



*Hartlepool & Stockton-on-Tees LSCBs  
Joint Training & Development Group*

# *Safeguarding Children Training Strategy 2018 / 2019*

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| Reviewed by HSJTG | July 2018 |
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## Table of Contents

|   |   |
|---|---|
| 1. INTRODUCTION .....                                       | 2 |
| 2. WORKING TOGETHER TO SAFEGUARD CHILDREN.....              | 3 |
| 3. STRATEGIC OBJECTIVES .....                               | 3 |
| 4. LEARNING AND DEVELOPMENT PRINCIPLES .....                | 4 |
| 5. TRAINING AND DEVELOPMENT PROGRAMME .....                 | 4 |
| 6. E-LEARNING .....   | 5 |
| Appendix 1: Training Standards .....                        | 6 |
| Appendix 2: Training Cycle including Quality Assurance..... | 7 |

## 1. INTRODUCTION

- 1.1 The purpose of the Hartlepool and Stockton Joint Training Group (H&SJTG) Training and Development Strategy is to support the national aspirations of the Children Act 2004 and Working Together to Safeguard Children 2018, which is to have a workforce that is competent and appropriately skilled to carry out their duty to safeguard and promote the welfare of children and young people. This strategy therefore aims to provide a framework for the training and development of all employees and volunteers who work with children, young people and families in Hartlepool and Stockton-on-Tees. This includes training provided by single agencies to their own staff and inter/multi-agency training and development where staff from more than one agency train together.
- 1.2 The Training and Development Strategy has been developed by the H&SJTG and complies with the requirements of The Children Act 1989 and 2004; The Common Core of Skills and Knowledge 2010; RCN Intercollegiate Document; Keeping Children Safe in Education and other relevant legislation and complimentary plans.
- 1.3 It should be read alongside the H&SJTG Service Level Agreement, Terms of Reference and Safeguarding Children Training Programme and Partners individual organisational Workforce Training Strategies.
- 1.4 The Strategy assists with ensuring that the children's workforce, including those in universal services and those providing services to adults with children in Hartlepool and Stockton-on-Tees are committed to and work together to deliver services that improve the welfare and protection of all children and young people. H&SJTG will utilise experienced practitioners and as required, commissioned inter-agency trainers.
- 1.5 It provides a framework for inter-agency safeguarding and child protection learning and improvement throughout the children's workforce. It will include training and development activities in relation to outcomes from all learning sources; audits, observations, inspections, reviews (Learning, Serious Case or Child Death Reviews) and these will also influence future training and development activities.
- 1.6 Whilst the Strategy focuses on multi-agency training, Hartlepool & Stockton-on-Tees LSCBs will via Section 11 and Section 147 reports endeavour to ensure that any single agency training provided by organisations in relation to safeguarding and child protection, is of a suitable and high standard.
- 1.7 It is expected that the knowledge, skills and competence of all employees/volunteers will have been acquired within individual professional / LSCB partner agencies training and development programmes in accordance with statutory guidance and requirements This will ensure that arrangements are in place which reflect the importance of safeguarding and promoting the welfare of children. The expectation is that:
  - employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role;
  - staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare; and
  - all professionals should have regular reviews of their own practice to ensure they improve over time;
  - all staff should have appropriate supervision and support;

- employers are responsible for ensuring staff undertake safeguarding training and development.

## **2. WORKING TOGETHER TO SAFEGUARD CHILDREN**

- 2.1 Working Together to Safeguard Children states that Professionals working in universal services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help that they need. To be effective, practitioners need to continue to develop their knowledge and skills in this area and be aware of the new and emerging issues including online abuse, grooming, sexual exploitation and radicalisation.
- 2.2 Working Together to Safeguard Children 2018, *Chapter 1* states that the three safeguarding partners should consider what training is needed locally and how they will monitor and evaluate the effectiveness of any training they commission.
- 2.3 The Training and Development Strategy supports the above, taking into account the need for:
- Adequate resources and capacity to deliver or commission training;
  - Policies, procedures and practice guidelines to inform and support training in line with the strategy;
  - Identification and periodic review of local training needs, taking in to account research, national developments, learning from experience and Reviews;
  - Robust arrangements for organising and coordinating delivery;
  - Structures and processes for the delivery of inter/multi agency training that are not unduly dependant on a single individual; and
  - Quality assurance processes to be in place e.g. evaluation of training.
- 2.4 Safeguarding children training provided under the Joint Training and Development Strategy will be commissioned in line with Hartlepool Borough Council's procurement procedure.

## **3. STRATEGIC OBJECTIVES**

- 3.1 The Training and Development strategy aims to ensure:-
- A high standard of good quality, consistent safeguarding and child protection training and development is delivered on an inter-agency basis and meets local, regional and national requirements.
  - All safeguarding and child protection training and development complies with the principles of the Children Act 1989, Children Act 2004 and the Human Rights Act 1998 and all other legislation relevant to safeguarding and child protection.
  - All training and development incorporates the underpinning principles of Working Together to Safeguard Children and the Framework for the Assessment of Children in Need and their families, as well as any associated guidance.
  - All training and development incorporates learning from experience, Reviews, Observation, Performance and Quality Audits undertaken by HSCB and SLSCB as referred to in their respective Learning & Improvement Frameworks.
  - Key agencies are able to achieve partnership working and networking opportunities through multi agency shared attendance at training and development activities.
  - Equality and diversity are incorporated and promoted within all training and development, including awareness of race/ethnicity/culture/faith, gender, sexuality, age, disability, health, etc.

#### 4. LEARNING AND DEVELOPMENT PRINCIPLES

4.1 H&SJTG will continue to apply a culture of continuous learning and development that identifies opportunities to draw on what works and promote good practice across all organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice.

4.2 Training and development typically takes place in two ways:

- **single-agency training and development**, which is training carried out or commissioned by a particular agency for its own staff;
- **Inter - (or multi-) agency training and development**, which is for employees of different agencies who either work together formally or come together for training or development.

4.3 H&SJTG believes and will ensure that the training it delivers, which will predominantly be inter/multi-agency training complies with the following principles:

**Child centred:** incorporating and promoting children's rights and needs and ensuring their welfare is paramount.

**Working with families:** involving, communicating with, recognising and supporting families in responding to the needs of their children

**Inclusion and accessibility:** respect for diversity and inclusive of the wide range of individuals and disciplines that have responsibilities for safeguarding and promoting the welfare of children.

**Equal rights:** accessible safeguarding services; recognition of the impact of inequality and discrimination and the dangers of cultural relativism.

**Inter/multi-agency collaboration:** placing value on people working collaboratively to safeguard and promote the welfare of children.

**Evidence based:** informed by the best available up-to-date evidence, including research into the experiences and views of children and young people.

**Feelings, values and processes:** and the emotional impact of the work are recognised and addressed.

*(Safeguarding Children: a Shared Responsibility, HM Govt et al, 2007)*

4.4 These principles underpin the Training and Development Strategy and are intrinsic to all courses.

#### 5. TRAINING AND DEVELOPMENT PROGRAMME

5.1 The H&SJTG will plan and develop an annual multi-agency Safeguarding and Child Protection Training and Development Programme for recommendation and approval to the respective Local Safeguarding Children Boards.

5.2 The H&SJTG will take direction from the Learning and Improving Practice Subgroup (LIPSG) and Strategic VEMT (Vulnerable, Exploited, Missing, Trafficked) to inform the annual multi-agency Safeguarding and Child Protection Training and Development Programme. Chairs of these groups will complete the HSJTG Training/Event Proposal Form to advise of the safeguarding training requirements of any topic not already covered by the current safeguarding children training programme.

5.3 The programme will aim to achieve:

- Effective inter-agency working practices and understanding of working roles and responsibilities;
- A shared understanding of national guidance and local policies and procedures for safeguarding children and young people;

- Improved communication within the children’s workforce;
- Support for organisations to ensure their employees are knowledgeable in all areas of safeguarding and child protection relevant to their role;
- Improvements in information sharing, assessment and decision making.

5.4 Training and Development provided by this annual safeguarding children programme will comply with the National Standards which have been localised and detailed at Appendix 1.

## 6 E-LEARNING

6.1 Hartlepool & Stockton LSCB offer access to a basic awareness of a wide range of safeguarding children topics via the ‘Tees Safeguarding All’ suite of e-learning. Whilst encouraging e-learning as a learning medium it is also acknowledged that the added value of discussing matters with professionals from other agencies is not available using this method of learning.

6.2 The ‘Tees Safeguarding All’ suite of e-learning safeguarding courses, developed to support the ‘Think Family’ approach is jointly commissioned from Virtual College by the Teeswide Adult Safeguarding Board and the LSCB’s across Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees.

## 7 QUALITY ASSURANCE

7.2 The respective LSCBs define the following:

- **Single agency training** -‘training carried out by a particular agency for its own staff’.
- **Inter/multi-agency Training** – ‘training for employees of different agencies who either work together formally or come together for training or development.

7.2 The respective LSCBs have a responsibility to monitor and evaluate the effectiveness of both single and multi-agency training, for all professionals in their local authority 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 who are in secure settings.

7.3 Appendix 2 outlines and details the Training Cycle, including Quality Assurance, that will be applied in relation to the inter/multi-agency safeguarding children training.

7.4 E-Learning courses will be quality assured by members of the HSJTG to ensure they are up to date and effective in developing practitioners’ knowledge and skill base.

## **Appendix 1: Training Standards**

### **Standard 1: Equality of Access**

All inter/multi agency training and development will promote equality of access to learning opportunities.

### **Standard 2: Participant Learning**

To support positive outcome of participant learners our inter/multi agency training and development is based on adult learning theories and accommodates different learning styles of participants. The training methods and materials will be based on adult learning theories and will recognise the diversity of participants. Any materials / resources will be clear, accurate and relevant and accommodate anyone who has special needs. A variety of training methods will be used to facilitate all training.

### **Standard 3: Good Practice in Training Delivery**

Training will include:

- Objectives for training expressed in terms of outcome for course participants.
- Material which is research based.
- Theory relating to practice, e.g. via case studies.
- Examples with current practical relevance from agency practitioners.
- Attitudes and core values of safeguarding work.
- Multi-agency perspective: recognising role boundaries and service objectives.
- Awareness of:
  - Stressful nature of safeguarding training and work.
  - Potential of disclosure of childhood abuse from course participants.
  - The need of contingency support and referral if requested or required.
  - The potential of action from trainers if there is a conflict between course content and its translation into practice.
- The possibility of disclosure and the stressful nature of the subject which has implications for the number of participants on courses, generally speaking 25 people is a maximum size for a plenary group other than a lecture-style format.
- It is recognised that co-delivery is optimal, but understand that this is not always possible, and consideration needs to be taken into account of available resources.

### **Standard 4: Quality Assured Courses**

All inter/multi agency courses developed in house will undergo a rigorous quality assurance process both pre and post delivery undertaken by the HSJTG to ensure that it is:

- Fit for purpose,
- Meets the needs of the audience,
- Appropriate, including meeting Royal College Paediatrics and Child Health et al (2010) *Safeguarding Children and Young people: Roles and Competencies for Health Care Staff*. Intercollegiate Document supported by the Department of Health. For brevity this document is referred to as the Health Intercollegiate document throughout this strategy.
- Contains up to date information and is
- Reflective of the requirements of this Training Strategy.

**Appendix 2: Training Cycle including Quality Assurance.**

HSJTG identify, develop and commission inter/multi-agency safeguarding children training. They also measure the quality and effectiveness of the training will be undertaken at various stages. Members of the HSJTG also undertake observation of a sample of courses to ensure Training Standards are being complied with.

