



Derby and Derbyshire Safeguarding Children Partnership



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Learning and Training Strategy 2026 - 2028

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Version Control

No.	Author(s)	Approved	Main Change	Date	Review Date
1.	L&D Officer	LOD Group	Working Together (2023) updates	April 2023	April 2025
2.	L&D Officer	LOD Group	- Updated responsibilities - Working Together (2026) - Update from CSPR on serious incidents - Levels to staff roles change	July 2026	July 2028

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TRAINING



LEARNING



KNOWLEDGE



SKILLS

1. Introduction

The Derby and Derbyshire Safeguarding Children Partnership (DDSCP) is committed to providing high-quality safeguarding and child protection learning for everyone who works directly or indirectly with children and families across Derby and Derbyshire. This includes partner agencies and those working in private, independent, and voluntary sector roles.

This strategy sets out the framework for how the DDSCP will plan, deliver, quality-assure, and evaluate multi-agency learning and training. It reflects statutory responsibilities and supports the partnership's vision for a confident, skilled and collaborative workforce:

- Children Act 1989 and 2004;
- Children and Social Work Act 2017;
- Children's Wellbeing and Schools Act 2026;
- Working Together to Safeguard Children 2026;
- Children's Social Care National Framework;
- Keeping Children Safe in Education;
- Equality Act 2010;
- Domestic Abuse Act 2021; and
- Data protection and information-sharing legislation.

Strategic Principles

The DDSCP's learning and training offer is underpinned by the following principles:

1. Learning is child-centred, evidence-informed, anti-racist and anti-discriminatory.
2. Strengthen collective understanding of local need across services, enabling practitioners to recognise the symptoms and triggers of abuse and neglect.
3. Promote timely information-sharing so children receive the right help at the earliest opportunity.
4. Equip practitioners with the knowledge and skills to respond to new and emerging risks, including online abuse, grooming, child exploitation, and radicalisation.
5. Embed a culture of continuous learning and improvement to enhance safeguarding practice.
6. Develop the behaviours, skills, and knowledge required for strong multi-agency collaboration and cooperation.
7. Design and deliver learning with clear outcomes for a multi-agency audience, informed by contributions from all partner agencies.
8. Create space for reflective practice, encouraging practitioners to share experiences, insights, and ideas within the learning environment.

These principles shape the design, delivery, and evaluation of all DDSCP learning activity.

2. Governance: The Learning and Organisational Development Group

The Learning and Organisational Development (LOD) Group is accountable to the DDSCP and meets twice a year. Chaired by a member of the partnership, it brings together multi-agency representatives from safeguarding partners and relevant agencies. Membership of the LOD Group is set out separately within the LOD Group Terms of Reference.

Core Functions

The LOD Group leads the partnership's learning and development activity by:

(a) Multi-Agency Learning and Development

- Oversee the planning, delivery and evaluation of the DDSCP multi-agency learning programme.
- Ensure learning opportunities are accessible, relevant and responsive to workforce needs.
- Promote a range of learning methods, including training, briefings, workshops, learning events and e-learning.

(b) Organisational Learning

- Ensure learning from local and national reviews, audits, inspections, research and practice is effectively disseminated and embedded.
- Support agencies to identify and respond to emerging safeguarding themes and learning priorities.
- Promote reflective practice and continuous improvement across the partnership.

(c) Reform and Implementation

- Support implementation of national legislation, statutory guidance and safeguarding reforms, including the Families First programme and developments arising from the Children's Wellbeing and Schools Act.
- Ensure learning materials and workforce development activity remain aligned to national and local changes.

(d) Quality Assurance and Impact

- Monitor attendance, reach, learning gain, feedback and impact of learning activity.
- Use evidence from audits, evaluations, practitioner feedback and agency assurance to assess how learning contributes to improvements in practice and outcomes for children and families.
- Provide assurance and reports to the DDSCP Executive Board.

(e) Engagement and Participation

- Ensure learning activity is informed by the views of children, young people, families and practitioners where appropriate.
- Promote engagement and ownership of learning across partner agencies.

Task Groups

The LOD Group may establish task groups to progress specific actions. Each task group will have a defined remit, timeframe, and reporting arrangements.

3. Identifying Multi-Agency Training Needs

Training needs are identified through a continuous cycle of intelligence gathering, analysis, and prioritisation. Sources include:

- Feedback from the LOD Group
- Training needs reports from partner agencies
- Multi-agency training evaluations
- Learning from local and national reviews
- Findings from the quality assurance subgroup
- DDSCP Business Plan priorities
- National and local research
- Legislative and policy changes

This intelligence informs the annual Training Programme and ensures it remains responsive to emerging safeguarding issues.

4. The Multi-Agency Training Programme

The [DDSCP Training Programme](#) is reviewed annually to reflect DDSCP priorities and workforce needs. Training is organised into four levels:

- Staff Group 1: Introductory
- Staff Group 2: Core
- Staff Group 3: Practitioner
- Staff Group 4: Managers, Named or Designated Safeguarding Leads

The programme includes core safeguarding courses, themed safeguarding courses or events, webinars, conferences, and e-learning modules. Delivery is blended, with virtual and classroom-based options depending on the depth of learning required.

Virtual sessions incorporate a range of interactive activities to support engagement and accessibility, and are designed to meet diverse learning needs, including neurodiversity and disability. The DDSCP also hosts an annual virtual stakeholder conference.

Charging and Cancellation Policy

The DDSCP operates a Charging Strategy that sets out the circumstances in which fees apply for multi-agency training, including late cancellations and non-attendance. This ensures the sustainability of the training offer and supports equitable access across the partnership. All partner agencies are expected to familiarise themselves with the Charging Strategy and ensure their staff comply with the booking and cancellation requirements. The [Charging Strategy](#) is available on the DDSCP website.

5. The Training Pool

DDSCP training is delivered by the Learning and Development Officer and members of the Training Pool, which comprises of practitioners from safeguarding partners and relevant agencies.

Expectations of Training Pool Members

- Contribute to the development and review of course content.
- Attend preparation meetings.
- Co-deliver training with subject experts or the Learning and Development Officer.

Training Pool members are supported at all events by the Learning and Organisational Development Officer, who provides technical and facilitation support.

6. Responsibilities of safeguarding partners and relevant agencies

Agencies are expected to:

- Provide mandatory safeguarding induction for all staff.
- Deliver role-appropriate safeguarding training informed by local and national learning.
- Ensure trainers are knowledgeable and competent.
- Provide supervision that supports reflective practice.
- Ensure commissioned training is current and delivered by effective trainers.
- Review safeguarding practice regularly and report emerging issues to the LOD Group.
- Provide representation on the LOD Group and Training Pool.
- Participate in quality assurance audits and maintain accurate training records.

7. Single-Agency Training

The Safeguarding Children Training Checklist sets out minimum standards for safeguarding training across staff groups. Agencies must ensure staff receive training appropriate to their role and maintain oversight of compliance.

8. Monitoring Quality and Evaluating Impact

In line with [Working Together to Safeguard Children](#), safeguarding partners must monitor and evaluate the effectiveness of local training.

The DDSCP uses a structured evaluation model underpinned by the Kirkpatrick Model of Evaluation, led by the Senior Learning and Organisational Development Officer, which includes:

- Pre- and post-course evaluations to measure learning gain
- Stage 1 evaluation (immediate feedback on satisfaction, relevance, and knowledge)
- Stage 2 evaluation (60-day follow-up assessing impact on practice and outcomes)
- Facilitator feedback
- Analysis of attendance and participation
- An annual report to the LOD Group and Executive Board

This cycle strengthens existing training, informs new course development, and ensures alignment with the DDSCP Vision: Prevention, Joined-up Responses, Listening, Identifying and Protecting, Challenging.

9. Learning from Reviews and Links to the CSPR Subgroup

The CSPR Subgroup produces learning products following rapid reviews and local child safeguarding practice reviews, including:

- 7-minute learning documents
- Best practice guides
- Podcasts or videos
- Enhancements to DDSCP training, e-learning, and procedures

Learning relating to domestic abuse, neglect, and online harms is shared with Priority Thematic Groups to ensure alignment with wider strategies.

10. Disseminating Learning and Practice Improvement

Learning is disseminated through:

DDSCP Communications
Publication of reviews (where appropriate)
DDSCP newsletters
Practitioner briefings
Annual stakeholder events
Learning and Training Framework
Embedding learning into training.
Workshops and development sessions.
Partner Agency Activity
Single-agency communications channels.
Updated policies and procedures.
Incorporation of learning into agency training.

The LOD Group monitors the embedding of learning through action plans and Section 11 compliance, with assurance provided through the Quality Assurance Subgroup.

11. Communication and Publicity

The DDSCP [learning management system platform](#) provides information on all training events and e-learning. Delegates can register, book, and access their training records. Regular promotional emails and a Training Newsletter support engagement across the partnership.

12. Review of the Strategy

This strategy will be reviewed by the Learning and Organisational Development Group in July 2028 or earlier if required by changes in legislation, policy, or local need.

Appendix 1: Training Development Cycle

