

The word "Durham" is written in a bold, orange, sans-serif font.

Training Strategy 2008 – 2009

Training Programme

Durham Local Safeguarding Children Board (LSCB) is committed to delivering a high quality inter-agency training programme, which supports professionals and volunteers in their work to safeguard and promote the welfare of children and young people.

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Introduction

Durham Local Safeguarding Children Board (LSCB) is committed to delivering a high quality inter-agency training programme, which supports professionals and volunteers in their work to safeguard and promote the welfare of children and young people.

To safeguard and promote the welfare of children and young people, all those working with families must have the knowledge and skills to carry out their own roles and responsibilities. This includes being able to recognise and raise safeguarding concerns. They must also be able to work effectively with others within their own agencies and across organisational boundaries.

The training provided by Durham LSCB is aimed at supporting people working at different levels of responsibility for safeguarding children, to build on or consolidate their knowledge of child abuse and child protection processes and practice. It aims to achieve:

- ✓ a shared understanding of roles and responsibilities
- ✓ improved communication between professionals and others working with children, young people and families
- ✓ effective working together based on sound working relationships
- ✓ improved assessment and decision making.

The key drivers underpinning the training strategy are:

- Working Together to Safeguard Children 2006
- Every Child Matters
- Children Act 2004
- Common Core of Skills and Knowledge for the Children's Workforce DfES 2005
- The Children's Workforce Strategy for County Durham
- LSCB Business Plan priorities
- County Durham Children and Young Peoples Plan

This Training Strategy has been developed by Durham LSCB Training Group. It has set out its three strategic priorities for inter-agency training from April 2008 to April 2009. All LSCB training is developed and delivered by the LSCB Training Pool - an inter-agency group of safeguarding trainers and experienced practitioners. (See appendix 1 and 2).



Strategic Priorities For LSCB Training

1

Priority 1

To increase the number of people working with children and families that take up opportunities for inter-agency training and development in safeguarding children

Key Tasks

1. Increase the membership and capacity of the Durham LSCB Training Pool
2. Increase the range of methods to deliver Safeguarding Training
3. Increase the range of courses available to meet training needs
4. Ensure access to clear information about LSCB courses
5. Assist agencies in meeting their single-agency safeguarding training requirements

1. Increase the membership and capacity of the Durham LSCB Training Pool from 7 to fourteen by April 2009

Recruit additional trainers from LSCB partner agencies. LSCB member agencies accessing LSCB courses should identify a suitable representative to contribute to work of the training pool

Seek experienced practitioner trainers from member agencies

Review the role and person specification for members of the training pool

Develop Training for Trainers opportunities

2. Increase the range of methods to deliver Safeguarding Training

Promote e learning opportunities to increase take up of e learning by 20% by April 09

Explore short focused programmes, e.g. 1hr sessions

Explore conferences / seminars in collaboration with partner LSCBs

Develop information / awareness raising methods, e.g. leaflets, web links.

3. To have a range of courses available to meet the variety of needs

Ensure that courses give a variety of different learning styles (e.g. participative, visual, audio, etc) to meet the range of adult learning styles.

Ensure that level one, two and three courses have clarity regarding audience (see page 8).

Ensure that all courses reflect where possible on lessons learned from serious case reviews.

4. To have access to clear information about the LSCB courses available

Review and maintain the training brochure for the LSCB website that includes all courses available between April 2008 and April 2009 and all relevant information.

To review publicity for all courses to ensure that nominees have clarity about the relevance of the training to their role.

5. To assist agencies in meeting their single agency safeguarding training requirements

To have a strategy for raising awareness of e learning opportunities.

Further work on encouraging specific groups with key safeguarding requirements to have completed, as a minimum the e-learning course, e.g. school staff, police officers.

The Training Pool/ LSCB Training Co-ordinator to offer a limited number of training events to single agencies if within overall capacity.

2

Priority 2

To ensure that LSCB training meets the identified requirements of The Children's Workforce

Key Tasks

1. Assist partner agencies in identifying their training needs
2. Identify and implement the key local and national drivers for safeguarding children
3. Identify recommendations from local and national serious case reviews and incorporate these into appropriate training
4. Identify issues that arise from audits of safeguarding practices

1. Assist partner agencies in identifying their training needs

Review the Training Needs Questionnaire and circulate this to member agencies by Oct 08. An analysis of training needs is to be completed and returned by all LSCB partner agencies on a February to February basis. A report on training needs will be provided by the LSCB every April.

Continue to work with partner agencies to review single-agency training.

Continue to raise awareness of e learning opportunities for base line safeguarding training.

Monitor training requirements following on from Serious Case Reviews.

2. Identify and implement the key national and local drivers for safeguarding children

Maintain links with The Children Workforce Development Strategy for Durham.

Share with the Training Group national and regional developments that will impact on safeguarding training.

3. Identify recommendations from local and national serious case reviews and incorporate these into appropriate training

Continually update the training elements of the Thematic Tool.

4. Identify issues that arise from audits of safeguarding practices

Collaborate with the LSCB Quality and Performance Manager in identifying and addressing issues of poor performance via training.

3

Priority 3

To ensure that LSCB Training is effective in improving the knowledge, skills and attitudes of the Children's Workforce.

Key Tasks

1. To have systems in place for evaluating the impact of training
2. To regularly review LSCB courses against feedback and new requirements
3. To support links with regional and national safeguarding training groups

1. To have systems in place for evaluating the impact of training

Link with PIAT* research with Durham and Bristol universities on measuring the effectiveness in terms of outcomes of delivering inter-agency safeguarding training.

Develop systems to measure the impact of training on safeguarding practice.

2. To regularly review LSCB courses against feedback and new requirements

For members of the Training Group to monitor the quality and standard of the courses delivered as part of the LSCB training programme.

Members of the Training Group to read a cross section of course evaluation reports in order to review and monitor course quality.

3. To support links with regional and national safeguarding training groups

The LSCB Training Coordinator to attend the Regional Safeguarding Children Trainer's meetings and encourage links with the LSCB Training Pool.

To develop shared programmes of training across the region.

To encourage regional training events where appropriate.



Durham LSCB Training Principles

All aspects of inter-agency training and development to safeguard and promote children's well being are based on the following:

Children's Rights

Incorporating and promoting children's rights and ensuring that their welfare is paramount.

Partnership with Parents and Carers

Promoting partnership and recognising families' strengths in responding to the needs of their children.

Inclusion

Respect for diversity and inclusivity of the wide range of individuals and organisations that have responsibilities for safeguarding and promoting the well being of all children.

Inter - Agency Collaboration

Placing value on people working collaboratively, bringing people together in ways that mirror the diversity of practice networks engaged with children and their families.

Levels of Training

The Training Strategy has three levels in addition to raising public awareness. It is not necessary to attend level 1 training prior to attending level 2 however participants should apply for the course that reflects their safeguarding role. It is expected that those attending level 3 training have previously completed the appropriate courses at level 1 or level 2. This can include e-learning (level 1) including the e-learning package provided by Darlington LSCB.

Universal	Public Information
Level 1	Primary Training
Level 2	Foundation Training
Level 3	Post Foundation Training

The Training Resource for Working Together to Safeguard Children provides further guidance on target audiences for inter-agency training and can be found on:

http://www.everychildmatters.gov.uk/_files/B324AC9563C98BE220ED4B8004D9023A.doc.

This supplements guidance in chapter 4 of Working Together to Safeguard Children 2006.

Universal – Public Information

Raising awareness of safeguarding children amongst the general public is a worthwhile preventative measure and is a function of the LSCB. Various publications, including ‘What to Do if You Are Worried a Child is Being Abused’, and the information leaflet of the LSCB are available, and we aim to ensure that these are available in public buildings such as libraries and leisure services.

These publications, their circulation and the ongoing development of the Durham LSCB website serve to raise awareness of child protection issues within the wider community, inform the community about the work of the LSCB, and promote the view that safeguarding children is everybody’s business.

Level 1 – Primary Training

Individual agencies have a responsibility for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children’s welfare (Working Together to Safeguard Children 2006). However in recognition of the fact that not all agencies are currently able to provide this, the LSCB provides multi-agency training at primary level. An e-learning package is also available free of charge to LSCB partner agencies.

Training at this level provides an introduction to child protection matters for those who, in the course of their work have occasional contact with children and or families and would therefore need to have a basic understanding of safeguarding and child protection processes. This group of staff would not normally be expected to contribute to the assessment of a child in need of services under Section 17 of the Children Act 1989.

The Working Together document outlines the key outcomes for such training, and participants will understand how to:

- contribute and take whatever actions needed to safeguard children.
- recognise and respond to concerns about a child in need.
- appreciate own role and that of others.
- communicate and act appropriately within national and local guidance to safeguard children.
- be familiar with local arrangements, services and sources of advice for supporting families and safeguarding children.

Participants at this level could include, leisure services staff, committee members, housing officers, reception staff, school governors and newly appointed staff.

Level 2 – Foundation Training

Foundation Training is designed for professionals in statutory and voluntary organisations for whom child protection is an integral part of their work. It is designed to equip staff to carry out their duties effectively and to have a clear understanding of child protection processes, and their professional roles within this.

The Working Together document outlines outcomes for such training as listed below:

- Accomplish core tasks together to safeguard and promote children's welfare, e.g. assessments, planning, core groups, conferences, and decision making.
- Sound understanding of principles and processes for effective collaboration.
- Communicate and develop working relationships in the interest of children.
- Understand contributions made by others to safeguard children and the impact of a practitioners own decisions and actions on others.

In addition to the learning outcomes outlined in Working Together, Foundation courses will give participants:

- increased knowledge of the various forms of child abuse and agency responses to it.
- understanding of the Children Act 1989 as it relates to child protection.
- an appreciation of national policies and local resources within the child protection arena.
- an awareness of the LSCB and its function within the field of child protection and children in need.

Participants at this level could include Social Workers, Health Visitors, Designated Teachers, Head Teachers, G.P's, Police Officers from Vulnerability Units, Probation Officers, CAFCASS Officers, Paediatricians, Parent Support Advisors and Managers of these staff.

Level 3 – Post Foundation Training

Participants attending courses at Level 3 will normally be expected to have attended training at Level 1 or 2, as relevant to their role in safeguarding children. This can include e-learning (level 1).

Training at this level will focus on specific issues within the child protection field and will be informed and developed according to priorities identified by the Training Group and the LSCB Business Plan.

Level 3 training focuses on working together on complex cases to identify, assess, plan, intervene and review.

The Learning outcomes for Level 3 are as follows. Participants will:

- be able to work with other practitioners, children and families on complex tasks or particular areas of practice that have specific knowledge or skill requirements. For example, joint enquiries under section 47 of the Children Act 1989.

- have the confidence to challenge decisions in complex situations by looking beyond immediate role and asking questions.
- be able to assess the relevance and status of information and to pass it on when appropriate.
- be able to establish and maintain working partnerships of trust and mutual respect, whilst recognising ways in which group process can influence and distort decision-making.
- understand and be able to make an effective contribution through report writing and verbal communication to multi-disciplinary case planning and review meetings.
- know how to manage conflict and disagreement between professionals when working together on complex cases.
- have the skills to work with others to address issues of aggression and /or non-compliance that may impinge on practitioners' ability to safeguard and promote the welfare of a child.
- have an understanding of factors at an inter-personal, intra-personal and systemic level which influence the possibility of change

Participants may include practitioners and managers from the range of services involved in providing services to families where there are complex needs.



Course Administration

Course Fees

Durham LSCB courses are free to LSCB member organisations including the voluntary sector.

A Fee of £50 per day will be charged to profit making organisations.

Where capacity permits, the LSCB can provide bespoke single-agency safeguarding children training. This will be charged at £500 per day.

Refreshments and lunches are provided on all full day courses.

Cancellation Policy

The courses attract a very high demand and invariably there are applicants that do not obtain a place. We therefore request that a minimum of 5 working days notice of any cancellation is given in order that the place can be offered to alternative applicants.

It is important that participants attend courses for the duration of the training event and arrive and leave at the specified times. Certificates will not be issued to those who attend part of the course and a £30 fee may be incurred for late cancellations, or part attendance.

Any fees incurred will be copied to line managers.

Wherever possible certificates of attendance will be given on the day of the course.

Course Allocation

All courses must be applied for via the Durham LSCB website and applications either e-mailed or posted. Telephone bookings are not accepted.

We aim to have a broad cross section of agencies on all LSCB courses to reflect inter-agency working and learn from each other. Therefore places are not allocated on a “first come first served” basis.

Confirmation of a place and instruction will be sent by letter to the applicant and their manager 4 weeks prior to the event. Similarly unsuccessful applicants and their manager will be informed by letter 4 weeks prior to the course date. Please avoid contacting the LSCB regarding the allocation of a place before the 4 week deadline.

LSCB Training Group

Membership of Training Group

(Chair) Diane Richardson – Designated Nurse Safeguarding Children, County Durham PCT
Steve Ford – Training Co-ordinator, Durham Local Safeguarding Children Board
Linda Waddell – Police Sergeant, Stanley Police Vulnerability Unit
Jennifer Ball - Senior Nurse Safeguarding Children Training, County Durham PCT
Val Mortimer – Senior Nurse Child Protection, County Durham and Darlington NHS Foundation Trust
Olwyn Couper – Staff Development and Support Services Manager, County Durham Youth Engagement Service
Elsi Hampton – Child Protection Advisor for the Diocese of Durham
Barbara Miller – Area Manager – Public Law, CAFCASS
Jill Armstrong – Staff Development Manager National Probation Service–County Durham and Teesside
Allison McMullon – Service Manager Children in Need, Safeguarding and Specialist Services,
John Lenton – Independent Reviewing Officer, Children and Young People’s Service.
Jane Stout – Pupil Services Officer (Child Protection), Safeguarding and Specialist Services.

LSCB Training Group

Terms of Reference

- To co-ordinate the production of an annual inter-agency training strategy and programme ensuring that this relates to the LSCB Business Plan, incorporates the key themes from Common Core Skills and Knowledge for the Children’s Workforce and meets PIAT * standards.
- To ensure that agencies recognise and act according to their responsibilities under 4.6 Working Together 2006 which states that “Employers have a responsibility to identify adequate resources and support for inter-agency

training by:

- providing staff who have the relevant expertise to support the LSCB (e.g. by sitting on a LSCB Training Group, and/ or contributing to training)
 - allocating the time required to complete inter-agency training tasks effectively.
 - releasing staff to attend the appropriate inter-agency training courses
 - ensuring that staff receive relevant single-agency training that enables them to maximise the learning derived from inter-agency training, and have opportunities to consolidate learning from inter-agency training; and
 - contributing to the planning, resourcing, delivery and evaluation of training.
- To ensure that inter-agency training promotes a shared understanding of the tasks, processes, principles, roles and responsibilities arising from legislative and regulatory change and from developments in professional practice, taking into account lessons from recent local and national Serious Case Reviews.
 - To promote and publicise inter-agency training.
 - To inform partner agencies of staff attending training events and to encourage individual agencies to maintain accurate records regarding staff attendance on safeguarding children courses.
 - To oversee the LSCB training budget and make decisions regarding the commissioning of training.

* Promote Inter-Agency Training

LSCB Training Pool

Membership of the pool:

Steve Ford (Chair) - Training Co-ordinator, Durham Local Safeguarding Children Board
Deb Roxby – Safeguarding and Specialist Services Staff Development Officer,
Jane Stout – Pupil Services Officer, (Child Protection), Safeguarding and Specialist Services
Jackie Leaf - Safeguarding Children Trainer, Durham PCT
Jennifer Ball – Senior Nurse Safeguarding Children Training, County Durham PCT
John Leishman – Staff Development Officer, National Probation Service–Durham
Jane Middleton – Senior Nurse Safeguarding Children, Tees, Esk and Wear Valleys NHS Trust
Mandy Taylor – Children NORTHEAST

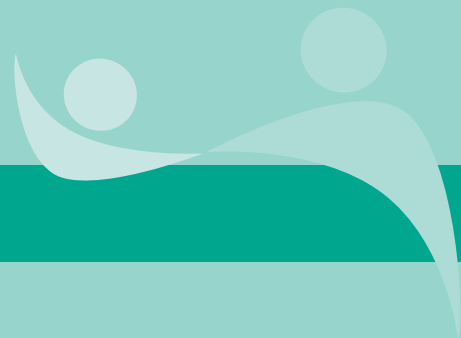
Co Members for specific courses:

Rachel Shuttleworth – Complex Case Manager, County Durham Youth Engagement Service
John Lenton - Independent Reviewing Officer, Children and Young People’s Service.
Andrea Houlahan - Independent Reviewing Officer, Children and Young People’s Service.
Lisa Fowler - Independent Reviewing Officer, Children and Young People’s Service.
Lorna Smith - Independent Reviewing Officer, Children and Young People’s Service.
Rebecca Wall - Independent Reviewing Officer, Children and Young People’s Service.
Jacqui Doherty - Independent Reviewing Officer, Children and Young People’s Service.
Liz Fraser - Independent Reviewing Officer, Children and Young People’s Service.

LSCB Training Pool

Terms of Reference

- To form a collaborative team who share knowledge, skills and resources in the development of an inter-agency safeguarding training programme.
- Create an Ethos which values working collaboratively with others, respects diversity and promotes equality, is child centred, and promotes participation of children and families in the safeguarding process.
- To provide inter-agency training that is consistent with the Common Core of Skills and Knowledge.
- To promote a shared understanding and ownership of the safeguarding children process
- To design and deliver a comprehensive range of inter-agency safeguarding children courses that embrace principles of adult learning is delivered to a consistently high standard, the effectiveness of which is measured and reviewed.
- To promote via training, co-ordinated services at both strategic and individual case level, improved communications between professionals and decision-making based on information sharing, assessment, critical analysis and professional judgment
- To ensure that training is informed by current research evidence, lessons from serious case reviews and local and national developments
- To encourage recruitment to the Training Pool.



LSCB Training Budget 08–09

Planned Courses as of May 2008

Annual training budget -	£10,000
Estimated income -	£2,500
<i>(from Cancellations and external training)</i>	

Total income	£12,500
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Cost of Venues -	£1,445.00
Projected Cost of Materials	£1,500
Cost of Refreshments	£3,024.90

Total Expenditure -	£5,969.90
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Total £6,530.10

Notes

Durham Local Safeguarding Children Board

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