



Hounslow Safeguarding Children Board

## Hounslow LSCB Training Strategy 2013-2016.

### National context.

Section 14 of the Children Act (2004) states that the main responsibilities of the LSCB, are to co-ordinate and quality assure the safeguarding children activities of member agencies. Key to this is the delivery and co-ordination of both single and multi-agency safeguarding training. The 2006 LSCB regulations outline LSCB functions which include:

- training of those who work with children or in services relating to the safety or welfare of children; and
- using data to monitor and evaluate the effectiveness of training.

More recently in May 2011, the final report from the Munro Review of child Protection stated that Local Safeguarding Children Boards are:

*'...well placed to identify emerging problems through learning from practice and to oversee efforts to improve services in response.'*

The report therefore recommended that LSCBs should take account of local need and include an assessment of the effectiveness of the help being provided to children and families. This should include effectiveness of multi-agency training to safeguard and promote the welfare of children and young people. Eileen Munro also recommended that in order to ensure that families receive "early help", local authorities and partners should specify the training available to support universal frontline professionals in order to help them to identify children who are suffering or who are likely to suffer significant harm.

*Working Together* (2013) states:

"Research has shown that multi-agency training in particular is useful and valued by professionals in developing a shared understanding of child protection and decision making"<sup>1</sup>.

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<sup>1</sup> Carpenter et al (2009). *The Organisation, Outcomes and Costs of Inter-agency Training to safeguard and promote the welfare of children*. London: Department for Children, Schools and Families

Working together (2013) also states that safeguarding training can be commissioned or delivered by the LSCB and Chapter 3 outlines the statutory functions of the LSCB, which include:

- monitoring and evaluating the effectiveness of training, including multi- agency training, to safeguard and promote the welfare of children.

### **Local context**

Hounslow LSCB requires that all statutory, voluntary and independent agencies take responsibility for ensuring that their staff are appropriately trained to meet the safeguarding needs of children and young people who they may have contact with, either directly or through work with their parents/carers.

In order to co-ordinate and oversee training and related developments, the LSCB Training Sub-Group (TSG) was established. Its Terms of Reference includes the following.

#### ***Hounslow LSCB training sub group.***

##### ***Terms of Reference.***

##### ***Aim.***

*To ensure that the LSCB meets its statutory responsibilities all agencies are required to share information to show the following:*

- *All relevant agencies provide quality safeguarding children training or ensure access to such training.*
- *All relevant personnel receive training enabling them to adequately contribute to safeguarding of children in the borough appropriate to their role and responsibility.*
- *All relevant personnel understand their contribution to inter agency working to safeguard children.*
- *Links are made with other LSCB sub groups as appropriate to respond to emerging training and/or developmental issues.*

##### ***Objectives.***

- *To evaluate safeguarding related training in Hounslow taking into account current guidance from professional bodies.*
- *To develop a safeguarding training strategy.*
- *To advise the LSCB about learning needs.*
- *To steer a shared multi agency training programme responsive to local needs and the developing safeguarding agenda.*
- *To plan and deliver an annual conference that supports the safeguarding agenda.*

*To undertake and promote developmental areas of work emerging from training.*

This strategy has been developed by the TSG and it is this group that will be responsible for driving the strategy and reporting progress regularly to the LSCB Board. This is a three year strategy which will be reviewed annually.

## **Principles.**

The training strategy of the LSCB is based on the following principles.

- LSCB partner agencies ensure information is provided to TSG to enable the LSCB to be satisfied regarding the evaluation and quality of safeguarding training that is provided locally.
- All LSCB partners will ensure that their staff receive appropriate safeguarding training.
- LSCB partners will work together to share learning experiences and jointly develop training where possible. This will be coordinated and facilitated by TSG members.
- Training will be underpinned by the values contained within Working Together 2013.
- Training will be informed by current research, lessons from serious case reviews and national and local policy and practice developments.
- When delivering on complex areas trainers will have relevant specialist skills and knowledge and appropriate accreditation.
- All training is child focused so that the voice of the child and the child's welfare remains paramount.
- Safeguarding training will be regularly reviewed and evaluated to ensure that it meets the agreed learning outcomes and has a positive impact on practice.
- LSCB training is open to all agencies and free to LSCB partners including voluntary sector organisations.

## **Previous TSG achievements.**

Brief summary of achievement:-

- Annual development and delivery of a well respected multi agency training programme complimenting single agency training. (See Appendix 2 page 6 for feedback examples).
- 119 LSCB courses delivered over the past 3 years. (See Appendix 3 page 8 for example of annual training programme).
- Elements of the programme co delivered by TSG interagency members.
- Delivery of safeguarding training within all relevant single agencies.
- Development of safeguarding training programmes at West Mid hospital, WLMHT and YOI.
- Delivery of innovative and well respected annual conferences on varied areas of safeguarding including safeguarding teenagers, attachment and neglect, safeguarding children in BME and other minority communities, parental mental illness and substance misuse. (See Appendix 2 page 5 for feedback examples).
- Impetus created by the annual conferences has been harnessed to stimulate change and development including:
  - I. Development of Quality of Care assessment tool which is currently being adapted and adopted for use within partner agencies.
  - II. Suicide prevention work.

- III. Raising profile of safeguarding teenagers with increasing focus on gangs and sexual exploitation.
- IV. Consolidating links with violence against women and girls strategy with particular focus on FGM.
  - Multi agency consideration of practice development issues such as preventing repeat receptions of children into care.
  - Via the TSG chair and LSCB training manager links have been consolidated between the adults safeguarding team and the Violence Against Women and Girls strategy group to share ideas and develop access to safeguarding training.

#### **Key three year objectives. 2013-2016**

1. Through the monitoring and evaluation group respond to any multi agency inspection of safeguarding.
2. Ensure appropriate staff in all LSCB partner agencies attend LSCB multi agency 2013/14 training programme.
3. Ensure all agencies coming into contact with Hounslow's child and adult population recognise their safeguarding responsibilities.
4. Safeguarding training will reflect and support the priorities of the LSCB.
5. Set up a system to ensure that the annual training programme includes addressing lessons learnt from SCRs both within Hounslow and across the country.
6. To develop and implement a new monitoring and evaluation framework focused on assessing the impact of training on practice.

Priorities for TSG in 2013-14 are appended to this strategy. See Appendix 1 on page 5. These priorities will be annually reviewed. Review date is July 2014.

**Appendix 1.**  
**Priorities for TSG in 2013-14.**

1. Develop and review Quality of Care assessment with partner agencies.
2. Review role and remit of TSG in the light of this strategy
3. Review take up of training by early years settings.
4. Review take up of training within voluntary sector.
5. Develop an evaluation framework to enable TSG to report to the board the quality and effectiveness of safeguarding training in Hounslow. To specifically include agencies reporting on the focus on early intervention within their safeguarding training.
6. Via LSCB training evaluation form ask course participants for their views about LSCB priorities.
7. Set up a system to ensure that the annual training programme includes addressing lessons learnt from SCRs both within Hounslow and across the country.
8. To review current training programme to address LSCB and partner agency identified priorities which will include:
  - I. Develop focus on safeguarding teenagers. This will support the work of the Vulnerable & Missing Children Group by focussing on gangs and sexual exploitation.
  - II. Progress awareness and training priorities linked to violence against women and girls strategy to include domestic abuse in teen relationships and FGM.
  - III. Training to share learning and support practice to prevent repeat receptions into care.
  - IV. Review and maintain links with CAF and early help team to include evaluation of their current training.

The above priorities will be reviewed in July 2014.

Date strategy completed. 4.7.13.

**Appendix 2.**  
**Feedback examples.**

**Feedback from annual conference October 2011.**

The following comments were e mailed to the organiser following the conference.

**From a College**

– it was an excellently organised and facilitated day, and I have taken lots away from it. I have attended many such events in other parts of the country in previous years and jobs, and this was by far the best I have experienced.

**From Sure Start.**

Just to let you know I thought the event on Monday was fantastic! The day left me feeling positive and motivated.

**From a GP.**

It was extremely good. The meeting was well organised and the topics were well chosen. All of them were very relevant for all of us. The speakers were fantastic and anyone can see that they were very dedicated. They spoke from their hearts. I think they were able to inspire all of us. One very simple point, I think most of us wanted to attend more work shops and meet more of those agencies but we did not have the opportunity. I wonder whether they all were given 10 minute on the stage to explain what their agencies do, so that we all would get a chance of listening to each one of them. But it is a very minor point and the meeting was brilliant.

## LSCB course feedback.

### LSCB foundation course 20.6.13.

The following comments are from 5 participant feedback sheets about this multi agency course.

#### Feedback question.

Which 5 words best describe the course.

#### Responses.

Interesting. Helpful. Valuable. Interactive. Challenging. Practical. Participative. Well presented. Thorough. Insightful. Fun.

#### Feedback question.

What would the impact have been if you had NOT attended the course?

#### Response.

- Being more aware of CAF, that there is **more** I can do. Had I not been on this course I might not have thought about next doing CAF training.
- Would have gone straight for child protection and not considered CAF.
- I would have been less aware of signs of neglect and relevant referrals to be made to people other than social workers.
- I would not have gained the relevant information I need to assist tenants in my job. It has also helped me to make better decisions regarding referrals to social services and other agencies.
- Would not have known the 'threshold' to follow through with a decision.

#### Feedback question.

What will you take away with you today and how will you use this in your work?

#### Response.

- Gives more confidence in just asking for advice and contacting agencies for help.
- How to be more observant and the other options open to helping parents.
- More knowledge about what safeguarding children is about, signs of child neglect and who to refer to .
- I feel more confident in being able to identify and see signs in areas which social services can be involved and in discussing cases and who to ask for advice and help.
- How to manage allegations against staff and parents. Communicate with colleagues and line manager and be more observant.

**Appendix 3.  
Example of LSCB annual training programme.**

**Foundation courses.**

Please select only one foundation course.

You must attend a foundation course with Hounslow or have good basic child protection knowledge from other training or work experience prior to attending all other LSCB courses.

Title and target group	Course outline	Dates	Page
Foundation in safeguarding children.	<ul style="list-style-type: none"> <li>• Recognising children's rights and needs.</li> <li>• Recognising safeguarding concerns and blocks to sharing information.</li> <li>• Making judgments about thresholds and interagency communication about concerns.</li> <li>• Inter agency case conferences core groups and child protection plans.</li> </ul>	30.11.12 11.12.12 11.01.13 12.02.13 01.03.13 26.04.13 16.05.13 20.06.13 12.07.13	5
Foundation in safeguarding children with a disability.	<ul style="list-style-type: none"> <li>• Recognising children's rights and needs.</li> <li>• Recognising safeguarding concerns about a child with a disability or special needs and blocks to sharing information.</li> <li>• Making judgments about thresholds and interagency communication about concerns.</li> <li>• Inter agency case conferences core groups and child protection plans.</li> </ul>	07.02.13 19.04.13	6

**Hounslow SCB considers these courses a priority.**

**Domestic violence and neglect are prioritised as they are the leading reasons for child protection plans in Hounslow.**

Common Assessment Framework (CAF)	Half day workshop. Hounslow SCB is committed to ensuring the roll out of local CAF training to all agencies. Learn about the best ways to involve parents or carers, children and young people in <b>this important area of preventative safeguarding work</b> , how to complete a CAF together and the role of the team around the child.	26.11.12 18.12.12 25.01.13 26.02.13 27.03.13 29.04.13 04.06.13 10.07.13	7
Distinguishing accidental and non accidental injury.	Half day workshop. <b>Assists decision making if a child has a concerning injury.</b>	21.2.13 23.5.13 25.7.13	8
Domestic violence. Impact on children.	Focuses on <b>the impact of domestic violence on children, working with women, safety planning</b> and introduces a <b>multi agency risk assessment tool</b> used in Hounslow.	19.11.12 12.03.13 08.05.13	9
Neglect. Assessing quality of care.	<b>Neglect can be difficult to define</b> and threshold decisions more complex than other forms of abuse. Explores the <b>complexity of neglect</b> and be introduced to a Hounslow tool to assess the quality of parental care.	22.11.12 04.02.13 06.03.13 30.4.13 17.5.13	10

## Specialist courses.

**These courses reflect the wider safeguarding agenda and are designed for staff with specialist roles and responsibilities for safeguarding or child protection following the priority courses identified above.**

Title	Outline	Dates	Page
<b>Recognising and responding to child sexual abuse.</b>	This one day course offers teaching about familial child sexual abuse and considers some multi agency lessons from a Hounslow serious case review.	16.11.12 27.2.13	11
<b>Working with sexually active children and young people.</b>	Understand young people's sexual health and explore your own attitudes. Prepare for talking to young people in an informed and helpful way.	13.11.12 25.03.13	12
<b>Sexual exploitation. Safeguarding young people.</b>	Sexual exploitation has been much in the national media with recent prosecutions. We know young people are at risk in Hounslow and want to develop our response to this issue. This course aimed at those working with young people from 13 years.	20.02.13 20.05.13	13
<b>Gang involvement. Safeguarding children and young people.</b>	Increasingly professionals in Hounslow are encountering children and young people who appear to be involved in gangs. This will be a challenging and powerful day led by Gangsline. This is an organisation founded by ex gang members to combat gang involvement with a proven track record in working with police officers and other organisations in London.	13.06.13	14
<b>Child Trafficking.</b>	A one day workshop with <b>ECPAT UK</b> . (End child prostitution and trafficking). Learn about children trafficked into and within the UK. Identify, protect and support trafficked children, and plan safely for trafficked children admitted into local authority care.	14.02.13	15
<b>Forced marriage and 'honour' related violence.</b>	Workers from the <b>Forced Marriage Unit</b> will deliver this course about recognising children and young people who may be at risk of forced marriage and honour related violence and how to respond. For those working with children from 9 upwards and their managers.	13.05.13	16