



Derby and Derbyshire

Safeguarding Children Partnership

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**Learning and
Organisational
Development Group**

**Training Strategy
(2023 - 2025)**

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Introduction

The Derby and Derbyshire Safeguarding Children Partnership (DDSCP) is committed to providing high quality child protection and safeguarding training for everyone who works both 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.

The Training Strategy is based upon the defined responsibilities as set out in Working Together to Safeguard Children (2018) and Keeping Children Safe in Education (2022) and provides a framework for the delivery of learning and development by the DDSCP. The overarching principles of the Training Strategy are:

- To support the collective understanding of local need in universal and specialist services to identify the symptoms and triggers of abuse and neglect.
- To share information and provide children with the help they need at the right time and at the earliest opportunity.
- To be effective practitioners by developing their knowledge and skills and be aware of the new and emerging threats, including online abuse, grooming, child exploitation and radicalisation.
- To provide a culture of continuous development and improvement drawn from learning to improve safeguarding practice
- All training supports and encourages inter-agency working by enabling practitioners to develop behaviours, skills, and knowledge for greater multi-agency collaboration and cooperation
- The learning outcomes and content are aimed at a multi-agency audience, with input into design and delivery from all agencies
- All courses support reflective practice by encouraging practitioners to share their experiences and ideas in the learning environment

The role of the Learning and Organisational Development Group

The Learning and Organisational Development Group (LOD Group) is accountable to the DDSCP and meets four times a year. It is chaired by a member of the Partnership and has a multi-agency membership drawn up from the safeguarding partners and reports directly to the Executive Board annually. The purpose of the LOD Group is to lead on behalf of the Partnership on the following areas:

- Publish a strategy for organisational learning and development, which identifies priorities for workforce development, evaluation of effectiveness and feedback from practitioners to quality assure practice
- Gather safeguarding training needs analysis data from all members of the Stakeholders Group
- Identify the learning from practitioners within development activities and how this has led to any organisational change
- Publish an annual report which will analyse training attendance and report on training outcomes for children and families and multi-agency learning activity

- Early identification and analysis of emerging themes and new safeguarding issues to arrange coordinated organisational responses for stakeholders and their workforce
- Ensuring that workforces, individually and collectively receive, advice, assistance and support in implementing legislative, guidance and policy changes which impact on the safeguarding of children
- Ensure that safeguarding training is informed by learning and recommendations from local and national child safeguarding practice reviews
- Identify the feedback from quality assurance activity which should inform all safeguarding training and feed into the Quality Assurance Group the standard of safeguarding practice
- Monitor and evaluate the effectiveness and impact of single agency and multi-agency training, to safeguard and promote the welfare of children to ensure that it is fit for purpose and meets local needs
- Identify examples of how partners have sought to gather, reflect upon and use feedback from children and families to inform their work and influence service provision
- To provide or promote, appropriate multi agency learning opportunities and events that ensure that partner organisations are kept up to date with contextual changes relating to the safeguarding of children within Derby and Derbyshire

Reporting Arrangements

The Subgroup Chair will report annually to the Safeguarding Partnership Executive Board. This will include a summary of key activity and outcomes, performance and quality assurance data. Outcome, performance and quality assurance data will also be provided to the Quality Assurance sub-Group, as required.

The LOD Group may additionally convene task groups as necessary, to take forward aspects of the action plans. These will be chaired by a member of the sub-group and may include individuals outside the group. Task groups will have a specific focus and timescale and the task group chair will be responsible for progressing the task and reporting back to the sub-group.

Identifying training needs

Multi-agency training needs are identified through a variety of means:

- Feedback from the LOD Group
- Training Needs Analysis completed by members of the LOD Group
- Multi-agency training evaluations
- Learning identified from a range of local and national reviews
- Learning identified from a range of audits
- Priorities identified within the DDSCP Business Plan
- Performance monitoring and analysis
- Findings from national and local research
- Learning in response to changes to legislative requirements

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The DDSCP structure ensures that all learning from reviews and audits are disseminated effectively and any learning is embedded into the training.

Training Programme

The Training Programme is reviewed annually to reflect DDSCP Priority Areas, requests for training based on learning needs identified as well as the completion of a Training Needs Analysis by partner agencies. Training courses fall into the following categories:

- Working Together to Safeguard and Protect Children from Harm
- Understanding Safeguarding Risks
- Contextual Safeguarding – Child on Child Abuse

These categories include core safeguarding training, subject specific training events, seminars, conferences and e-learning courses to provide a foundation for good multi-agency safeguarding practice. The subject specific training events provide an opportunity to explore issues in greater depth and are delivered virtually with some courses delivered in the classroom, where more in-depth group work is required.

All virtual training events host up to thirty places and incorporate a variety of activities to support participation and sharing of practice such as polls, quizzes, breakout rooms, chat and videos. These activities are designed to meet the learning needs of delegates, including specific neurodiverse conditions as well as any disabilities made known to the facilitators. The DDSCP also offers virtual stakeholder conferences with a maximum number of 250 places available.

Our e-learning courses are designed to provide an introduction to safeguarding practice and to build awareness. Specialist areas such as child exploitation are supported with e-learning modules, designed for delegates to complete before attending level 3 courses.

The Training Pool

DDSCP core training courses are delivered by our Learning and Development Officer and members of our Training Pool. The Training Pool consists of practitioners from our safeguarding partners and relevant agencies to ensure we have highly skilled multi-agency representation, with a clear focus on multi-agency responses to safeguarding issues. The Training Pool is accountable to the LOD Group and the Senior Learning and Organisational Development Officer provides a clear link between the two groups ensuring appropriate communication.

Members of the Training Pool are supported by both the Senior and Learning Development Officers to deliver multi-agency training on behalf of the DDSCP.

The expectations of facilitators from the Training Pool are:

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- to contribute to the development and review of course content to ensure accuracy and relevance with any new learning identified
- to attend prep meetings prior to training
- to co-deliver with other subject experts and/or the Learning and Organisational Development Officer

Training Pool members will be supported at all training events by the Learning and Organisational Development Officer, including technical support and the facilitation of activities.

The role of Safeguarding Partners and Relevant Agencies

It is expected that safeguarding partners and relevant agencies:

- Provide a mandatory induction for all staff which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety and welfare
- Provide additional training to equip staff for the safeguarding requirements for their role and ensure they are aware of messages from both local and national safeguarding practice reviews as appropriate. Further guidance on suitable training for roles is available in the DDSCP Training Checklist (see below)
- Ensure there is a safeguarding lead/designated person who is responsible for safeguarding within their organisation and who staff can go to for support and advice
- Ensure trainers who deliver their in-house safeguarding training are knowledgeable about safeguarding and have appropriate experience /skills in relation to delivery of training
- Ensure staff have access to support and supervision which facilitates a reflective learning culture and opportunity for peer review of complex cases or areas of concern
- Ensure any commissioned safeguarding training from external trainers or from colleagues from partner agencies is up to date with current practice issues and is delivered by knowledgeable and effective trainers
- Regularly review their practice relating to safeguarding to ensure they improve over time
- Ensure any gaps in safeguarding training provision or emerging areas of concern regarding safeguarding issues are highlighted to the LOD Group
- Provide appropriate representation from their organisation on the LOD Group and Training Pool
- Commit to quality assurance audits to assure the DDSCP that their workforce is adequately trained and maintain accurate records of safeguarding training staff have attended.

Single Agency Training

The DDSCP has developed a Training Checklist which is available for all agencies to use to ensure that different staff groups receive training appropriate to their level in relation to safeguarding children. The checklist provides agreed minimum standards that are applicable to all safeguarding partners and relevant agencies, although it is recognised that staff with specific roles and responsibilities may have additional competence requirements specified by their own

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organisation. The staff groups are a guide and it is the responsibility of each agency to decide which group a member of staff is placed in depending on their role within that organisation, in line with their own organisational levels. The Checklist is available on the [DDSCP website](#).

Monitoring Quality and Evaluating Effectiveness

As set out in Working Together (2018), the safeguarding partners should consider what training is needed locally and how they will monitor and evaluate the effectiveness of any training they commission. The DDSCP monitors the quality and effectiveness of multi-agency training through the LOD Group.

All aspects of learning and organisational development will be based on the following values:

- Child centred
- Think Family
- Promotes participation of children and families/carers
- Promotes and respects equality and diversity
- Values working collaboratively
- Accessible and varied learning opportunities
- Evidence based
- Regular review
- Focused on the outcomes for children

The quality and effectiveness of training is measured at various stages to strengthen existing training, increase the availability of some safeguarding courses, or develop new courses, through:

- Shared reflections of practitioners captured during training either verbally or in MS Chat
- Feedback following training and development activity from participants
- An analysis of Stage 2 evaluations by themes on the impact of courses on practice
- Reports from quality assurance audits
- Learning from case reviews
- Updates to policies, procedures and legislation
- National learning and research

The Senior Learning and Organisational Development Officer takes a lead on both quality assurance and the evaluation of training and learning events. This includes:

- All delegates are required to complete a pre and post evaluation to measure learning gain.
- A Stage 1 Evaluation, following attendance on a course to gather initial feedback on course satisfaction, relevance and gauge how the course has improved their knowledge since attendance.
- A summary evaluation report is sent to all facilitators, 10 days after each training event

- Any comments or links to shared resources made in the chat function of MS Teams is reviewed to inform future training sessions or content development
- Feedback following the event from the facilitator at the end of each session to assess their analysis of how the session went including delegate's engagement and course content
- A Stage 2 Evaluation, 60 days after completion of the Stage 1 Evaluation to measure the impact of learning on practice and outcomes for children and families.
- An analysis of attendance and delegate participation to inform future planning and aid effective multi-agency partnership working
- A training report summarising activity is delivered quarterly to the LOD Group
- An annual report is also presented to the LOD Group and the Executive Board providing an analysis of all learning and training events delivered

Communication and Publicity

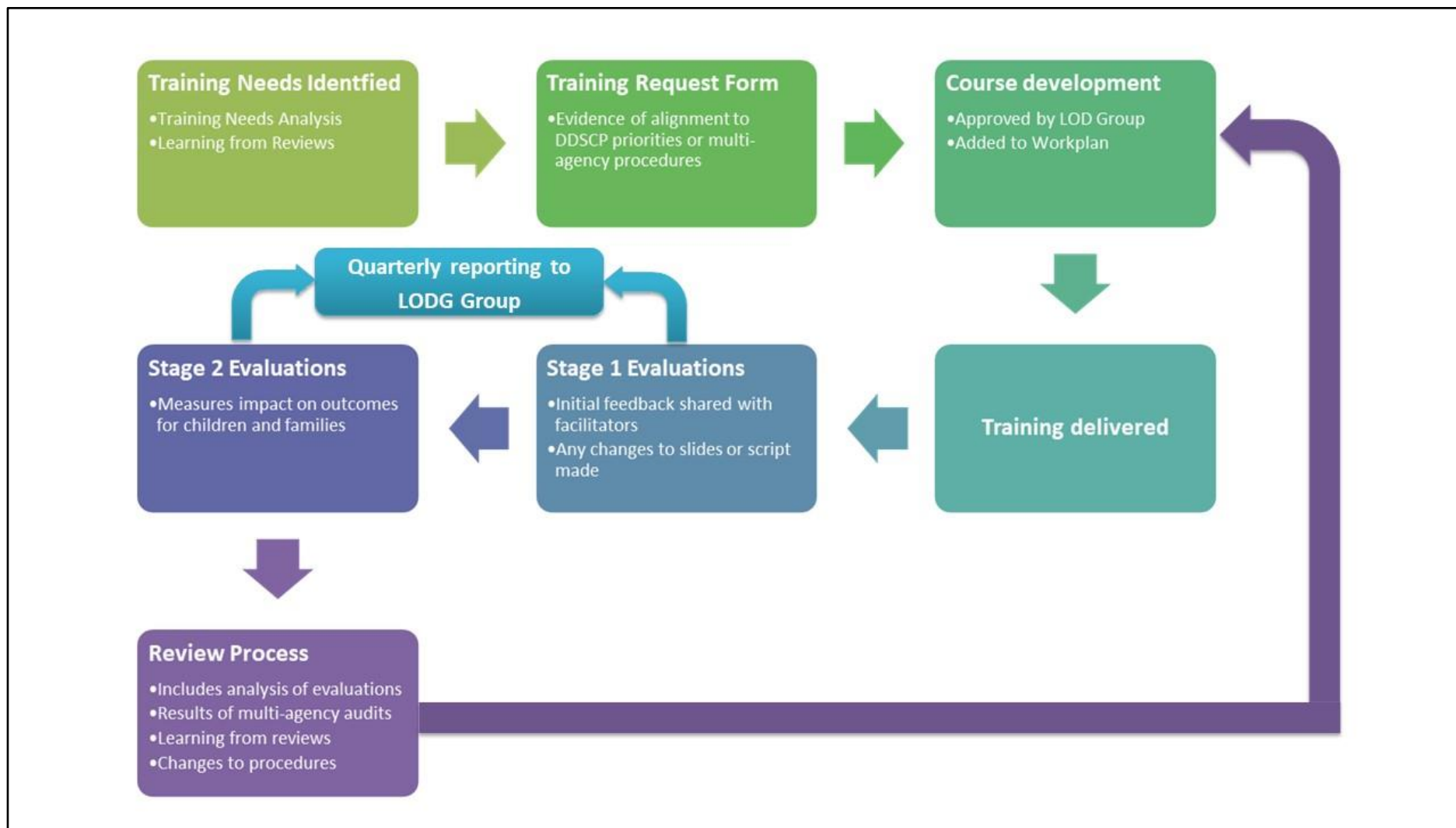
Communication is a key component in promoting and supporting training. Our [learning management system platform](#) provides information on all training events and e-learning courses. Delegates can register, book on to events, complete e-learning courses and access their training account through this platform. The Business Support Officer sends out regular emails promoting all new events and courses for cascading through the DDSCP subgroups. In addition, a Training Newsletter is also circulated with up-to-date information on events.

Review of the Strategy

This Training Strategy has been reviewed by the Learning and Organisational Development Group.

April 2023

Appendix 1: Quality Assurance of Training Cycle



Appendix 2: Training Pathway

