



Training Strategy April 2018- March 2020

Introduction and Scope

'Local Safeguarding Children Boards (LSCBs) should use data and, as a minimum monitor and evaluate the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children'.

Working Together to Safeguard Children 2015

Local Safeguarding Children Boards are responsible for safeguarding and promoting the welfare of children: this includes ensuring that there are appropriate training and learning opportunities for people who work with children and families.

The purpose of this document is to provide a framework to support safeguarding training across Cambridgeshire, so that those who work with children, young people and families – including managers, practitioners and volunteers – are appropriately skilled, competent and confident in carrying out their responsibilities in regard to safeguarding. This strategy is aligned with both Working Together 2015 Guidance and the Cambridgeshire & Peterborough Safeguarding Children Board's Business (LSCB) Priorities.

Outcomes

The LSCB has identified four key priorities in relation to safeguarding training within the county of Cambridgeshire. These priorities are;

- Responding to the PSCB Learning and Improvement Framework outcomes and local, regional and national issues.
- Providing a comprehensive multi agency workforce development programme
- Validation of single agency safeguarding training
- Monitoring and evaluating the provision of single agency safeguarding training to ensure that it is effective and is being appropriately accessed by the workforce.

LSCB multi agency training programme

Research has shown that multi-agency training is highly effective in helping professionals understand their respective roles and responsibilities, the procedures of each agency involved in safeguarding children, and in developing a shared understanding of assessment and decision-making practices. Furthermore, the opportunity to learn together is greatly valued; participants report increased confidence in working with colleagues from other agencies and greater mutual respect. In Cambridgeshire the LSCB has responsibility for the delivery of a rolling multi agency programme of safeguarding training and events

The content of the LSCB multi agency training programme is based on both local need and national priorities.

All LSCB training will be delivered by trainers who have been approved to do so by the Head of Service – Cambridgeshire & Peterborough Safeguarding Boards.

LSCB Training Principles

All training provided by Cambridgeshire & Peterborough Safeguarding Children Board is governed by the following inter-agency principles:

- Training reflects that the welfare of the child is paramount. It incorporates and promotes children's rights and needs.
- Training is informed and governed by equal opportunities.
- The training promotes and recognises the need for children and families to participate in the safeguarding process.
- Training promotes the need for inter-agency working to effectively safeguard children from harm.
- All individuals who work with children and/or their carers in the statutory, voluntary and independent sectors have access to the training.
- Training is responsive to local needs and is subject to regular evaluation and review.

Levels and frequency of LSCB Safeguarding training

The LSCB run a suite of safeguarding courses that include basic awareness courses through to in-depth courses on a particular subject matter.

The different levels of training available are designed to meet the differing needs of staff groups. To ensure that multi agency training is accessed by the correct practitioners the LSCB utilises the target audiences described in Working Together 2010 and the intercollegiate health levels. Additional information about the levels can be found in Appendix 1.

The LSCB recommends that all staff receive safeguarding information in their induction (this should include information on Prevent). Safeguarding training should be refreshed at a minimum of every three years. It is recognised that some agencies and some professional roles may require that training is refreshed more regularly than every three years. For this reason, individuals should refer to their own agencies training requirements.

Evaluation and quality assurance of LSCB training

The LSCB has a responsibility to ensure that training is of a consistently high standard. The quality assurance methods outlined below will be used to evaluate all LSCB training:

- All courses will ask delegates to complete a post course evaluation form. These will be aggregated on a regular basis and key themes disseminated to agencies.
- A further evaluation will be undertaken approximately 6 weeks after the course. The delegate will be asked to evaluate the impact of the training on their practice. A training impact report will be collated on an annual basis and key themes disseminated to the LSCB.
- A sample of LSCB training may be attended by the Head of Service for Cambridgeshire & Peterborough Children and Adults Safeguarding Boards who will monitor the delivery of the training.
- The content of all safeguarding courses will be reviewed at least annually to ensure that their content is up to date and fit for purpose.

Charging Policy

LSCB training is free to all agencies who contribute to the LSCB budget (See list below).

- Cambridgeshire and Peterborough Local Authorities
- Cambridgeshire and Peterborough Clinical Commissioning Group
- NHS England
- Cambridgeshire Community Services
- North West Anglia NHS Foundation Trust
- Cambridgeshire University Hospitals NHS Trust
- Cambridgeshire and Peterborough Foundation Trust
- East of England Ambulance Trust
- Cambridgeshire Constabulary
- National Probation Service
- CAF/CASS
- Education

At the discretion of the Head of Service Cambridgeshire and Peterborough Children and Adult Safeguarding Boards, agencies who contribute to the LSCB “in kind” will be allocated free places on LSCB Training.

For those agencies who do not contribute the following fees apply:
£150 per person for a full-day course and
£75 per person for a half-day course

Cancellation

Places on courses are limited; therefore if delegates are unable to attend a course for any reason the LSCB require written/email notification at least 3 working days before the course date otherwise the following non-attendance charge will apply: £100 for a full day course and £50 for a half day course.

For non-attendance on the day of the course the LSCB Business Unit will follow up with delegates and line managers to ascertain the reason for non-attendance.

Single agency training

A number of partner agencies will undertake their own single agency safeguarding training. The PSCB multi agency training programme is intended to compliment single agency training not replace it.

To ensure that single agency training is of a good standard and contains up to date and consistent messages, all single agency training should be validated by the LSCB. Partner agencies should ensure that they;

- Identify staff safeguarding needs within their own agency
- Ensure that staff receive training as required by their job role and responsibility
- Ensure that their safeguarding training is validated by the LSCB every 3 years
- Put processes into place to monitor the impact of their training
- Ensure that processes are in place to monitor the attendance at training
- Report regularly to the PSCB on the attendance at training and the impact.

Appendix One

LSCB Groups and Course Levels

To ensure that multi-agency training is being accessed by the correct practitioners Working Together 2010 describes target audiences (Groups 1-8). **These groups do not correspond to vocational or academic qualifications.** It is the role of your manager to determine what training you should access.

Group One: Staff who are in infrequent contact with children, young people and/or parents/carers.

This group of staff need a 'basic' understanding and 'awareness' of safeguarding issues, know how to recognise child abuse, know what normal child development is and to know what to do if they suspect a child is being abused. **(Level 1 Training).** Staff include: Librarians, GP Receptionists, community advice centre staff, grounds men, recreation assistants, and environments health officers.

Group Two: Those in regular contact or have a period of intense but irregular contact, with children, young people and /or parents/carers including all clinical health staff.

In addition to basic understanding and awareness of safeguarding issues, this group of staff need to have an awareness of the necessity of information sharing, assessment (Common assessment framework,) or accurate recording, knowledge of how to use the escalation policy and an appreciation of their own roles and responsibilities to safeguard children. **(Level 2 Training).** Staff include: Housing, hospital staff, YOS Staff and staff in secure settings, the police other than those is specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.

Group Three: Members of the workforce who work predominantly with children, young people and/or their parents/carers.

In addition to the skills needed for Groups 1 and 2 within this group need to be aware of the importance of family history, the impact of parenting issued and of working together to identify, assess and meet the needs of children where there are safeguarding issues. **(Level 3 Training).** Staff include: Paediatricians, GP's, youth workers, those working the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play schemes.

Group Four: Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries.

This group of staff need to have the skills needed for the above groups and need to have an awareness of section 47 enquiries, taking emergency action, professional judgements and working with complexity and a greater understanding or engagement with children and families. **(Level 3 Training).** Staff include: Professionals from health, trainers, education, police and children's social care, those who work with complex cases and social work staff responsible for co-ordination assessments of children in need.

Group Five: Professional advisors, named and designated lead professionals

In addition to the content for Groups 1, 2, 3 and 4 this group of staff need to (if they are advising these groups of staff) have an understanding of promoting effectiveness, professional practice and giving advice to others (**Level 3 – 4 training**). Staff include: Designated Doctors / Designated Safeguarding Leads.

Group Six: Operational Managers at all levels.

Skills are needed for Groups 1-4 (if supervising staff in those groups) and this group of staff need an awareness of supervising child protection cases, managing performance to promote effective interagency practice and specialist training for key roles. Staff include: Practice supervisors, from line managers and managers of child protection units.

Group Seven: Senior managers responsible for strategic management of services.

In addition to the content for Groups 1-3 this group need to have an awareness of Section 11 expectations, roles and responsibilities. Staff include: NHS Board Members.

Group Eight: Members of the LSCB

In addition to the content for groups 1-3 and roles and responsibilities this group need to have an awareness of the expectations of members to promote effective co-operation and improve effectiveness, current policy, lessons learnt from serious case reviews and specialist training to undertake their nominated roles. Staff include: Board members, Independent Chair, Director of Children's Services, Elected Members, Lay Members, Members of executive and sub/task Groups, business support team, inter-agency trainers.

For Health Professionals

All of the training offered within this brochure is multi-agency training and not agency specific. All Health professionals, as with other single agencies, are required to access the appropriate level of training specific to and within their own agency. Listed below is a guide to how the Intercollegiate Levels, within the health map onto the 'Working Together 2010' Groups.

- **Intercollegiate Level 1 – Access** Groups 1 and 2 training courses
- **Intercollegiate Level 2 – Access** Groups 2 and 2 training courses
- **Intercollegiate Level 3 – Access** Group 3 training courses
- **Intercollegiate Level 4 and 5 – Access** Group 3 Training courses.