



**Hounslow Safeguarding Children Board.
Training Strategy 2018-2020.**

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Introduction

Hounslow Safeguarding Children Board (HSCB) has a statutory responsibility to ensure that appropriate learning and development opportunities are provided in the borough in relation to safeguarding and promoting the welfare of children and young people in order to meet the needs of our local population. This includes ensuring that those who work directly or indirectly with children receive appropriate child protection and safeguarding training.

This includes both the training provided by single agencies to their own staff, and multi-agency training whereby staff from different agencies learn together in line with statutory guidance: Working Together to Safeguard Children 2015. Specifically, Working Together (2015) states that,

“Local Safeguarding Children Boards should monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals in the 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.”

Working Together (2015) also 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 work together to provide children and young people with the help they need. Practitioners need to continue to develop their knowledge and skills in this area. They should have access to training to identify and respond early to abuse and neglect, and to the latest research showing which types of interventions are the most effective.”

Working Together (2015) also identifies the need for HSCB to develop and maintain a local Learning and Improvement Framework (LIF) to enable professionals and organisations protecting children to reflect on the quality of their service and learn from their practice and that of others.

The LSCB is committed to delivering a high quality inter-agency training programme, which supports professionals, volunteers and the independent sector in their work to safeguard and promote the welfare of children and young people.

HSCB promotes the premise that, by organisations and agencies working together can children be effectively safeguarded by:

- A shared understanding of roles and responsibilities
- Improved communication between professionals and those working with children
- Effective working together based on sound working relationships
- Improved assessment and decision making.

Purpose

The purpose of this strategy is to provide a framework for safeguarding learning and development in Hounslow to ensure that staff and volunteers working with children, young people and/or adults who are parents/carers have access to training that assists in developing workforce competence and confidence to meet our shared responsibility to safeguard and promote the welfare of children.

The purpose of the LSCB Training Strategy is;

- To make clear the statutory functions of the LSCB, in relation to safeguarding children.
- Outlining a framework for the delivery of single agency and multi-agency training to ensure that staff receive the level of safeguarding training they need to fulfil their role and responsibilities at the most appropriate time in their safeguarding career.
- To ensure the effectiveness of training
- To make clear the levels of training required for different roles
- To set out the minimum standards for multi-agency training and single agency training
- To set out the values and principles around safeguarding training and the core competencies for staff undergoing safeguarding training

The training strategy is supported by HSCB Quality assurance learning improvement framework and describes how multi-agency training will be provided to enable staff and volunteers to work effectively across boundaries and organisations in order to safeguard children and young people.

This Training Strategy also sets out how HSCB will fulfil its requirements to monitor single agency training.

These requirements are delegated by HSCB to the Training sub group. The training sub group share data quarterly for inclusion in HSCB dataset and report annually to HSCB.

This strategy has been informed by:

- Working Together to Safeguard Children (2015)
- Children Act 1989, 2004
- Carpenter et al (2010) 'The Organisation, Outcomes and Costs of Inter-agency Training to safeguard and promote the welfare of children. Department for Children, Schools and Families'. https://www.rip.org.uk/~ftp_user/full/strategic_briefing/ensuring_effective_training_briefing/files/assets/basic-html/page6.html
- Munro, E. (2012): Progress report: moving towards a child centred system
- Kirkpatrick's Four-Level Training Evaluation Model <https://www.mindtools.com/pages/article/kirkpatrick.htm>

What does the Training Strategy hope to achieve?

The LSCB training strategy would like to support multi agency practitioners and managers in:

- Building an effective workforce whose practice is underpinned by best practice standards
- Raising awareness and understanding of safeguarding children in Hounslow
- Developing frontline practitioners' expertise
- Providing a learning pathway that describes the continuing professional development of staff
- Providing a forum for sharing expertise
- Shape the culture of development and learning

HSCB Training Responsibility

This strategy will ensure consistency with the requirements set out in Working Together 2015 and consider the following:

- **Single agency training**, which is training carried out by a particular agency for its own staff; and
- **Multi-agency training** which is for employees of different agencies who either work together formally or come together for training or development.

Review

Evaluation of HSCB multi agency training programme and provision of courses will be reviewed at the end of each calendar year to ensure courses for the proceeding training directory are identified and sourced prior to publication.

The main content, context setting and the strategy's alignment to statutory guidance will be reviewed every 3 years as a minimum, but may be subject to additional review in accordance with:-

- New local or national learning outcomes.
- Introduction of new or updated statutory guidance.
- Outcomes of any inspections that may take place.

Local context

HSCB 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 Training Sub-Group (TSG) was established.

HSCB Training Sub Group Terms of Reference include the following:

HSCB 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 HSCB 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.*

Training sub group membership.

Chair. HSCB Business manager
Vice chair, Community Safety Manager, London Borough of Hounslow
HSCB Business support officer
HSCB Learning and development manager
Named Nurse for School Nursing service CLCH
Hounslow Housing Department Senior Manager
Senior Public Health Commissioning Manager
Children's social work practice member
Social work standards manager
Named Nurse Safeguarding Children CWFT
Named Nurse Safeguarding Children HRCH
Hounslow Voluntary sector
Safeguarding Children and Quality Assurance Service Manager
CSE and vulnerabilities co-ordinator
Safeguarding Advisor, West London Mental Health Trust
Review & Quality Assurance Manager
Police
Education

Training sub group members are responsible for the following.

The Training & Development Sub Group is comprised of members who know of and understand strategic training priorities within their own organisation. The Sub Group is responsible for the following:

- To ensure information is provided to TSG and/or HSCB by partner agencies to enable HSCB to be satisfied regarding the evaluation and quality of safeguarding training that is provided locally, both multi agency and single agency including via Section 175 and section 11 audits.
- Promote inter-agency training.
- To ensure that staff within all partner agencies receive appropriate safeguarding training and that training is delivered to a high standard.
- To ensure that partner agency staff responds to online course evaluation.
- To work together to share learning experiences and jointly develop training where possible.
- To ensure safeguarding training is underpinned by the values contained within Working Together 2015.
- To ensure safeguarding training is informed by current research, lessons from serious case reviews and national and local policy and practice developments.
- To ensure course facilitators possess relevant skills and knowledge verified by referees or by employers in relation to in-house facilitators.
- To ensure safeguarding training is child focused so that the voice of the child and the child's welfare remains paramount.
- To ensure regular review and evaluation of training to ensure that it meets the agreed learning outcomes and has a positive impact on practice.
- Measure and report to the LSCB on the impact of multi-agency and single agency training through monitoring and reviewing the data set submissions regarding training.
- To promote all safeguarding training and other learning events to HSCB partners including voluntary sector organisations.
- Ensure the learning from Serious Case Reviews and Domestic Homicide Reviews is embedded in all multi-agency and single agency safeguarding training.
- To review the group's annual priorities and to review this strategy.

The Training and Development Subgroup will provide an annual report to HSCB of progress in meeting the actions under the overall HSCB business plan. It will reflect upon the training activity of the preceding year drawing upon comment from the trainers, training evaluation forms and other sources of information as appropriate. It will include statistics indicating the numbers attending HSCB courses and the agencies that they work for. It will indicate, as far as possible, training demands and priorities for the coming year.

Quality Assurance Process

Through the HSCB Training Sub Group, HSCB is required to evaluate the quality of both single and multi-agency training, ensuring that it is provided within individual organisations, and checking that training is reaching all relevant staff.

It is important to note that learning from any multi-agency quality assurance activity is shared with partners through the HSCB sub groups and used meaningfully to change practice and improve outcomes for children, young people and their families.

Single agency training - whilst single agency training is the responsibility of the particular agency and is carried out by the agency for its own staff, it is important that this training is of quality and assure the HSCB Training sub group that it is meaningful to change practice and improve outcomes for children, young people and their families.

The training programme is delivered in large part by Hounslow professionals who have been released by their agency. These professionals have been approved by their respective managers as possessing the relevant knowledge and skills to deliver training on behalf of HSCB. Managers also agree to release these staff members and allow them the necessary time to develop their respective courses and deliver them and to keep their courses up to date and in live with relevant policy and practice changes and developments.

Training sub group achievements since 2013.

Brief summary of achievements:-

- Ongoing provision of a well-respected multi agency training programme complimenting single agency training that remains free of charge to partner agencies. See Appendix 1 delegate feedback page 9 .
- Procurement of full package of online safeguarding learning in partnership with Hounslow Safeguarding Adults Board.
- All training continues to be provided free of charge to partner agencies
- Positive feedback from delegates regarding the broad range and quality of training on offer.
- Development of face to face course evaluation to measure the extent to which course outcomes are met in addition to delegate satisfaction.
- Course programme provides learning opportunities on all areas within the London Child Protection Procedures. See Appendix 2 annual training programme page 11.
- The majority of face to face courses are delivered by HSCB partners making use of our good partnership working arrangements.
- Delivery of safeguarding training within all relevant single agencies.
- Delivery of innovative and well respected annual conferences reflecting HSCB priorities.

- Impetus created by annual conferences harnessed to stimulate change and development including:-
 - I. Re-launch of updated Quality of Care assessment tool and formally adopted by children's social care, interactive version created for social workers.
 - II. Neglect strategy developed.
 - III. Familial sexual abuse explored at conference and delegates views incorporated into a sexual abuse prevention plan.
 - IV. Reaching out to Hounslow parents to communicate about sexual abuse prevention via safeguarding week in primary schools and secondary schools.
 - V. NSPCC Pants campaign in primary early years and other settings to promote sexual abuse prevention.
 - VI. Collaboration with Learning to Respect to promote sexual abuse prevention in schools.

Key three year objectives. 2018-2020

1. Through the monitoring and evaluation group respond as required to any relevant inspection of safeguarding.
2. Ensure appropriate staff in all HSCB partner agencies have access to safeguarding training.
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 HSCB.
5. Focus on single agency training evaluation.
6. Improve multi agency training evaluation to include post course evaluation.

Priorities for TSG in 2018-20 are appended to this strategy. See Appendix 3 page 13. These priorities will be annually reviewed. Review date is September 2019.

Appendix 1. Examples of delegate feedback.

Course feedback is overwhelmingly positive

- 90.7% of courses are rated good or excellent.
- 92.4% of facilitators are rated good or excellent.

This reflects the knowledge and skill of facilitators and the quality of courses overall. Our key aims in delivering training are as stated on page 1 of this strategy which includes developing skill confidence and competence, recognition of babies children's and young people's needs and readiness to share information.

Feedback suggests that delegates believe we are succeeding in meeting those aims. For some delegates there has been a significant shift in understanding and attitude.

Increased my listening skills and enhance my work with young people
Robust record keeping. I will concentrate and improve on this to establish clear guidelines
When working on cases with domestic violence I will be much more aware of what to consider and what conversations to have with service users regarding a referral to MARAC
It made me look at neglectful parenting from a different perspective
I feel better informed about when to suspect/what to look for and also what to expect from medical examination reports
Better understanding and awareness of the challenges and obstacles in the way of recovery
Being more mindful listening to more young people, having the confidence to be able to talk about suicide
I will be a bit more prepared to push on with questions if I was with a young person who gave me serious worries about a risk of suicide
I will discuss CSE, grooming etc with my young people, not just those assessed as a risk

Remembering the human factor and how best to engage positively with parents and carers

To remember my input is just as valid, real consideration of language and nature of CP plans - how to word outcomes and how parents and children understand these

MARAC referral tomorrow. More awareness, being more sensitive

How DV can impact the behaviours of children. Better understanding of the difficulties women see when considering leaving the relationship

It will completely change now that I recognise the realities, use of language will change as well

My understanding of the perpetrator/carer has massively increased, I feel more equipped to tackle difficult conversations and more confident to express concerns

Appendix 2.
HSCB annual training programme.

HSCB courses overview
Course grouping by issue and priority

Introduction courses..... Pages 4 and 5
Meet basic statutory/induction requirements for education and other settings.
Health level 2

HSCB priority courses. Priorities for schools and Colleges.

Health level 3

Managing allegations against staff..... 6
Early help (CFAN)..... 7
Core groups..... 8
Non accidental injury..... 9
Neglect..... 10
Familial sexual abuse..... 11
Sexual exploitation..... 12
MARAC. High risk DV..... 21

Sexual abuse related courses

Health level 3

Familial sexual abuse..... 12
Sexually active children/young people..... 13
Sexual exploitation..... 14
Gang involvement..... 16

Parental vulnerability and safeguarding children

Health level 3

DV. Basic awareness..... 19
Empowerment. Working with women in DV..... 20
MARAC. High risk DV..... 21
Parental substance misuse..... 23

Courses related to safeguarding older children and young people

Health level 3

Familial sexual abuse 11
Sexually active children/young people..... 12
Sexual exploitation..... 13
Sexual exploitation. A trauma focus. MOPAC. 14
Substance misuse..... 15
Gang involvement 16
Self-harm 17
Suicide awareness.....18

Domestic violence and related issues

Health level 3

Familial sexual abuse.....11
DV basic awareness.....19
Empowerment. Working with women in DV..... 20
MARAC. High risk DV..... 21
Engaging perpetrators of DV..... 22

Appendix 3.
TSG priorities 2018-19.

1. Contribute to partner agencies embedding the Quality of Care assessment in practice.
2. Assure HSCB of the quality of multi-agency and single agency safeguarding training and develop a realistic assessment of impact.
3. Develop post course feedback for multi-agency courses.
4. Task and finish group to decide methodology for above two items.
5. Plan and deliver four seminars in partnership with Hounslow Safeguarding Adults Board and in line with HSCB and partner agency's priorities.
6. Ongoing work to implement the child sexual abuse prevention plan to include secondary school presentations throughout 2018-19 academic year.
7. Respond as requested by Business Manager to relevant findings from Section 175 and Section 11 audits.
8. In partnership with public health roll out Mental Health First Aid training for trainer's course and co-ordinate training delivery.
9. Continue to respond as necessary to 2017 JTAI action plan and any other inspection requirements.

The above priorities will be reviewed in March 2019.

Date strategy agreed February 2018.