

South East Wales Safeguarding Children Board
Bwrdd Diogelu Plant De Ddwyrain Cymru



Working Together For Children - Gweithio'n Gytân Ar Gyfer Plant

South East Wales Safeguarding Children Board

Learning and Development Strategy

2016 - 2017



South East Wales Safeguarding Children Board

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1 Introduction

The South East Wales Safeguarding Children Board (SEWSCB) is committed to ensuring that everyone working with children, young people and their families in the region, as either paid staff or volunteers, is aware of their safeguarding responsibilities, and has the appropriate skills and knowledge to fulfil them to a good standard.

The SEWSCB Learning and Development Strategy will focus on the delivery of multi-agency safeguarding training for the children and young people's workforce in the region; in line with the core areas of safeguarding practice that have been identified and agreed by the SEWSCB through the work of its Learning and Development Subgroup.

The SEWSCB Learning and Development Strategy is underpinned by national, regional and local policies, protocols, research and practice. The implementation, function and success of the strategy is dependent on multi agency ownership, commitment, support and engagement.

2 Purpose and Objectives

The purpose of this strategy is to provide a framework for all learning and development training and events in the region which are organised on behalf of the SEWSCB. It will ensure that all those who work with children and their families are adequately knowledgeable, skilled and competent appropriate to their role.

This strategy enables SEWSCB to meet all of these goals and the related SEWSCB Strategic Plan objectives. As with all strategies, this should be a dynamic and flexible working document, influenced by any changes to legislation, and local, regional and national policies. The aim of this strategy is to provide structure and support for SEWSCB and its partners as they continue to develop learning cultures within their organisations.

This strategy is intended to add value rather than replace local workforce strategies in a wide range of partner organisations.

“Safeguarding Boards should adopt a coordinated approach to reduce duplication and maximise capacity by maintaining an awareness of both regional and national training activity.”

[Social Services Well Being Act (Wales) 2014 (SSWB Act), Part 7 Section 140].

This is a live document, it will respond to changes in national policy and expectations, and be refined and re-focused as a result of ongoing processes of monitoring and evaluation. The majority of the work outlined in this strategy will be completed by the Learning and Development Sub Group with support from key partners.

SEWSCB multi-agency safeguarding training objectives are:

- A shared understanding of tasks, processes, principles, roles, and responsibilities outlined in national and regional guidance with consideration to local arrangements for safeguarding and promoting the welfare of the child
- More effective and integrated services at both strategic and individual case level
- Improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action



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- Effective working relationships, including the ability to work in multi-disciplinary groups or teams
- Sound child focussed assessments, decision making, critical analysis and professional judgement.
- A greater knowledge and understanding of safeguarding issues and factors that threaten children being at risk of abuse, neglect and other forms of harm.
- To ensure that that all training is delivered with the following principles within the planning, implementation, evaluation or review stages:
 - Child centred
 - Rooted in child development
 - Focused on the outcomes for children
 - Holistic approach
 - Ensuring equality of opportunity
 - Involving children and families
 - Informed by evidence
 - Multi-agency approach

3 Context

Under the Social Services and Well-being (Wales) Act 2014 [*Working Together to Safeguard People – Volume 1*] the Welsh Government have charged the Safeguarding Boards to focus on “...the protection of children and adults who are in need of care and support from abuse, neglect or other kinds of harm and the prevention of children and adults from becoming at risk of abuse, neglect or other kinds of harm.” [SSWB Act 2014, Part 7 Section 115].

Regional Safeguarding Boards are required to ensure the strategic overview of appropriate safeguarding training for the workforce in their area:

“A Safeguarding Board should ensure that practitioners in the area of the Board are receiving or have access to the training they need in child and adult protection and the prevention of abuse, neglect or other forms of harm. This does not mean that a Safeguarding Board must provide such training itself although it may choose to provide some specialist or inter-agency training as part of a wider programme of interagency and individual organisational training. It requires a review and analysis of the training needs of practitioners in the area to inform the Board of those needs so that it can monitor the training activities provided, identify the training required and ensure agencies provide it. [SSWB Act 2014, Part 7 Section 139].

Part of the Safeguarding Boards’ duty is “reviewing training needs and providing or ensuring the provision of training and staff development” (SSWB Act 2014, Part 7, Section 239) and addressing the prevention agenda through: “promoting effective multi-agency support; using inter-agency training and dissemination of learning and research” [SSWB Act 2014, Part 7, Section 119].

The SSWB Act places the duty on Safeguarding Boards to promote best practice and to develop a positive culture of learning and development: “a Safeguarding Board should ensure that information is widely disseminated within the workforce to inform them about best practice and learning arising from reviews, audits



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and other Board activities. Some Safeguarding Boards use their multi-agency professional forums as one means of doing this. [SSWB Act 2014, Part 7, Section 136].

The SEWSCB Learning and Development Strategy seeks to address all of the relevant requirements stated above from the SSWB Act and set out a framework for the workforce to develop new skills, increase knowledge and foster new working relationships in order to have the ability to better protect children in the region.

The implementation of this Learning and Development Strategy will contribute to the SEWSCB Annual Report to Welsh Government which placed a mandate to provide data on:

- “how the Safeguarding Board has collaborated with other persons or bodies engaged in activities relating to the board’s objectives;
- achievements of the Safeguarding Board during the year
- an assessment of how the Safeguarding Board used its resources in exercising its functions or achieving its outcomes;
- any information or learning the Safeguarding Board has disseminated, or training” [SSWB Act 2014, Part 7, Section 209]

Along with the Social Services and Well-being (Wales) Act 2014, other key policy drivers informing this strategy are:

- The Children Acts 1989 & 2004
- The Lord Laming Report 2003
- The All Wales Child Protection Procedures 2008
- The United Nations Convention on the Rights of the Child 1989
- Equalities Act 2010
- Social Services and Well-being (Wales) Act 2014 - *Working Together to Safeguard People Volume I – Introduction and Overview (2016)*

4 Outcomes from SEWSCB learning and development activity

Through providing multi agency training, responsive to identified safeguarding themes, the SEWSCB want to ensure that:

All professionals, paid or unpaid, working with or in contact with children, young people and their families are competent and confident in carrying out their safeguarding responsibilities.

With increased confidence and competence from attending SEWSCB training, professionals and volunteers will have the skills to enable them to identify abuse and/or neglect, know how to report concerns, contribute to child protection/child in need planning processes and work with families with complex and multiple needs. It is anticipated that this will improve outcomes for children and young people and promote early identification and effective intervention.



5 Roles and responsibilities

Expectations of SEWSCB member agencies - *Provision of Basic Awareness to Safeguarding Children training*

Each SEWSCB member agency/organisation is expected to have a clear safeguarding strategy /plan in place for all professionals; paid or unpaid, including a training strategy that has identified learning outcomes.

Each SEWSCB member agency is expected to provide **'Basic Awareness to Safeguarding Children – Everybody's Business'** training for their staff that includes the following:

- Familiarisation with child protection policies and procedures (in house and regional/national) including the awareness of their safeguarding designated lead
- How to recognise abuse and neglect
- How to respond to any concerns
- Roles and responsibilities of the individual and of the agency
- Roles and responsibilities of other professionals and their agencies
- Awareness of the SEWSCB website (www.sewsc.org.uk), including protocols and procedures and resources pages
- Awareness of the SEWSCB Training Programme

The Basic Safeguarding and Child Protection Training can be delivered in-house by appropriately trained staff or if commissioned should ensure its content contains the above elements.

SEWSCB Engagement and Communication subgroup have produced a basic awareness e-learning media clip "Break the suffering, Break the Silence". This, along with a learning resource pack, is available via the SEWSCB website to support agencies to carry out their duties to provide basic safeguarding and child protection training.

Agencies/organisations are responsible for ensuring that any services they commission have provided/accessed safeguarding training, appropriate to role, for all their staff. This should be built into contracts and service level agreements so that it is clear what is expected of the service that is commissioned.

It is recommended that staff who do not access any other safeguarding training should update their Basic Safeguarding and Child Protection Training at least every 3 years.

Engagement and support of the SEWSCB training programme

- All member agencies to be aware of the SEWSCB Learning and Development strategy and ensure their staff receive appropriate safeguarding training relevant to their roles and responsibilities.
- Where relevant to provide appropriate support and commitment to the Learning and Development subgroup
- All member agencies identify the multi-agency safeguarding training needs of their staff and link these to their personal development plans.



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- All SEWSCB courses / events will be advertised on the SEWSCB website and circulated to all members of the SEWSCB via email. It is the responsibility of Board members to disseminate and actively promote this information throughout their agency/organisation and support staff to access this training by enabling them to register on the SEWSCB booking system.
- It is the responsibility of member agency managers to assess the appropriateness of individual training courses and their respective learning outcomes for each member of staff before supporting their application
- It is the responsibility of agencies/organisations to develop recording systems on training attended so that they can report their safeguarding compliance as required by Section 135 of the SSWB Act.
- To promote the SEWSCB website Protocols and Procedures, resources and Professionals pages that support the learning of all SEWSCB training

Expectations of SEWSCB multi agency training

- Multi agency training is provided to SEWSCB member agencies free of charge and where there is availability, for a small charge, to private agencies / companies hosted / working within the region.
- All applications for SEWSCB training courses are taken through the SEWSCB online booking system, <https://training.sewsc.org.uk/>
- Applications for each course are considered against set criteria which include ensuring a diverse profession participant list along with the consideration of applicants who have been placed on a waiting list from previously held sessions on that course.
- In the event of a member of staff not being able to attend training, it is their (or their organisations – in cases of sickness absence) responsibility to notify the SEWSCB Business unit [sewscbadmin@caerphilly.gov.uk] before the start time of the course. In the event that the SEWSCB Business Unit have not been informed of non-attendance before the start time of the course then the applicant / their organisation will be charged £30.
- The training is based on up to date knowledge, skills and research and is provided in a manner that is sensitive to issues of ethnicity, protected characteristics, religion, culture and disability (Equalities Act 2010).
- Trainers delivering child protection training will have appropriate child protection knowledge and expertise.
- The SEWSCB Learning and Development sub group will agree and review all commissioned training.
- Participants who have attended the duration of a training course will receive a certificate of attendance. The certificate will have a template for a 'reflective recording' on the reverse for the participant to note and to inform their supervision
- The Business Unit will collate data on the number of courses delivered by the SEWSCB, the number of attendees at each one, broken down by agency and attendee evaluations (on the day) of the training course. This information will be made available to member agencies on request and reported to the Board on an annual basis.
- The SEWSCB Business Unit and the Learning and Development subgroup will develop evaluation methods to include follow up evaluation at 3-6 months after attending the course.



6 SEWSCB Training Programme

SEWSCB Learning and Development Subgroup

The SEWSCB Learning and Development subgroup is a multi-agency group of practitioners and managers, representing SEWSCB agencies, who are responsible for developing, delivering and commissioning and reviewing multi-agency safeguarding training and implementing this strategy on behalf of the Board. This strategy will be reviewed after one year to ensure that it is fit for purpose.

The SEWSCB no longer attach 'levels' to their training courses. The courses available are intended to reflect the learning needs of the participants relevant to their Safeguarding role.

Some of the courses will be provided by the SEWSCB Delivery group others will be commissioned. There will be a number of courses that will be piloted as commissioned training in the first instance and if it is deemed that the course is popular, it may be developed and facilitated by the SEWSCB Delivery Group in the future.

Administration of the training programme will be undertaken by the SEWSCB business unit.

Delivery Group

The Learning and Development subgroup will nurture a group of professionals from member agencies who have practice based knowledge of working with children and an interest in sharing their expertise through providing courses on behalf of the SEWSCB. The identified group, *SEWSCB Delivery Group*, will be provided with the necessary support to be able to carry out multi agency training and this will involve dedicated time provided by their host agency for them to attend training (such as facilitation skills) and meetings along with being released to undertake the training sessions for the SEWSCB.

Core Safeguarding and Child Protection Courses

- 'Introduction to Safeguarding Children – *raising awareness to referral*' course
- 'Intermediate Safeguarding - *Child protection practise and process*' ~ *commissioned and SEWSCB Delivery Group*
- 'Intermediate safeguarding - *Professional Strategy Meeting Training*' ~ *SEWSCB Delivery group*
- 'Introduction to Child Practise Reviews – *Learning the Lessons*' ~ *SEWSCB Delivery Group*
- 'Specialist Safeguarding – *training for Managers*' ~ *SEWSCB Delivery group*

Safeguarding Theme Courses

Adolescence

- 'Introduction to Substance misuse' ~ *commissioned and provided by the SEWSCB*



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- 'Introduction to Adolescent risky behaviours' – CSE, Going missing, substance misuse, criminal activity, self-harm ~ *commissioned and provided by the SEWSCB Delivery group*
- 'Introduction to Self-harm and thoughts of suicide' ~ *commissioned and provided by the SEWSCB Delivery group*

Working with parents and protecting children

- 'Introduction to Compromised Parenting' – hidden harm of parental mental health, parental substance misuse and domestic abuse
- 'Introduction to Disguised compliance and working with families who present as difficult
- 'Intermediate Safeguarding - *Working with Neglect*'

Specialist Courses –

- Safeguarding disabled children ~ commissioned
- Safety with Technology ~ provided by the SEWSCB Delivery Group
- Keeping the baby in mind ~ commissioned
- Attachment and child development ~ commissioned
- Children who display sexualised behaviours
- Forced Marriage and honour based violence
- Abuse due to spirit possession and witchcraft practises
- Female Genital Mutilation
- Child trafficking

Effects of domestic Abuse on children ~ to be provided by VAWDASV – Contact:

Training for SEWSCB Delivery group members

- Train the trainer – a range of courses
- Facilitation skills – external facilitation
- Knowledge and research update sessions – external facilitation
- Course Review sessions – external and internal facilitation

Training for SEWSCB members

- Board development sessions that could include:
 - Governance of structures



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- Development of thematic priorities
- Research and development

Safeguarding Practitioner Forums

- Template sessions rolled out to each of the 5 local authority areas, that could include:
 - Raising awareness of themes from the SEWSCB and Learning and Review subgroup
 - Identified topics from Local Learning and Review groups
 - Sharing newly launched protocols and procedures
 - Raising awareness of SEWSCB resources
 - Collaboration with Adult Safeguarding Board, VAWDASV Board, Local Service Boards
 - Focus on networking opportunities

Effects of domestic Abuse on children – to be provided by VAWDASV

7 Monitoring, Evaluation and Review

Each course will be evaluated. Attendees at multi agency safeguarding training courses will be responsible for completing an evaluation form at the end of each course. The evaluation forms will be collated and monitored by the Learning and Development group to identify any concerns about the content or quality of the course so that this can be addressed swiftly.

A number of courses will be identified each year for follow up evaluation for which attendees will be contacted 3 to 6 months following the course with the aim of identifying the impact of the training on front line practice.

The training budget will be carefully monitored and any commissioned training will be reviewed and fully evaluated.

Appendix 1

Evaluation Questions

QUESTIONS	RESPONSE
The training / event met the learning aims and objectives	Strongly agree / Agree / Disagree / Strongly disagree
The training / event enhanced my knowledge and skills	Strongly agree / Agree / Disagree / Strongly disagree
The training / event will help me do my job better	Strongly agree / Agree / Disagree / Strongly disagree
The training / event was delivered in a way that supported my learning needs	Strongly agree / Agree / Disagree / Strongly disagree
I felt that that in relation to my learning needs, the training / event was:	Too basic / Just right / Too advanced
How will you integrate learning from this course / event into your work with children, young people and their families?	Free text



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Impact Questions

QUESTIONS	RESPONSE
I am more confident in my skills and knowledge of this area because of the training / event	Strongly agree / Agree / Disagree / Strongly disagree
I have been able to apply what I have learned to my job	Strongly agree / Agree / Disagree / Strongly disagree
Please give further details	Free text
I have shared my learning with colleagues	Yes / No
How do you hope / know that your attendance at this training/ event has improved things for children and young people?	Yes / No
I have discussed course learning in supervision	
How have you integrated learning from this course into your work with children, young people and their families?	Free text

All course evaluations will ask participants to respond to the question:

What other training / topics do you think that you would benefit from?