

Kingston and Richmond Learning and Development Strategy 2016 - 2017

Foreword

The Kingston and Richmond Local Safeguarding Children Board (LSCB) Learning and Development Strategy sets out a single, clear ambition to ensure that all children and young people in the Boroughs whatever their background, lead safe, happy and healthy lives, with opportunities to learn, develop and fulfil their potential. This is a shared ambition across the LSCBs and partner agencies.

Section one: The context

Introduction

Kingston and Richmond LSCBs promote the importance of working together for the safety and wellbeing of children and young people locally. In the context of workforce development, this means ensuring that the training on offer meets the needs of people working with children and young people, that the priorities of the LSCB are understood and are being met by all partners, and that impact and outcomes are evaluated and reviewed on a regular basis.

The LSCB coordinates and endorses multi-agency safeguarding training through the Learning and Development Sub Group. Learning from Child Death Review processes, Serious Case Reviews and activities identified by the main Board or other Subgroups are disseminated via the LSCB to the Learning and Development Subgroup for implementation.

Responsibility of the safeguarding training sub-group

The Learning and Development Sub Group is a multi-agency group accountable to the LSCB which monitors the effectiveness of the training strategy and the annual training programme. Both the training strategy and programme reflect the priorities set out in the LSCB business plans. The Learning and Development Sub Group will work closely with the LSCB and the Quality Assurance Sub-Group to ensure any emerging issues are identified and addressed in line with shared priorities.

Strategic objectives

This strategy will provide a direction of travel for the delivery of safeguarding professional development opportunities. The following strategic objectives have been agreed based on the assessment of needs for the workforce across Kingston and Richmond. This strategy will ensure that:

- the training offer supports and encourages multi-agency working by enabling staff to develop shared behaviours, skills, and knowledge
- the training supports reflective practice by encouraging practitioners to share their experiences and ideas

- the training supports practitioners improve the outcomes for children and young people locally

To ensure that the Learning and Development Sub Group meets the objectives of this Strategy, the LSCB Team should ensure that:

- there is sufficient, multi-professional safeguarding training accessible to all partner agencies.
- quality assurance of training happens regularly and there is a clear process for monitoring the provision
- any unnecessary duplication of professional development opportunities around safeguarding is reduced, and resources are used efficiently to provide a high-quality and consistent offer – encouraging an integrated working approach.
- safeguarding training and related CPD is targeted swiftly to those professionals where a risk has been identified or those with an identified need

Section two: Training provision

It is the responsibility of the Learning and Development Sub Group to ensure that there is local multi-agency training on safeguarding and promoting the welfare of children and young people. A local safeguarding training offer embeds the principles of effective service integration at a strategic and casework level, whilst improving communication between professionals. This includes creating a common understanding of key principles and a common language for practitioners. The provision locally is based on lessons from serious case reviews, distance travelled feedback from the Early Help process, inspection recommendation as well as LSCB recommendations locally and nationally. The programme on offer is flexible to meet local demands and any changing agendas.

Single agency training

All organisations are responsible in ensuring that their staff receive the most appropriate training to support them meet the needs of children and young people locally. The LSCBs recommend that practitioners attend multi-agency training wherever possible. However, in many situations this is more challenging and the LSCB supports organisations decision to deliver induction level provision internally.

Multi-agency training

The training commissioned through the LSCB includes face to face courses as well as e-learning, learning events, conferences and workshops. The purpose of multi-agency training is to achieve better outcomes for children and young people locally through a common programme of learning and development for practitioners. The training supports decision

making at appropriate levels of authority within partners agencies and encourages active information sharing, critical analysis and professional judgement.

Resources

A pooled budget for safeguarding training is already in place through the LSCB. The training is commissioned through external consultants or training organisations and is reviewed annually to ensure that there is a consistent, up to date approach throughout all face to face sessions. Contracts are awarded where responses to the quotes:

- are relevant and excellent overall;
- cover all aspects of the evaluation criteria; and
- are comprehensive, unambiguous and demonstrate a thorough understanding of the safeguarding agenda locally, as well as provide details of how the requirement will be met in full.

Integral to this is that due consideration is given to whether the training is effective; considering quality and cost; is the training commissioned best value and ultimately improve the delivery of services that safeguard children and young people. The LSCB has a responsibility to ensure that the funding available is used to the utmost effect, including the funding provided as a training budget. Evaluation reports via the Safeguarding Learning and Development Sup Group support the LSCB to meet this requirement.

Charging policy

All delegates from agencies that do not contribute to the LSCB budget will be charged to attend the face to face training courses (the voluntary sector are not currently charged). Cancellation charges will apply to all agencies if delegates fail to attend on the day or fail to advise in advance of the course that they are no longer able to attend. The charges are explicit to practitioners when they register their interest on a course.

Section three: Access to training

Advertising courses

The LSCB publish the annual training programme in September. However, a practitioner will be able to access the training provision throughout the whole of the year by accessing the LSCB training portal. This allows organisations to forward plan their training. The programme will include level 2 and 3 safeguarding children courses, refresher sessions and specialist courses.

The training programme will be available on the LSCB website and full details and booking information is available via the LSCB training portal (www.kingstonandrichmondscb.org.uk). The training programme includes details of all training courses, aims, dates and trainers.

From time to time, additional courses will be run by the LSCB and details will be published on the website

Section four: Impact and success of training

Training reports

The LSCB report on attendance at training. This enables the LSCB to see comparisons between quarters (if required) and to draw conclusions on training attended, to challenge where necessary and to follow up queries and concerns where relevant.

Evaluation and monitoring impact

All courses are evaluated and monitored in line with the LSCB quality assurance framework and other appropriate performance management tools such as the Pan London evaluation toolkit. Evaluating provision ensures that:

- improvements are made to the training offered;
- reports are made to the LSCB on the breadth, relevance, quality and impact of the training on offer; and
- the STSG can promote and communicate successful courses

The evaluation process used by the LSCB includes participant reaction evaluations and impact evaluations (approximately 2 months after the training) which are reported to the Learning and Development Subgroup on a quarterly basis (and within the Annual Learning and Development Report) along with trainers observation process that ensures the LSCB training is in line with agreed standards. Line managers are expected to follow up impact of the learning on practice via staff supervision.

Performance measures

Success criteria of this plan will be measured as follows:

- sustained attendance data at core level 2 and 3 training (measured against 2015/2016 figures);
- delivery of the LSCB funded training within budget and to timescale;
- 65% of delegates stating that the training was 'good' or 'excellent'
- 65% of delegates stating that at the end of the training their current knowledge of the topic was at a 'good' or 'high' level
- 65% of delegates evidencing that the training was 'very' or 'extremely' current to their role

Date: December 2016

Date to be reviewed December 2017