></td>
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## TRAINING IMPACT TOOL RESPONSES FROM JANUARY 2012 to 8 MAY 2012

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<th>Course Attended</th>
<th>Organisation</th>
<th>Please indicate in what way the training has impacted on your work (tick all that apply):</th>
<th>I apply what I have learned from this event:</th>
<th>Indicate the reason for your answer:</th>
<th>For the job you are employed to do, in your opinion was the training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognising &amp; Responding to Signs &amp; Symptoms of Child Abuse</td>
<td>PCC</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Framework for child protection</td>
<td>PCC</td>
<td>Increased knowledge, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Frame work for child protection</td>
<td>PCC complex health needs and disability service complex health needs and disability service</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Effects of domestic abuse</td>
<td>Womens Aid</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Domestic abuse</td>
<td>Womens Aid</td>
<td>Increased knowledge, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Symptoms of child abuse</td>
<td>Womens Aid</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Framework for Child Protection Recognising &amp; Responding to Signs &amp; Symptoms of Child Abuse</td>
<td>PCC</td>
<td>Increased knowledge, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
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<tr>
<td>framework for Child Protection Sexually Exploited Young People</td>
<td>Kidsunlimited</td>
<td>Increased knowledge, Increased confidence</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td></td>
<td>Peterborough Youth Offending Service</td>
<td>Increased knowledge, Better communication, Increased confidence</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant?</td>
</tr>
<tr>
<td>Course Attended</td>
<td>Organisation</td>
<td>Please indicate in what way the training has impacted on your work (tick all that apply):</td>
<td>I apply what I have learned from this event:</td>
<td>Indicate the reason for your answer:</td>
<td>For the job you are employed to do, in your opinion was the training:</td>
</tr>
<tr>
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<td>--------------------------------------</td>
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</tr>
<tr>
<td>Working with Sexually Exploited Young People</td>
<td>CPFT - CAMH</td>
<td>Increased knowledge, Better communication, Increased confidence, Positive change in practice</td>
<td>Occasionally</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant</td>
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<tr>
<td>Working with sexually exploited young people</td>
<td>Peterborough Rape Crisis Care Group</td>
<td>Increased knowledge</td>
<td>Occasionally</td>
<td>I have occasional opportunities to apply learning</td>
<td>Mostly relevant</td>
</tr>
<tr>
<td>Symptoms of Child Abuse</td>
<td>Peterborough Youth Offending Service</td>
<td>Increased knowledge, Increased confidence, Positive change in practice</td>
<td>Weekly</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant</td>
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<tr>
<td>Recognising &amp; responding to signs &amp; symptoms of child abuse</td>
<td>Youth Offending Services</td>
<td>Better communication</td>
<td>Occasionally</td>
<td>I have regular opportunities to apply learning</td>
<td>Mostly relevant</td>
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<tr>
<td>Recognising &amp; responding to signs &amp; symptoms of child abuse -</td>
<td>complex health needs and disability service</td>
<td>Increased knowledge, Increased confidence</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant</td>
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<tr>
<td>Safer Recruitment Training</td>
<td>Cherry Lodge</td>
<td>Increased knowledge</td>
<td>Weekly</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant</td>
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<td>Recognising &amp; responding to signs &amp; symptoms of child abuse</td>
<td>Clare Lodge</td>
<td>Increased knowledge, Better communication, Increased confidence, Positive change in attitude</td>
<td>Daily</td>
<td>I have occasional opportunities to apply learning</td>
<td>Mostly relevant</td>
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<tr>
<td>Safeguarding refresher</td>
<td>The Services</td>
<td>Increased knowledge, Better communication, Increased confidence, Positive change in practice</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
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<td>Child Protection Refresher</td>
<td>PCC - Education &amp; Children</td>
<td>Increased knowledge, Increased confidence</td>
<td>Weekly</td>
<td>I have regular opportunities to apply learning</td>
<td>Mostly relevant</td>
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<tr>
<td>Course Attended</td>
<td>Organisation</td>
<td>Please indicate in what way the training has impacted on your work (tick all that apply):</td>
<td>I apply what I have learned from this event:</td>
<td>Indicate the reason for your answer:</td>
<td>For the job you are employed to do, in your opinion was the training:</td>
</tr>
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</tr>
<tr>
<td>child protection</td>
<td>PCC - Education &amp; Children</td>
<td>Increased knowledge, Better communication, Increased confidence, Positive change in attitude, Positive change in practice</td>
<td>Monthly</td>
<td>I have occasional opportunities to apply learning</td>
<td>Completely relevant</td>
</tr>
<tr>
<td>refresher</td>
<td></td>
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<tr>
<td>Child Protection</td>
<td>Spurgeons (pref Family Care)</td>
<td>Increased knowledge</td>
<td>Daily</td>
<td>I have regular opportunities to apply learning</td>
<td>Completely relevant</td>
</tr>
<tr>
<td>Refresher</td>
<td></td>
<td></td>
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<td></td>
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</tr>
</tbody>
</table>