

BARNSELEY SAFEGUARDING CHILDREN BOARD MULTI AGENCY TRAINING JOINT WORKING GROUP STRATEGY 2011 – 2012

Barnsley Safeguarding Children Board Vision Statement:

Every child and young person should be able to grow up safe from maltreatment, neglect, accidental injury/death, bullying and discrimination, crime and anti social behaviour. Children are entitled to a strong commitment from Barnsley Safeguarding Children Board and its constituent agencies to ensure that they are safeguarded. Where possible this will be done in partnership with parents and carers and by engaging the active support of the public. We will do as much as we can within the resources available to us and with every agency providing services we can maintain an inter agency safeguarding system directed at safeguarding and promoting the welfare of Barnsley's children. We will try to ensure that every child is safe, well cared for and thereby supported to fulfill their potential to make the transition from childhood to adulthood.

The work of the Multi Agency Training Work-Group is underpinned by the Safeguarding Board's Vision Statement but also embraces research which has shown that inter agency training is highly effective in helping professionals understand their respective roles and responsibilities and that the opportunity to learn together to work together is greatly valued; participants report increased confidence in working with colleagues from other agencies and greater mutual respect.

Aims and Objectives

The aim of the Barnsley Safeguarding Children Board Multi Agency Training Joint Work Group Strategy is to help develop and maintain a number of requirements all of which will enable agencies to achieve better outcomes for children and young people:

- A shared understanding of the tasks, processes, principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare.
- More effective and integrated services at both the strategic and individual case level.
- Improved communication and information sharing between professionals, including a common understanding of key terms, definitions and thresholds for action.

- Effective working relationships, including an ability to work in multi disciplinary groups or teams.
- Sound child focused assessments and decision making.
- Learning from Serious Case Reviews and reviews of child deaths.

(Working Together 2010)

As the Multi Agency Training Work Group develops during 2011-12 and has membership from Adult Services the training plan will encompass training to improve outcomes for families as a whole.

Role of the Multi Agency Training Sub Group

In order to deliver effective and good quality training the training plan will be supported by trainers who are knowledgeable about safeguarding and child protection and promoting the welfare of children and their families. Specialist knowledge and skills are required for the more complex areas of safeguarding children and young people and their families.

All trainers delivering training will therefore be required to have completed the training for trainers course or a refresher course, if it is more than three years since they undertook the initial course.

Trainers will also be supported in ensuring they are kept up to date with new initiatives, policies etc. via research, evidence, practice developments, local and national policy and the lessons to be learnt from Serious Case Reviews, nationally and locally.

Values

All training should take place with the child at the centre and promote understanding of the child's daily life experiences, wishes and feelings, the importance of listening to and never losing sight of the child and their needs in the context of their family and community.

All training should create an ethos that values working collaboratively with others, respects diversity, promotes equality and encourages the participation of children and families in safeguarding processes.

All training should reflect the needs of all children and young people taking into account their cultural identity, ethnic diversity and needs caused by disability.

Evaluation of Training

The Multi Agency Training Work Group has a responsibility to ensure that all safeguarding training (single and multi agency) is delivered to a consistently high

standard and that a process is in place to evaluate the effectiveness of the training delivered.

Members of the Training Work Group have a responsibility to ensure that training is available in an appropriate manner for the identified target groups. Whilst this is reflected in the Training Plan the Work Group is responsible for ensuring that the training matches the requirements of all agencies and professionals.

- The programme is reviewed and updated
- Course evaluations are used to update and inform course planning
- Outcomes of training courses will also be monitored in terms of the impact on the quality of practice and outcomes for children and young people

Single agency training programmes delivered by all partner agencies will also be considered by the Training Work Group to ensure a consistency in terms of quality, content and outcomes.

It is recognised that safeguarding training also takes place and is delivered in specific settings and specific subject areas e.g. safeguarding and designated training in schools. Whilst this may be co-ordinated and managed by other areas within the Local Authority it is important that the Training Work Group maintains an overview of the courses undertaken to maintain a complete overview of training being delivered.

A single evaluation form across all agencies will be introduced to enable consistency of feedback across all agencies.

Employer's Roles and Responsibilities

Employers are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding children and promoting children's welfare.

Employers should therefore support the different training requirements of their employees as reflected by the level of contact they have with children and young people, their level of responsibility and independence of decision making.

Partner agencies of Barnsley Safeguarding Children Board and the Safeguarding Adults Board are therefore required to ensure that all employees access courses at the level identified for them (see the Training Plan) but as a minimum **all** staff complete a basic induction in child protection and safeguarding, using different methods of learning e.g. e-learning, leaflets, literature (Level 1 training).

The Training Plan also needs to be supported by partner agencies agreeing to:

- Commit resources for inter agency training e.g. through funding, providing venues, staff to plan, deliver and/or evaluate inter agency training
- Provide staff to contribute to the Multi Agency Training Work Group
- Release staff to attend the appropriate inter agency training courses, the time to complete inter agency training tasks and apply learning to practice
- Ensure staff receive relevant single agency training that enables them to maximise the learning derived from inter agency training
- Provide induction/Level One training via e-learning/literature so that trainers are able to focus on delivering multi agency/higher level training through courses and workshops

Training Standards

The training standards reflect the requirements for both single and multi agency safeguarding and child protection training across Barnsley.

These standards identify the importance of the six areas of the “Common Core of Skills and Knowledge for the Children’s Workforce.” (DfES 2005) as follows:

- Effective engagement and communication with children, young people and their families and carers
- Child and young people’s development
- Safeguarding and promoting the welfare of the child
- Supporting transitions
- Multi agency working
- Sharing information

Each of these core competencies should be reflected throughout the training programme in a variety of learning styles.

The Training Standards are detailed at Appendix One.

The Multi Agency Training Sub Group will develop into a Multi Agency Training Joint Work Group with an agreed terms of reference and membership.

TRAINING PLAN 2011 – 2012

The Training Plan clearly identifies the courses to be made available and for which key members of staff these courses are applicable.

The Training Plan also identifies the ways in which training will be delivered with a focus on e-learning, specific courses, workshops and conferences.

It is important that agencies embed the culture of e-learning into their organizations to ensure that trainers are able to deliver more specialist and specific courses at a more advanced level.

The take up of places will be continually monitored and any waiting lists for courses will be monitored in order to ensure that courses are delivered to meet the level of need.

In order to access courses applicants from Children's Social Care will be required to complete a TD2 which has been signed by the line manager and evidences that the course is appropriate for their needs and meets the requirements of their PDR.

Partner agencies will use their own application processes and ensure that through this participants are attending the right course for their post and development needs.

This is in order to reflect the service's commitment to the applicant attending but also that in terms of their professional development and learning needs they are attending the right course at a level that clearly meets their needs/requirements.

There are clear expectations relating to people's behaviour whilst attending training events the key principles of which are as follows:

Behaviour which is deemed to be aggressive, violent or intimidating will not be tolerated. Any attendee who displays such behaviour will be instructed to leave the training event and their line manager made aware of the concerns relating to their behaviour.

The display of inappropriate attitudes e.g. racist, sexist, ageist or any other forms of marginalisation will not be tolerated and will be challenged by the lead trainer.

If there are comments which cause concern with regard to safeguarding issues this will be challenged but will also be passed to line managers for their consideration.

Training events cannot be used as a form of personal therapy.

Attendees are expected to take responsibility for their own learning. Therefore, attendees are expected to behave professionally when attending training and any concerns relating to the level of engagement, use of mobile phones, inappropriate

responses to the material are not considered to be professional behaviour and may be challenged by the lead trainer.

All attendees must observe any health and safety information provided to them at training events.

As a consequence of any concerns identified during a training event the trainers may contact an attendee's line manager to discuss any concerns which have arisen. Trainers may also refer to Whistleblowing Procedures and Allegations Management Procedures to address any issues.

The Multi Agency Training Joint Work Group has Attendance and Cancellation Requirements.

All applications for courses must be submitted on the appropriate documentation to confirm that the Line Manager supports the application and that it is the appropriate course and level of learning for their professional development and learning needs.

Once a place has been allocated it is presumed that the worker is maintaining their commitment to attend the course. Consequently cancellations should only arise as a result of an emergency arising or illness.

If there is a need to cancel attendance the worker **must** contact Marion Proudfoot on 01226 775655 to inform her of the position.

Where a cancellation is made within 24 hours of the event consideration will be given to charging the relevant service. This will also apply to people who do not attend on the day.

Charges are as follows:

Statutory and profitable organisations	£70
Voluntary and not for profit organisations	£20

It is therefore also imperative that all attendees sign in at the start of the training events and the lead trainer monitors this and returns the information to Marion Proudfoot.

Membership and Roles and Responsibilities

Barnsley Safeguarding Children Board Multi Agency Training Joint Work Group will include representatives of statutory, voluntary and independent agencies whose staff undertake and require inter agency training on child protection and safeguarding issues and training relating to aspects of safeguarding practice within Adult Services.

Members will have knowledge of training processes to enable them to make informed decisions regarding the development and implementation of a Training Strategy and Training Programme.

All members of the Group who are delivering training are required to have completed the Training for Trainers Course and undertake refresher courses every three years. This requirement is in line with Working Together 2010.

Members of the Group are also required to be involved with the delivery of multi/single agency training and undertake training to enhance and maintain their skills. Wherever it is practicable members will have an identified deputy to attend the Work Group and support the delivery of training as required.

Single/Multi Agency Safeguarding Children Training Standards

1. Basic Principles

- 1.1 All Safeguarding Training is child centred, incorporating and promoting children's rights and needs and ensuring that their welfare is paramount.
- 1.2 Training promotes working in partnership with parents and carers and recognising families' strengths in responding to the needs of their children.
- 1.3 Training respects diversity and is inclusive of the wide range of individuals and organisations that have responsibilities for safeguarding and promoting the wellbeing of children.
- 1.4 Training places value on people working collaboratively, bringing people together in ways which mirror the diversity of practice networks engaged with children and their families.

2. Core Skills

The core skills are six areas of expertise that everyone working with children, young people and families, including those who work as volunteers, should be able to demonstrate. It is essential that all single and multi-agency course content addresses the core skills.

- 2.1 Effective communication and engagement with children, young people and their carers.
- 2.2 Child and young person development.
- 2.3 Safeguarding and promoting the welfare of the child.
- 2.4 Supporting transitions.
- 2.5 Multi-agency working.

2.6 Sharing information.

3. Course Design and Development

- 3.1 Anti-discriminatory and anti-oppressive practice is promoted throughout all aspects of course content.
- 3.2 Children, young people and other service users are, wherever appropriate, consulted in relation to the design and delivery of courses.
- 3.3 Active steps are taken to include service users in the facilitation of courses.

4. Equality of Access

- 4.1 Training and development methods are varied and take into account how adults learn and of the diversity of participants.
- 4.2 The physical environment for training and development are appropriate for a diverse audience and accommodate special needs.
- 4.3 Participation in training and development demonstrates the wide variety of individuals and groups that have responsibility for safeguarding and promoting the wellbeing of children.

5. Adult Learning

- 5.1 Resources/materials used are clear, accurate and relevant.
- 5.2 Methods and materials are appropriate for a diverse audience and accommodate special needs.
- 5.3 More than one method is used to facilitate training and development needs.

6. Facilitator Competence

- 6.1 All facilitators hold or are willing to work towards a recognised training qualification and have relevant experience in safeguarding.
- 6.2 Presentation and facilitation skills are monitored by the lead officer/designated trainer within each relevant agency.
- 6.3 Arrangements are in place within each agency for the management and professional supervision of all facilitators.
- 6.4 Resources are provided within each agency to meet the facilitators' own learning and development needs.
- 6.5 Facilitators have evidence of their own continuing professional development.
- 6.6 Facilitators are provided with opportunities to address their learning needs by their own agency and by the BSCB.

7. Levels of Training

Single and multi agency training will be delivered at a number of levels depending on the requirements of staff groups and this is identified within the Training Plan.

Single and multi-agency training at an appropriate level will be provided to:

- 7.1 Those in regular contact with children and young people and with adults who are parents of carers.
- 7.2 Those who work regularly with children and young people and with adults who are carers and who may be asked to contribute to assessments of children in need.
- 7.3 Those with particular responsibility for safeguarding children, such as designated or named health and education professionals, police, social workers and other professionals undertaking s47 enquiries or working with complex cases including fabricated and induced illness.
- 7.4 Operational Managers at all levels – within organizations employing staff to work with children and families, or with responsibility for commissioning or delivering services.
- 7.5 Those who have strategic and managerial responsibility for commissioning and delivering services for children and families.

8. Evaluation

- 8.1 Evaluation methods are established within each agency and are co-ordinated across single and multi-agency training provision.
- 8.2 Feedback mechanisms to facilitators, individual organizations and the BSCB exist.
- 8.3 Feedback informs the continuing development of practice standards, future training and development strategies.
- 8.4 Records of evaluation are available and disseminated as agreed locally.