

**East Sussex Safeguarding Children Partnership**

**Learning Strategy**

**2020-2023**

**INTRODUCTION**

The purpose of the East Sussex Safeguarding Children Partnership (ESSCP) is to coordinate and ensure the effectiveness of work undertaken by member agencies in safeguarding children and young people. Having a knowledgeable and well supported workforce is a fundamental element in achieving this.

‘Embedding a Learning Culture’ was identified as a priority for the ESSCP for 2020-2023, which includes effective strategic development of training, shared learning and improved multi-agency training links. The ESSCP Learning and Improvement Framework outlines the partnership activity undertaken across various sub groups to identify learning, improve, and then establish effectiveness.

The work of the ESSCP Learning and Development sub group is to ensure that East Sussex workforce and volunteers working with children, young people and/or adults who are parents/carers are provided with appropriate and effective multi-agency training to meet their needs, and that practice is underpinned with appropriate policies and procedures. This learning strategy has been developed to ensure that ESSCP has a clear and shared vision as to the priorities for safeguarding learning and training and how this will be achieved.

In accordance with Working Together 2018, Safeguarding Partnerships should monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals in the area. Section 11 of the Children Act 2004 places a duty on key persons and bodies to ensure that in discharging their functions, they have regard to the need to safeguard and promote the welfare of children and young people. Ensuring agencies have appropriate training plans in place and ensuring staff/volunteers have had appropriate safeguarding children training relevant to role and remit is an integral part of this requirement. The Section 11 audit is undertaken bi-annually by the ESSCP to monitor and evaluate the effectiveness of what is done by single agencies to safeguard and promote the welfare of children. The section 175 School Self-Assessment Safeguarding audit is also undertaken to evaluate that schools and FE College’s functions are carried out with a view to safeguarding and promoting the welfare of children.

The focus of this learning strategy is the monitoring and evaluation of multi-agency training offered by the ESSCP across East Sussex.

**AIM OF THE LEARNING STRATEGY**

The Strategy aims to:

* Ensure that safeguarding training/learning activities are based on local necessity and enable practitioners to recognise and respond to need and risk.
* Measure the impact of safeguarding training on practice and improving outcomes for children and young people.
* Ensure that learning from Local Child Safeguarding Practice Reviews, Audits, the Child Death Overview Process (CDOP) and the Voice of the Child is embedded into practice and ensures continuous learning and improvement.
* Ensure key safeguarding messages (local, pan-Sussex and national) are communicated; research, lessons and procedural expectations to agencies/professionals, ensuring a consistent approach to safeguarding children and continuous learning.

These requirements are delegated to the ESSCP Learning & Development Sub group which produces quarterly training reports which form the basis of the Annual Learning & Development Report to the ESSCP Steering Group.

**TRAINING STANDARDS**

Safeguarding training is effective in helping professionals understand their respective roles and responsibilities with regards to safeguarding children and young people. Effective training promotes better outcomes for children and young people by fostering a shared understanding of processes, principles, roles and responsibilities. Effective training provides improved communication and information sharing between professionals, including a common understanding of key terms, definitions and thresholds for action.

In order to ensure the ESSCP and its partner agencies offer high quality and effective safeguarding training, the following training standards should be adhered to:

**All safeguarding children training is:**

**Standard One:**

* Linked to current and evolving local, regional and national standards and underpinned by the values contained within Working Together 2018.

**Standard Two:**

* Child focussed and promotes the importance of understanding the child’s lived experience and the voice of the child.

**Standard Three:**

* Actively informed by practice guidance, policy and procedures.

**Standard Four:**

* Incorporating lessons from local, pan-Sussex and national safeguarding practice reviews and inquiries.

**Standard Five:**

* Multi-agency in approach.

**Standard Six:**

* Based on explicit principles with clear aims and objectives.

**Standard Seven:**

* Delivered by skilled trainers with relevant experience and knowledge about safeguarding, child protection, looked after children and promoting welfare.

**Standard Eight**

* Accessible and offered at an appropriate level for a range of professionals by using new and innovative learning methods.

**Standard Nine**

* Reflective of anti-oppressive, non-judgmental and anti-discriminatory practice.

**Standard Ten**

* Evaluated to ensure that standards are being maintained, is well received, meets the learning objectives and has a positive impact on practice/outcomes.

**ROLES AND RESPONSIBILITIES – ESSCP AGENCIES**

All individual agencies that are part of the ESSCP are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting the welfare of children.

**Agencies are responsible for:**

* Creating a culture of continuous learning and improvement.
* Ensuring staff/volunteers are competent and confident in carrying out their safeguarding responsibilities, including those for looked after children, and are accessing the right level of training to meet their needs.
* Having training plans in place and systems to record training attendance so that they can provide assurance that they are making the right provision.
* Committing resources and support for multi-agency training, for example through provision of venues, providing staff/volunteers who can contribute to the planning, delivery and/or evaluation of multi-agency training.
* Ensuring staff/volunteers are released to attend appropriate multi-agency training and are supported in applying learning to practice.
* Providing appropriate representation for the ESSCP Learning and Development Sub group and that the representatives implement subsequent actions within their organisations and across the wider ESSCP partnership.
* Ensuring that staff refresh their safeguarding children training in line with recommended standards, but as a minimum every two years.
* Ensuring that employees undertake single agency child protection training before they attend multi-agency training.
* Nominating a named professional who will be responsible for the identification and prioritisation of training within the agency/organisation.

**ROLES AND RESPONSIBILITIES – WORKFORCE**

**Employees have the responsibility:**

* To maintain and improve their professional knowledge and competence.
* To identify their own learning and development needs.
* To access the training provided.
* To keep a record of training attended.

**ROLES AND RESPONSIBILITIES – ESSCP LEARNING & DEVELOPMENT SUB GROUP**

The Learning & Development sub group is responsible, on behalf of the ESSCP, to ensure that multi-agency training is delivered to a consistently high standard, and that a process exists for monitoring and evaluating training. **The sub group Terms of Reference is attached at appendix 1.**

The Learning & Development sub group will implement the ESSCP Learning Strategy to strengthen and support a learning culture across partner agencies in East Sussex to safeguard the welfare of children and young people. The sub group will strive to identify and address multi-agency learning gaps, through the review of either primary or secondary data.

The sub group will support the ESSCP training ‘pool’ members and provide development sessions to ensure they are confident and competent in delivering high quality safeguarding training. This will also include inviting pool members to take part in the development of training and learning opportunities.

The sub group will work closely with other ESSCP sub groups, notably the Quality Assurance and Case Review sub groups, so as the output of one sub group informs the input to another. The sub group will also work closely with the Children’s Services Workforce Development team to create learning and development opportunities, share skills and resources.

The Learning & Development sub group provides information to the ESSCP regarding training provision, the costs of the multi-agency training programme, an overview of the evaluation of the training offer and an evaluation of the impact of training on practice. This can include:

* Multi-agency courses offered in the last financial year
* Number of places available on each multi-agency course
* Number of applicants/participants to multi-agency courses
* Agency background of applicants/participants, identifying any gaps/drops in agency attendance
* Costs of commissioning independent trainers, training venues / refreshments for each multi-agency course provided by the ESSCP
* Evaluation/feedback on each multi-agency course, including impact

The sub group will consider innovative solutions to provide training in a virtual way as well as via traditional classroom training. Development of this will be led by the Learning & Development Consultant, with guidance from the ESSCP Manager and sub group. The sub group will ensure the Training Pool are trained, supported and equipped to deliver training through a variety of methods.

The sub group will explore pan-Sussex opportunities to share learning and where appropriate deliver pan-Sussex training sessions.

**ROLES AND RESPONSIBILITIES – ESSCP TRAINING POOL**

Multi-agency training should be delivered by practitioners who are knowledgeable about safeguarding and experienced in promoting the welfare of children. Trainers should have, or be supported to gain, skills and confidence in delivering training or public speaking.

The ESSCP has a well established pool of experienced practitioners from a range of member agencies who deliver the training courses outlined in the ESSCP multi-agency training programme. The training pool is overseen and managed by the ESSCP Learning & Development Consultant.

The training pool is a valuable asset to the partnership and the continuous development of this group is essential to deliver an effective portfolio of multi-agency training. Training pool sessions will be provided to develop the group and training is co-delivered to support less experienced trainers, who are mentored by more experienced ones, thereby maintaining standards of delivery.

The expectation is that ESSCP member organisations will support the training programme by releasing pool members from their usual place of work for a minimum of four days per year. This will enable pool members to:

* Deliver a minimum of two one day training courses each year
* Annually, attend up to three Training Pool meetings / Development Sessions / or Learning & Development sub group development meetings (maximum two hours per meeting)

There are a number of training expectations for ESSCP multi-agency training:

* **Trainers are knowledgeable in safeguarding children -** Training is delivered by trainers who have a sound knowledge of safeguarding and good facilitation skills.
* **Training Materials are accurate -** Resources and materials used within training are clear, accurate, current, up to date and relevant.
* **Confidentiality is maintained -** Training events will be conducted within a confidential environment, unless concerns arise of a child protection nature.
* **The Training Environment is suitable -** Training will be delivered in an environment which is conducive to learning, or via a reliable online medium.
* **Engagement with the learning process -** Participants are expected to actively engage with the learning process, for example by undertaking pre-course preparation in the form of reading and to attend the training course in its entirety.
* **Challenge respectfully -** Multi-agency training values the importance of debate and discussion to encourage learning in a safe environment. However, this should be done in a respectful manner, without oppression.
* **Unacceptable behaviour on training will be proactively addressed -** Training should be a valuable learning experience for practitioners. If a participant or a trainer is behaving inappropriately, to such an extent that this is disrupting the learning experiences of other participants, the participant will be asked to leave and the incident will be reported to their line manager.

**IMPLEMENTATION AND QUALITY ASSURANCE**

This learning strategy will be implemented through the Learning & Development Sub group on behalf of the ESSCP. The ESSCP is required to evaluate the quality of both single and multi-agency training. This will be undertaken in a number of ways:

* Training Pool development sessions - to provide the opportunity to develop training delivery skills, disseminate recent research, findings from training evaluations, local, pan-Sussex and national guidance and learning from Local child Safeguarding Practice Reviews.
* Analysis of individual course evaluations.
* Further individual course impact evaluations analysis.
* Section 11 audit for single agencies (overseen by the ESSCP Quality Assurance group) and S175 school safeguarding audit for education (overseen by ESCC SLES Team, reported to the ESSCP Steering Group).

Reporting requirements:

* Quarterly L&D Consultant activity and evaluation report to sub group
* Quarterly L&D sub group Chair’s update to the Steering Group
* Annual L&D sub group report to the Steering Group

**APPENDIX 1**



**ESSCP Learning & Development** **Subgroup**

**Terms of Reference**

**Purpose**

* The ESSCP Learning & Development Sub-group will implement the ESSCP Learning Strategy to strengthen and support a learning culture across partner agencies in East Sussex to safeguard the welfare of children and young people.
* The ESSCP Learning & Development Sub-group will work to identify and develop multi-agency training on safeguarding that promotes the welfare of children and young people in order to meet local needs.
* In line with the ESSCP Learning Strategy the group will support the ESSCP Learning & Development Consultant in reviewing and evaluating the quality, scope and effectiveness of multi-agency training.
* The Learning & Development Sub-group will support the ESSCP training ‘pool’ members and provide development sessions to ensure they are confident and competent in delivering high quality safeguarding training. This will also include inviting pool member to take part in the development of training and learning opportunities.
* The Sub-group will work closely with other ESSCP Sub-groups, notably the Quality Assurance and Case Review Sub-groups, so as the output of one Sub-group informs the input to another. The sub-group will also work closely with the Children’s Services Workforce Development team to create learning and development opportunities, share skills and resources.

**Function:**

* To ensure the Subgroup has representation from all relevant agencies requiring training on inter-agency practice in relation to their role in safeguarding children.
* To identify inter-agency training needs and advise on single agency training needs.
* To devise a learning strategy and implement and publicise the learning and training programme (via the East Sussex Learning Portal).
* To develop, commission and deliver training to provide staff with the skills and knowledge required to keep children safe and run safe organisations.
* To be responsive to new initiatives, nation research and local need as expressed by member agencies including recommendations from Child Safeguarding Practice Reviews.
* To monitor and evaluate courses to inform the planning of future training, ensuring training continues to meet ESSCP Training Standards and Expectations.
* To evaluate the multi-agency training programme and ensure it reflects ESSCP policy, procedure and practice.
* To ensure the delivery of non-discriminatory training.
* To steer the management of training resources, including administrative support to deliver the training programme and the development of and support to the role of the ESSCP Learning & Development Consultant.
* To develop and manage the multi-agency Training Pool.
* To produce quarterly reports for the Sub-group and annual reports for the ESSCP Steering Group and Board.

**Membership to include:**

|  |  |
| --- | --- |
| Health | Designated Nurse for Safeguarding Children, CCG |
|  | Designated Nurse for Looked After Children, CCG |
|  | Named Nurse Safeguarding Children, ESHT |
| ESCC | Workforce Development Manager |
|  | Senior Manager, Safeguarding and Assessment Standards and Learning Effectiveness Service (SLES) |
| Police | Detective Sergeant |
| ESSCP | Learning and Development Consultant |
|  | Manager |
|  | Admin Support Officer |
| **Invited as appropriate:** |  |
| Training Pool | Training Pool practitioners/members |
| SAB  | Manager  |
| ESCC | Training and Development Consultant Adult Social Care |

**Chair:**

* Designated Nurse for Safeguarding Children, CCG

**Frequency of Meetings:**

* 4 times a year. Meetings are to be of 2 hour duration. Papers will be issued one week in advance.

**Administration:**

* The ESSCP Manager and the ESSCP Administrative Support Officer will support the group.

**Quoracy**

* In order for the group to be quorate, 3 members of separate agencies must be in attendance or decisions/actions will be deferred to the next meeting.

**Review**

* The terms of reference will be reviewed annually. Any changes must be agreed by the Steering Group.

**Accountability:**

* The Group is accountable to the ESSCP and will report quarterly to the Steering Group. The group will contribute to the ESSCP annual report.