Knowsley Safeguarding Children Partnership (KSCP)

Training Strategy and Plan 2021 - 22

1. Introduction

Knowsley Safeguarding Children Partnership is committed to ensure that agencies "*Work together to safeguard and protect children from harm in Knowsley.*" Underpinning this ambition are a set of agreed strategic priorities which are set out in the Business Plan (2020 to 2022).

1. Safeguarding and protecting children from domestic abuse
2. Safeguarding and protecting children from neglect
3. Safeguarding and protecting children from child exploitation
4. Safeguarding and protecting the mental well-being of children.

A key enabler in achieving these priorities is to equip the practitioners working with children with the relevant skills needed to help and protect children, are well supervised and well managed.

'Working Together to Safeguard Children' (H.M. Government 2018) recognises the importance of multi-agency training in supporting collective understanding regarding early help and in understanding the symptoms and triggers of abuse and neglect. It also highlights agency responsibility for single agency safeguarding training relevant to their cohort of staff.

Official inquiries, policy guidance and research reviews have consistently advocated that if professionals concerned with safeguarding children are to work together more effectively, they should learn together to work together.

The partnership has embraced this ethos by continuing its commitment to providing a comprehensive and effective training programme to professionals and volunteers across the borough of Knowsley.

The purpose of this strategy is to outline a framework for delivering the multi-agency safeguarding learning as well as evaluating the quality of training.

2. Values and Principles

All learning in safeguarding and promoting the welfare of children and their families should create an ethos which:
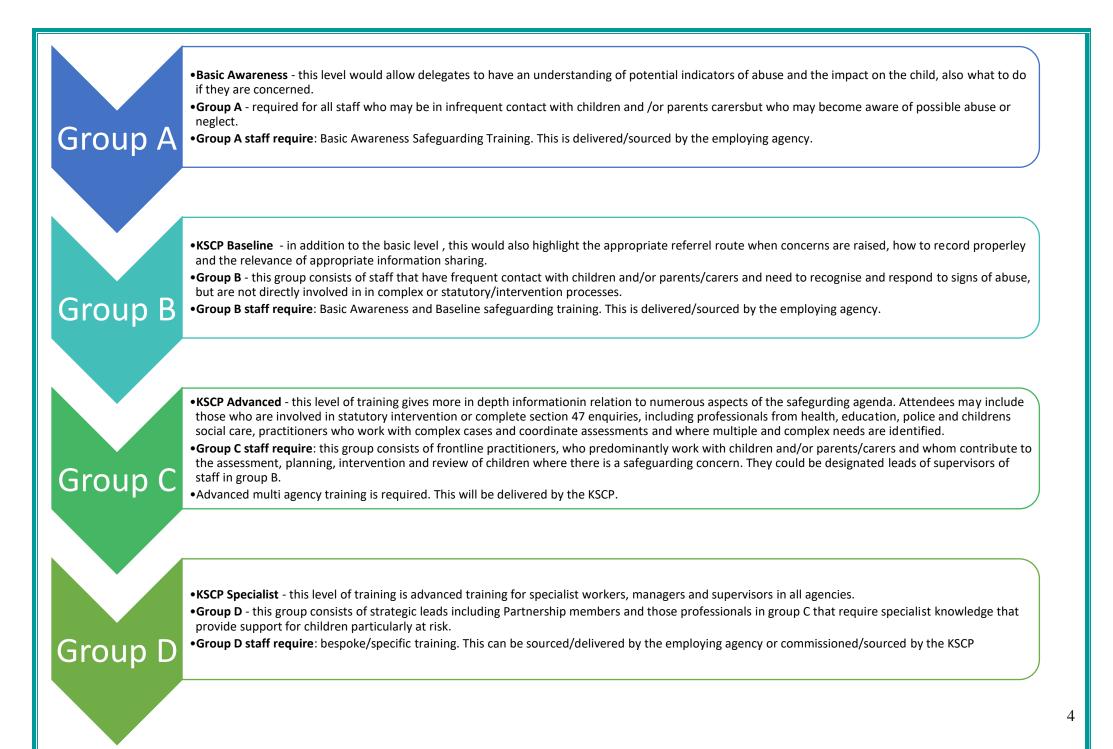
- Puts the safety and wellbeing of the child first.
- Values working collaboratively with others, using the combined skills, knowledge experience of everyone.
- Respects diversity.
- Encourages and promotes the participation of children and families in the safeguarding processes.
- Assists the workforce in safeguarding children.

These principles will be embedded in safeguarding training courses and will be measured during the quality assurance process. All KSCP learning and development activities are informed by the following values:

- Child Centred.
- Focussed on improving outcomes for children.
- Inter-agency collaboration.
- Participation and constructive challenge.
- Respect to other learners.
- Evidence based.
- Care and support for the workforce.
- Positive communication.

3. Minimum standards

The partnership has set minimum standards ensuring that practitioners and volunteers undertake safeguarding training that is relevant to their role, is informative and is focused on improving outcomes for children in Knowsley. The following graphic highlights which type of safeguarding training is most appropriate, what that training should cover; depending on your role (which group you belong to) and who is responsible for delivering that training.

Group A

- **Basic Awareness** - this level would allow delegates to have an understanding of potential indicators of abuse and the impact on the child, also what to do if they are concerned.
- **Group A** - required for all staff who may be in infrequent contact with children and /or parents carersbut who may become aware of possible abuse or neglect.
- **Group A staff require**: Basic Awareness Safeguarding Training. This is delivered/sourced by the employing agency.

Group B

- **KSCP Baseline** - in addition to the basic level , this would also highlight the appropriate referrel route when concerns are raised, how to record properley and the relevance of appropriate information sharing.
- **Group B** - this group consists of staff that have frequent contact with children and/or parents/carers and need to recognise and respond to signs of abuse, but are not directly involved in in complex or statutory/intervention processes.
- **Group B staff require**: Basic Awareness and Baseline safeguarding training. This is delivered/sourced by the employing agency.

Group C

- **KSCP Advanced** - this level of training gives more in depth informationin relation to numerous aspects of the safegurding agenda. Attendees may include those who are involved in statutory intervention or complete section 47 enquiries, including professionals from health, education, police and childrens social care, practitioners who work with complex cases and coordinate assessments and where multiple and complex needs are identified.
- **Group C staff require**: this group consists of frontline practitioners, who predominantly work with children and/or parents/carers and whom contribute to the assessment, planning, intervention and review of children where there is a safeguarding concern. They could be designated leads of supervisors of staff in group B.
- Advanced multi agency training is required. This will be delivered by the KSCP.

Group D

- **KSCP Specialist** - this level of training is advanced training for specialist workers, managers and supervisors in all agencies.
- **Group D** - this group consists of strategic leads including Partnership members and those professionals in group C that require specialist knowledge that provide support for children particularly at risk.
- **Group D staff require**: bespoke/specific training. This can be sourced/delivered by the employing agency or commissioned/sourced by the KSCP

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4. Training Plan

KSCP offers an ambitious training plan, which delivers a wide range of learning opportunities for professionals and volunteers, working with both children and adults. The training plan sets out the current training priorities for the partnership. The COVID pandemic has impacted upon the KSCP Training Offer and the way it is delivered. We have embraced this challenge and will offer a varied training programme which includes webinars and training via platforms such as Microsoft Teams and Zoom. The Training Plan can be found on the KSCP website at the following link: https://www.knowsleyscp.org.uk/multi-agency-training/training-strategy-and-programme/

5. Identifying Training Needs

The partnership will undertake a form of training needs analysis when developing their training plan, taking cognisance of the following factors.

- KSCP priorities
- Learning from Reviews and Audits
- Emerging issues at a national or local level
- Engagement with stakeholders
- Feedback from courses.
- National guidance as it is issued.
- Lessons learned via Learning and Improvement

6. Roles and Responsibilities

The Safeguarding Review and Learning Group are responsible for developing and driving the implementation of a training plan, influenced by the strategic priorities of the local safeguarding arrangements and from learning identified within serious child safeguarding review cases.

The Training Pool is responsible for the delivery of the majority of the multi-agency training in child protection/safeguarding across the borough. The majority of the KSCP training courses will be delivered by members of the KSCP training pool. These are practitioner-trainers from a wide range of KSCP partner agencies.

Training Pool members are expected to:

- Prepare thoroughly for delivery by keeping material up to date, meeting with co-trainers and reading any relevant procedures relating to the course subject.
- Inform the Training Officer or KSCP business support staff if unable to attend on the day of the course or if you need to cancel a future training course.
- Arrange collection and delivery of training materials and resources.
- Provide feedback about practice and training issues which arise in training courses.
- Monitor attendance at each course ensuring that it is recorded properly.
- Ensure that delegates are directed to complete an online evaluation form and informed that further evaluation may be required in the future.

7. Quality Assurance and Evaluation

The impact of the training plan will be critically evaluated using a number of methods:

- Course evaluation from participants after the course via the online booking portal
- Quantitative means - scrutinising attendance figures and agency breakdown
- Feedback from trainers
- Impact and evaluation process using post course questionnaires, survey monkey, observations, course reviews and follow up consultation by the KSCP Training Officer.

The purpose of the quality assurance programme is to ascertain:

- The quality of training in terms of content and delivery.
- The relevance of training to agency objectives and participant's roles.
- The impact of training on practice in terms of the skills and knowledge of practitioners, the development of their practice, and the impact on service delivery and improved outcomes for children.

Seven standards have been identified which support good practice in the design and delivery of courses, which ultimately optimise the chances that training will be effective. These are embedded within the Quality Assurance process.

1. Links are made to relevant training and development strategy/training plan.
2. Target groups are clearly identified, and links are made to the course aim/s, learning outcome/s.
3. Course design and content meet the requirements of the aim/s and learning outcome/s and are fit for purpose.
4. There is a clear selection and monitoring process for trainers.
5. A transparent evaluation process is in place.
6. There are post course administration and evaluation processes in place.
7. There is a process to review the course.

8. Administration

Training opportunities will be primarily advertised via the KSCP Training Booking Portal: https://kscbtraining.knowsley.gov.uk

Courses open to all practitioners will be advertised on the KSCP website, together with instructions on how to apply for a place. In addition, information about individual courses will be circulated electronically to member agencies and included in Newsletters. Online training opportunities are also available via the KSCP website: https://www.knowsleyscp.org.uk/multi-agency-training/online-training-courses/

9. KSCP Charging Policy

All KSCP training courses (both face-to face and online) are currently free of charge to staff and volunteers working within the Knowsley area. If delegates do not notify the KSCP of any non-attendance prior to the commencement of a course, the agency in question will be charged.