



# Harrow Safeguarding Children Board Training and Development Strategy 2022-2025

## **Introduction**

The purpose of this document is to set out the Harrow Safeguarding Children Board (HSCB) approach to learning and development. It looks at both learning and training events coordinated and delivered by HSCB and safeguarding partners/relevant agencies responsibilities. All documentation cited within this Strategy can be found on the HSCB Web site at: <https://www.harrowscb.co.uk/>

The overriding aim of the strategy is to ensure that all children and young people are kept safe in our community and their welfare promoted.

Ensuring all agencies work together to promote the safety and welfare of our children and young people and to develop the skills and knowledge of those working with children and families, are vital components in achieving this aim.

The purpose of training, learning and development for inter-agency work at both strategic and operational levels is to achieve better outcomes for children and young people by fostering:

- A shared understanding of the tasks, processes, principles, roles and responsibilities local arrangements for safeguarding children and promoting their welfare; in particular a shared understanding of thresholds for support and intervention from Early Help services through to child protection
- More effective and integrated services at both the strategic and individual case level
- Improved communication between professionals including a common understanding of key terms, definitions and thresholds for action
- Effective working relationships, based on respect and an understanding of the role and contribution of different disciplines, including constructive challenge and escalation where appropriate
- Sound child focused assessments and decision-making
- Learning from Safeguarding Practice Reviews and reviews of child deaths; audits and research.

The Working Together to Safeguard Children (WTSC) statutory guidance 2018 (updated 2020)

states that: The duty to make arrangements to safeguard and promote the welfare of all children in a local area rest with the three safeguarding partners. The purpose of these local arrangements is to support and enable local agencies to work together in a system where:



- “learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice” (P76).

It further states:

- “Multi-agency training will be important in supporting this collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help 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 threats, including online abuse, grooming, sexual exploitation and radicalisation. Practitioners should also continue to develop their understanding of domestic abuse, which includes controlling and coercive behaviour from perpetrators of domestic abuse, and the impact this has on children. To enable this, 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” (P13/14).

Section 11 of the Children Act 2004 places duties on a range of organisations, agencies and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children. Employers are responsible for ensuring staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and practitioners should have knowledge, skills and expertise that improve over time.

In relation to Local Child Safeguarding Practice Reviews (LCSPR) and Rapid Reviews there is an expectation that learning is disseminated and embed across the Partnership.

### **Aim of Strategy**

The HSCB aims to facilitate and coordinate high quality multi-agency training events which responds to the learning identified from a range of local and national sources.

The overarching principles are:

Everyone working with children and young people in Harrow has the safeguarding knowledge required for their role and know how to proactively manage their personal development in safeguarding.

That learning programmes support and encourage inter-agency working, enabling staff to develop behaviours, skills and knowledge for greater inter-professional dialogue and cooperation.

This it is multi-agency where the programme content and learning outcomes are aimed at a multi-agency audience, with input into design and delivery from all agencies.

All programmes support reflective practice by encouraging practitioners to share their experiences and ideas in the learning environment.



Through the provision of training events the HSCB aim to contribute to the effective development of skills amongst the work force in Harrow and lead to better outcomes for children and young people. Our multi-agency training aims to foster a shared responsibility of the tasks, processes, principles, roles, and responsibilities outlined in national guidance and local arrangements for safeguarding children and in promoting their welfare. It is recognised that multi-agency training should complement single-agency training. The HSCB will evaluate, and quality assure the multi-agency training it delivers and coordinates to ensure that it is meeting these aims.

It will maintain an oversight over single agency safeguarding training provision to ensure it adequately meets the needs of its workforce. The HSCB will link with the Harrow Safeguarding Adults Board (HSAB) to share training programmes and identify opportunities for joint events and promote Harrow's Think Whole Family Approach to Safeguarding.

### **The role of the Learning and Development Group**

The Learning and Development group is accountable to the HSP and is chaired by a member of the partnership. It meets quarterly with a minimum of 6 additional planning meetings for the joint HSCB and HSAB annual conference. Membership is multi-agency with representatives from the safeguarding partners and relevant agencies and will report to the HSCB and HSAB.

It will be responsible for planning and organising appropriate multi-agency safeguarding learning and development activities, as well as challenging or influencing the activities delivered by individual agencies.

It will collaborate with the quality assurance and case review subgroups to deliver consistently high- quality safeguarding training that incorporates relevant research, national good practice and learning from national and local safeguarding practice reviews and safeguarding adult reviews.

The purpose of the Group is to lead on behalf of the Partnership on the following areas:

- Reviewing and agreeing the annual Learning & Development Strategy and multi-agency training programme on behalf of the partnership.
- Identifying multi-agency training needs and consider the best way to disseminate learning identified.
- Coordinating the multi-agency safeguarding children training including commissioning specialist training.
- Ensuring that a suitably qualified training pool made up of staff from the partnership is available to deliver the multi-agency training programme.
- Commissioning a full range of e learning modules.
- Evaluating the multi-agency training provision.
- Reporting annually to the Harrow Strategic Safeguarding Partnership.

Identifying training needs

Multi-agency training needs are identified through a variety of means:



- Priorities identified within the HSP business plan
- Feedback from safeguarding partners and relevant agencies represented on the Learning and Development group
- From single and multi-agency training evaluations
- Learning identified from reviews including local and national child safeguarding practice reviews, rapid reviews and child death reviews.
- Learning identified from a range of audits including single agency, multiagency and Section 11 audits.
- Performance monitoring and analysis
- Findings from national and local research
- Feedback from Harrow Council; Youth, Families and Social Work. The HSP structure ensures that all learning from reviews/audits is disseminated effectively.

### **HSCB Safeguarding Children Training**

To ensure that staff attend courses which are at an appropriate level to their role and responsibilities HSCB advertises training via the SS4e platform <https://ss4eharrow.uk/>. Information included in course flyers/details makes it clear who the target audience is for each event, ensuring practitioners attend relevant courses. It is recognised that staff with specific roles and responsibilities may have additional competence requirements specified by their own organisation.

### **Learning and Development Provision**

Once the training needs have been identified the Learning and Development Group, and the HSCB learning and development team consider the best way to disseminate the learning identified.

Dissemination of learning can be by a variety of methods:

- Specific face to face training courses
- Specific virtual training courses
- Specific learning events (Learning from local and national safeguarding practice reviews for which the case review group leads)
- Annual Safeguarding Conference
- E Learning
- Information on HSCB Website
  - Information shared via Learning and Development Group representatives back to their own organisations.
- Via HSCB Newsletter
- Through review and/or development of specific practice guidance
- HSCB quick reference learning points (one-page bulletin which summarises and shares the learning identified from child reviews, and audits. (Designed to assist managers and agency leads use to cascade to practitioners.
- Via the development of webinars

### **Training Programme**

An annual Training Programme is produced based on the learning needs identified.



The programme consists of: -

- Core safeguarding training courses
- Subject specific training events, and seminars
- E Learning Core safeguarding courses seek to provide a foundation for good multi-agency safeguarding practice with the opportunity to attend refresher events to keep knowledge up to date. The subject specific training events provide an opportunity to explore issues in greater depth.

Multi-agency training is a priority for the Safeguarding Partners. It helps to ensure that practitioners and their managers are equipped with the right knowledge and experience to carry out their duties and responsibilities.

HSCB offers introductory (Press on the link to take you to HSCB E-learning offer) [E-Learning](#) safeguarding training and a multi-agency training programme.

The HSCB Pathway is designed to assist in identifying the appropriate level of child protection training for the role. To take you to the HSCB training pathway press [here](#).

### **School Designated Safeguarding Leads.**

HSCB provides Introduction and Advanced training for Safeguarding Leads to attend.

Safeguarding Leads will keep up to date through a range of safeguarding training and learning events.

Safeguarding Leads are not required to repeat the HSCB Introduction and HSCB Advanced courses unless they have been out of this role or have become out of touch.

The training events provide opportunities throughout the year, for practitioners across the partnership to keep up to date up-date and refresh their knowledge of local and national safeguarding practice and developments.

Subject specific training events will vary year to year, depending on safeguarding themes identified both nationally and locally, including:

Contextual Safeguarding Child Criminal Exploitation, Radicalisation, Modern Day Slavery, Domestic Violence, Perplexing Presentations including FII, Emotional Abuse and Neglect.

### **Accessibility of training and charges**

Face to face events (classroom) and virtual events are offered for a diverse audience and we aim to make all courses accessible for all participants and therefore can accommodate individual needs when we are made aware of them.



Multi-agency safeguarding training is free to organisations that financially contribute to the work of the Board and to voluntary, faith and community groups who are not in receipt of a training grant or have a limited training budget, subject to negotiation with the Board Manager. Organisations who do not contribute to the HSCB budget will be expected to pay to attend HSCB Introduction and HSCB Advanced training. There is a charge for profit making organisations, agencies in receipt of a training grant, and schools and colleges in Harrow.

There is no charge to attend HSCB Learning Events. Information sessions for dissemination of Child Safeguarding Practice Reviews (CSPR) and Safeguarding Adult Reviews (SAR) are free.

### **The Training Pool**

HSCB Core Training courses are delivered by our Training Pool which consists of members from our safeguarding partners/relevant agencies. The Training Pool is accountable to the Learning and Development Group and the HSCB learning and development team provide a link between the two groups ensuring appropriate communication. Members of the pool are required to attend the annual trainers' event and the aim of the event is to maintain and support highly skilled, experienced practitioners who work within a children's safeguarding context to deliver multiagency training on behalf of the HSCB.

A key part of the group's role is to monitor and review the course content to ensure that it is kept up-to-date and relevant with new learning identified.

Practitioners from our safeguarding partners /relevant agencies also contribute to some of the HSCB subject specific events, which ensures we have highly skilled multi-agency representation, with a clear focus on multi-agency responses to safeguarding issues.

### **The role of Safeguarding Partners/Relevant Agencies**

It is expected that safeguarding partners/relevant agencies:

- Provide a mandatory induction for all staff which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety and welfare
- Provide additional training to equip staff for the safeguarding requirements of their particular role and ensure they are aware of messages from both local and national safeguarding practice reviews as appropriate.
- Ensure there is a safeguarding lead/designated person who is responsible for safeguarding within their organisation and who staff can go to for support and advice
- Ensure trainers who deliver their in-house safeguarding training are knowledgeable about safeguarding and have appropriate experience /skills in relation to delivery of training



- Ensure staff have access to support and supervision which facilitates a reflective learning culture and opportunity for peer review of complex cases or areas of concern
- Ensure any commissioned safeguarding training from external trainers or from colleagues from partner agencies is up to date with current practice issues and is delivered by knowledgeable and effective trainers.
- Regularly review their practice relating to safeguarding to ensure they improve over time
- Ensure any gaps in safeguarding training provision or emerging areas of concern regarding safeguarding issues are highlighted to the HSCB Learning and Development Group
- Provide appropriate representation from their organisation on both the HSCB Learning and Workforce Development Group and to the Training Pool.
- Commit to quality assurance audits to assure the HSCB that their workforce is adequately trained and maintain accurate records of safeguarding training staff have attended.

Please Note: HSCB recommend that all practitioners working with children and young people should update their safeguarding training at a minimum of every 3 years.

#### **Additional information for education:**

Designated Safeguarding Leads (DSL's) should attend the HSCB Introduction and Advanced training Safeguard Children courses and HSCB termly seminars.

DfE Keeping Children Safe in Education 2022 (KCSIE, statutory guidance) makes clear the responsibilities placed on those with DSL roles, which includes maintaining a good level of knowledge and understanding of emerging threats and be able to act to support children with additional vulnerabilities and SEND both in and outside of the schools/learning environment.

Monitoring Quality and Evaluating Effectiveness Working Together 2018 (Updated 2022, P14), 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”.

#### **HSCB Multi agency training**

Creating an effective evaluation and impact of training tools ensures that the cycle of impact from our training is captured. All multi-agency training is subject to evaluation that aims to measure the effectiveness of training. It is widely recognised that measuring the impact of training on practice presents a significant challenge for all agencies, but HSCB and all partner agencies will have arrangements in place that aim to contribute to impact measurement.

HSCB monitors the quality of multi-agency training it coordinates and delivers and evaluates its effectiveness through the Learning and Development Group and the Training Pool meetings.



## **The HSCB Learning and Development team takes a lead on both Quality Assurance and Evaluation of training and learning events.**

Evaluation of courses and learning events includes:

- All course participants are offered the opportunity to complete a short course evaluation form after attending an event. This is to gain initial feedback on course satisfaction, relevance and gauge how the course has improved their knowledge since attendance.
- Feedback received from the trainer/facilitator at the end of each session to assess their analysis of how the session went including: participant's engagement, and review of course contents and materials.
- Impact evaluation forms are sent out to all course participants 6-8 weeks after the training event. This contains more specific questions for participants to review how the learning has impacted on their workplace, their practice and therefore the outcomes for children and young people. A course certificate is then issued.
- Summary Evaluation Reports for training events are produced via our learning management system - SS4e, where quantitative and qualitative data is illustrated clearly to show effectiveness of training. These reports/evaluations are reviewed and analysed at the Learning and Development Group.
- On-going analysis of attendance both regarding the course subject matter and agency participation to inform future planning and aid effective multi-agency partnership working.
- Overall review and analysis of training and learning events is collated and included within the HSCB Annual Report.
- The HSCB L&D group will collaborate with the case review group in adopting the HSCB impact analysis model for evaluating the learning from local and national child safeguarding practice reviews.

### **Single Agency Training**

Single agency training is evaluated via internal evaluation processes and training observations from members of the learning and development group.

HSCB will continue to use existing processes such as section 11 audits to assess the impact of training and other workforce development methods and we remain committed to ensuring that feedback on the results of training evaluation is shared with partners in a way that will contribute to the improvement of learning and development and local practice.

All safeguarding partners/relevant agencies are expected to complete Section 11 audits as stipulated by the Children Act 2004 which places a duty on organisations to assess their compliance with a series of standards relating to safeguarding children, which does include a section on training. Communication and Publicity Communication is a key component in promoting and supporting training.

This learning strategy will be reviewed annually to revise and amend as required.