

City of York Safeguarding Children Partnership Training, Learning and Development Strategy

Purpose

This strategy provides a framework for multi-agency learning and development in regard to safeguarding children in York, ensuring that people who work with children and their families are appropriately knowledgeable, skilled and competent.

As with all strategies, this is a dynamic and flexible working document, which is influenced by the changes to legislation, and emerging local and national priorities. It will be refined and re-focused as a result of ongoing processes of monitoring and evaluation.

The strategy is intended to add value rather than replace workforce strategies in partner organisations. It provides structure and support for City of York Safeguarding Children Partnership (CYSCP), as partners continue to develop the learning cultures within their organisations.

The term 'training' is used within this document to refer to any type of learning intervention including training courses, e-learning, seminars, conferences, briefings etc and recognises that practitioners may have different learning styles.

The National Context for Safeguarding Training Working

Together 2018 states that:

- Multi-agency training will be important in supporting ... 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 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. 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.

Practitioners working with children and families are expected to have undertaken safeguarding training.

The details of the local safeguarding partnership arrangements include:

- 'how inter-agency training will be commissioned, delivered and monitored for impact'

The framework for Joint Targeted Area Inspections (JTAI) states that inspectors are likely to ask about:

the availability, quality and impact of training and development. and the Inspection Framework For Services For Children In Need Of Help And Protection, Children Looked After And Care Leavers (ILAC) refers to information required to support the inspection will include:

- the availability, quality and impact of training and development opportunities

the impact on practice of multi-agency training and the dissemination of learning from national or local learning review

This Training, Learning & Development strategy has a key role in identifying how improvements can be embedded within the children's workforce across the Partnership.

Regional context

The CYSCP is a member of Yorkshire and Humber Multi-Agency Safeguarding Trainers (YHMAST) which is a network of Learning and Development professionals who are working for, or on behalf of, Safeguarding Partnerships across the region to ensure the delivery of appropriate and effective safeguarding children training and learning opportunities. Its aim is to help improve the quality, consistency and continuity of safeguarding training across the region. Quarterly meetings are held and themed conferences and masterclasses arranged approximately every 18 months.

The CYSCP also works closely with partnerships in York and North Yorkshire (both children's and adults focussed) to deliver key messages and activities during Safeguarding Week each year.

Local Context

The Role and Responsibilities of the City of York Safeguarding Children Partnership (CYSCP)

The CYSCP is made up of several local partners and led by the three statutory partners namely, the City of York Council, North Yorkshire and York Health Integrated Care Board (ICB) and North Yorkshire Police.

CYSCP members are senior officers within their organisations, responsible for ensuring that their organisations co-operate to safeguard children and young people. They are also responsible for ensuring that all children and young people who use their services not only stay safe, but also achieve better outcomes so that they can enter adulthood successfully.

Working Together 2018 requires the safeguarding partners to agree on ways to co-ordinate their safeguarding services; act as a strategic leadership group in supporting and engaging others; and implement local and national learning including from serious child safeguarding incidents. They must 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.

CYSCP training has a key role in promoting local guidance, procedures and processes and in providing feedback from practitioners on what works well and what could improve in multi-agency work.

The CYSCP seeks feedback from practitioners during face-toface/virtual training courses; via immediate post-course evaluations; and by means of longer term surveys at periods after the course on the impact of the learning on practice.

To provide additional guidance on the expected level of training, the CYSCP will set recommended standards for all providers of single and multiagency training. (See Annex A.)

Organisational and professional responsibility

Organisations: They must facilitate the opportunities for their staff to participate in initial and continuous professional development.

They also need to provide opportunities for reflection on interagency learning and for enabling this to be disseminated and embedded into practice.

Professionals: There is an expectation that workers and volunteers, at all levels and across all disciplines, in the children's workforce, recognise

the need for continuing their development, and for updating their knowledge and skills. This may also be a requirement of an employer, professional body and/or association.

Assurance on training Section 11 and Agency Assurance Reports

The CYSCP has oversight of the quality and provision of single safeguarding children training via Agency Assurance Reports which are presented at the CYSCP Executive and of multi-agency safeguarding children training via a number of evaluation methods (see below). For this reason, training provision within agencies is a key aspect of the annual agency assurance reports to the Partnership and the biennial Section 11 (Children Act 2004) audit of agencies. The Agency Assurance Report format mirrors the Section 11 requirements.

School Audit (Section 157 and 175, Education Act 2002) and Assurance Arrangements

The CYSCP has adopted a procedure which outlines the School Audit (Section 157 and 175, Education Act 2002) and assurance arrangements to the CYSCP Executive around safeguarding practice within the city's schools. The procedure sets out the audit and assurance arrangements functions in respect of schools within the City of York.

The City of York Education Service has a Schools Safeguarding Advisor who provides safeguarding advice and supports all schools and colleges in the city. As part of their role, the School Safeguarding Advisor provides annual assurance updates to the CYSCP Executive regarding safeguarding in schools, which summarises safeguarding activity undertaken in schools and identifies themes and specific safeguarding concerns raised through audit and by colleagues in schools.

The Schools Safeguarding Advisor also provides training to designated safeguarding leads, school governors and early years and carries out bespoke training sessions in schools. In addition, the School Safeguarding Advisor continues to work directly with schools in the city to support strong safeguarding arrangements, by undertaking safeguarding reviews and providing an important link to the assurance function of the CYSCP. The School Safeguarding Advisor is a member of the CYSCP Learning, Development and Performance Subgroup.

The City of York Safeguarding Children Partnership Training, Learning and Development Arrangements The CYSCP:

- has a strategic overview of multi-agency training to promote and safeguard the welfare of children
- delegates the responsibility for overseeing training to the CYSCP Learning, Development and Performance group, but receives regular updates via the CYSCP Executive meetings.

The Learning, Development and Performance Group is the group within the CYSCP which draws together progress across the key priorities, considers performance and learning, and identifies ways to push improvement. The identification of learning needs and any updates on training are reported to the CYSCP Executive by the chair of the sub group.

Identification of Learning Needs

The Learning Needs Analysis has a critical role in planning the use of available training and development resources. The CYSCP review multiagency training needs on an annual basis which considers national, regional and local research, local multi-agency reviews, priority areas identified by the partnership, findings from inspection, and national guidance as part of this process.

Voice of the Child

The voice of children and young people are an intrinsic element of the CYSCP multi-agency training. As part of the commissioning process, training providers are asked about how they will incorporate the voice of the child within their training content. The CYSCP recommended Training Standards include an emphasis on content being child focussed and this is monitored through the programme of observation of training courses. Impact surveys carried out with practitioners about how the training has changed their working practice, asks for examples of where training has impacted directly on a child or young people.

Quality Management

Throughout the learning and development cycle for CYSCP training, quality management processes are embedded at each stage. This ensures that there are continuous opportunities to focus and improve on the quality of training.

The diagram below sets out how quality management is implemented for CYSCP training. Whilst this cycle refers to externally commissioned training providers, it is still applicable to those trainers provided by

partners. The blue actions are about *quality assurance* and providing confidence that quality requirements will be fulfilled. The orange actions are about *quality control* and inspecting that the quality requirements are being met.



Subject specialists from partner agencies are involved in developing course specifications, contributing to the assessment process of tenders through scoring and interviewing potential training providers, providing updates and information for trainers where required, and observing training.

Training Standards

The CYSCP has a role in having an oversight of the both single agency and multi-agency safeguarding children training. Oversight of single agency training is provided through the Agency Assurance reports and Section 11 audit processes described above. The CYSCP has adopted Recommended Training Standards for multi-agency training based on relevant legislation and statutory guidance. The standards will be monitored on behalf of CYSCP by the Learning, Development and Performance Group as part of the CYSCP quality assurance process for all CYSCP commissioned courses and via the Agency Assurance

reports to CYSCP. The CYSCP commissioned courses are observed by a Subject Matter Expert and an observation checklist based on these standards is used to formally monitor standards.

Recommended standards have been developed to ensure both single agency and multi-agency training is compliant with CYSCP requirements. These can be found at Annex A.

The CYSCP seeks assurance that agencies are acting in accordance with these standards via Agency Assurance Reports, a learning and development section in the Section 11 and via schools' safeguarding audit assurance reporting

The Recommended Training Standards are included within the tendering documentation when new courses are commissioned and are built into the observation checklist used when courses are observed.

Evaluation

Both short term and longer term evaluation are a key part of the learning cycle. Evaluating learning interventions demonstrates their effectiveness in strengthening multi-agency safeguarding practices and contributes to providing assurances about the competency of the workforce.

Evaluating the impact that training can have on outcomes for children and families is also an important objective.

Evaluation forms are used post learning and these are regularly reviewed and responses analysed to enable changes where necessary to be made to courses. This information is used alongside attendance figures information to build a fuller picture of the value of courses both to individual practitioners and the wider workforce.

Evaluation and impact-measuring methods will continue to be reviewed to ensure that useful information is being collated.

Multi-Agency Training Offer

It is the aim of the CYSCP to provide quality training and learning in a safe and reflective environment and offer opportunities for all participants to support their own personal and professional development.

Multi-agency Safeguarding Training

Multi-agency training enables staff to work effectively both within their own agency and across organisational boundaries. Training people together can make a significant contribution to building mutually respectful and trusting relationships, which form the foundation of any partnership working.

The CYSCP learning offer aims to increase participants' knowledge and skills in the field of safeguarding children in order to provide high quality services and improve outcomes for children, young people and their families and carers.

For up to date multi-agency training visit the [CYSCP Multi-Agency Training Page](#).

Target Audiences

The multi-agency training offer developed by the CYSCP is targeted for all workers and volunteers from statutory, voluntary and independent agencies and organisations in the City of York (including schools).

These organisations will either be providing services direct to children and their families or providing services for adults – who may also be parents or carers of dependent children.

Schedules and Course Descriptions

The multi-agency courses are organised on an annual cycle. An annual training offer provides details of courses available each year. This is made available on the CYSCP's website.

The website contains up to date information about each of the multi-agency training courses and learning opportunities, including course descriptions, learning outcomes, course dates and how to book.

The CYSCP is committed to promoting learning in different ways including e-learning and virtual learning as well as opportunities from different providers.

Training opportunities provided by partners are advertised on the CYSCP website.

A range of online training and learning courses which are available from other providers are detailed (but not necessarily endorsed) on the Partnership's website via the [Training Brochure](#). Briefings and updates are disseminated as and when required, in addition to items included within the Partnership's quarterly newsletter and daily Twitter outputs.

Training Levels

Work has been completed with colleagues in health, police and education to identify, where possible, with which roles and levels CYSCP training most closely matches. This guidance is available on the Partnership's website to assist individuals in deciding which course is best suited to their role.

Annex A – Recommended Training Standards

Recommended Standards for Single Agency Safeguarding Training* (adapted from Kent and Bradford LSCB Training Standards)

*The term training has been used, but these standards cover any learning intervention including training courses, e-learning, seminars, conferences, briefings etc.

Standard One

The organisation has a named professional responsible for the identification and prioritisation of training, learning and development within the agency/organisation.

Standard Two

The agency/organisation will have in place a current Training Strategy in relation to safeguarding children, which is reviewed on a bi-annual basis.

Standard Three

All safeguarding children training is linked to current and evolving local, regional and national standards.

Standard Four

All safeguarding children training has clear aims and objectives.

Standard Five

All safeguarding children training content is well researched and evidence based.

Standard Six

Training materials are clear, accurate, relevant and up to date.

Standard Seven

Training will be delivered by appropriately qualified and experienced trainers and is child focussed and linked to child development.

Standard Eight

Training will be delivered in an environment, which is conducive with learning.

Standard Nine

Training will reflect anti-oppressive, non-judgemental and antidiscriminatory practice.

Standard Ten

All training will be evaluated to ensure that standards are being maintained and that it enhances practice in the long and short term.

Recommended Standards for Multi Agency Safeguarding Training*

*The term training has been used, but these standards cover any learning intervention including training courses, e-learning, seminars, conferences, briefings etc.

Standard One

All safeguarding children training is linked to current and evolving local, regional and national standards.

Standard Two

Training has clear aims and objectives.

Standard Three

The training content is well researched and evidence based.

Standard Four

Training materials are clear, accurate, relevant and up to date.

Standard Five

Training will be delivered by appropriately qualified and experienced trainers who are able to deliver content that is child focussed and linked to child development.

Standard Six

Training will be delivered in an environment, which is conducive with learning.

Standard Seven

Training will reflect anti-oppressive, non-judgemental and antidiscriminatory practice.

Standard Eight

All training will be evaluated to ensure that standards are being maintained and that it enhances practice in the long and short term.