



Learning and Workforce Development Strategy

2022-2024

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1. Introduction

The purpose of this document is to set out Nottinghamshire Safeguarding Children Partnership (NSCP) approach to learning and development. It therefore looks at both learning and training events coordinated and delivered by the NSCP and in addition safeguarding partners/relevant agencies responsibilities.

All documentation cited within this Strategy can be found on the NSCP Web site at: [Nottinghamshire Safeguarding Children Partnership](#) and quick links to them has also been provided in Section 10 of this Strategy.

Background

The Working Together to Safeguard Children (WTSC) statutory guidance 2018 (updated 2020) states that:

The duty to make arrangements to safeguard and promote the welfare of all children in a local area rests with the three safeguarding partners. The purpose of these local arrangements is to support and enable local agencies to work together in a system where:

- *“learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice” (P76).*

It further states:

- *“Multi-agency training will be important in supporting this collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need. To be effective, practitioners need to continue to develop their knowledge and skills in this area and be aware of the new and emerging threats, including online abuse, grooming, sexual exploitation and radicalisation. To enable this, the three safeguarding partners should consider what training is needed locally and how they will monitor and evaluate the effectiveness of any training they commission” (P13/14).*

In addition to multi-agency training all members of the Partnership also have a duty to ensure that their staff receive appropriate safeguarding children training internally.

In relation to Local Child Safeguarding Practice Reviews (LCSPR) and Rapid Reviews there is a requirement to disseminate and embed this learning across the Partnership.

2. Aim of Strategy

The NSCP aims to facilitate and coordinate high quality multi-agency training events across the county which responds to the learning identified from a range of local and national sources. Through the provision of such training events the NSCP will contribute to the effective development of skills amongst the work force in Nottinghamshire and lead to better outcomes for children and young people. Our multi-agency training aims to foster a shared responsibility of the tasks, processes, principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and in promoting their welfare. It is recognised that multi-agency training should complement single-agency training.

The NSCP will evaluate and quality assure the multi-agency training it delivers and coordinates to ensure that it is meeting these aims. It will also maintain an oversight over single agency safeguarding training provision to ensure it adequately meets the needs of its workforce.

The NSCP will link with the Nottinghamshire Safeguarding Adults Board (NSAB) and the Nottingham City Safeguarding Children Partnership (NCSCP) to share training programmes and identify opportunities for joint events as appropriate.

3. The role of the Learning and Workforce Development Group

The Learning and Workforce Development group is accountable to the NSCP and meets six times a year with two of the meetings assigned to dealing with updates to the procedures. It is chaired by a member of the Partnership. It has a multi-agency membership drawn up from safeguarding partners/relevant agencies and reports directly to the NSCP Safeguarding Assurance and Improvement Group.

The purpose of the Group is to lead on behalf of the Partnership on the following areas (as defined in the Safeguarding Children Arrangements, 2021):

- Reviewing and agreeing the annual Learning & Workforce Development Strategy and multi-agency training programme on behalf of the partnership.
- Identifying multi-agency training needs and consider the best way to disseminate learning identified.
- Coordinating the multi-agency safeguarding children training including commissioning specialist training.
- Ensuring that a suitably qualified training pool made up of staff from the partnership is available to deliver the multi-agency training programme.
- Commissioning a full range of e learning modules for use by partner agency staff.
- Evaluating the multi-agency training provision and reporting annually to the Strategic Leadership Group.

- Contributing to the effective implementation of the Nottinghamshire Learning and Improvement Model.
- Maintaining the local thresholds document, the Pathway to Provision.
- Agreeing and maintaining up-to-date interagency safeguarding children procedures and guidance. The procedures and guidance are updated twice per year with the option to include any urgent updates when required.
- Reviewing and agreeing proposals for new or amended procedures/guidance.
- Analysis and evaluation of the use of procedures and guidance.
- Reporting annually to the Strategic Leadership Group. Child Safeguarding Practice Review Group.

The group therefore plays an active part in contributing towards the development and reviewing of this strategy, and also the annual Training Programme.

4. Identifying training needs

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

- Feedback from safeguarding partners/relevant agencies represented on the Learning and Workforce Development group
- Feedback from safeguarding partners/relevant agencies via an Annual Training Needs Analysis
- From single and multi-agency training evaluations
- Learning identified from a range of reviews such as; local and national child safeguarding practice reviews, rapid reviews and child death reviews.
- Learning identified from a range of audits such as: single agency audits, multi-agency audits, Section 11 audits.
- Priorities identified within the NSCP business plan
- Performance monitoring and analysis
- Findings from national and local research
- Feedback from Nottinghamshire County Council; Youth, Families and Social Work.

The NSCP structure ensures that all learning from reviews/audits is disseminated effectively. The NSCP Training Coordinator is an integral part of the safeguarding practice review process, contributing to the consideration of the learning identified during the course of the review and the development of appropriate responses.

5. NSCP Safeguarding Children Competency Framework and Training Levels

A joint Nottinghamshire & Nottingham City *Safeguarding Children Competence Framework* has been developed which is available for all agencies to use to review that different staff groups are competent to an appropriate level in relation to safeguarding children and that they are accessing appropriate training to support this. This framework provides agreed minimum standards regarding competency levels that are applicable to all safeguarding partners/relevant agencies, however it is recognised that staff with specific roles and responsibilities may have additional competence requirements specified by their own organisation.

To further support this and ensure that staff attend courses which are at an appropriate level to their role and responsibilities NSCP have set out 4 Target Groups of which all courses are aligned to. It gives examples of the audiences for each target group; this is not a definitive list but a guide. Information included in all course flyers/details also makes it clear who the target audience is for each event, ensuring practitioners only attend relevant courses.

It is each agencies responsibility to decide which group a member of staff is placed in depending on their role within that organisation, in line with your own organisational levels.

6. Learning and Development Provision

Dissemination of Learning

Once the training needs have been identified the Learning and Workforce Development Group, and the Training Coordinator consider the best way to disseminate the learning identified.

Dissemination of learning can be by a variety of methods:

- Specific face to face or virtual training day
- Specific face to face or virtual half day training event, briefing or workshop event
- Specific face to face or virtual half day seminar
- Integrated into NSCP Core Training events e.g. Safeguarding Children Today seminar, Working Together to Safeguard Children Course
- E Learning
- Information on NSCP Website, including within resources section
- Information shared via Learning and Workforce Development Group representatives back to their own organisations.
- Via NSCP Newsletter
- Through revision of/or up-dating sections of the Inter-agency Safeguarding

Children Procedures

- Through review and/or development of a specific practice guidance
- NSCP Learning and Improvement Bulletin (one-page bulletin which summarises and shares the learning identified from child reviews, and audits. The aim is for practitioners to clearly see the key points of learning and for managers/safeguarding leads to use to cascade information to their teams during team meetings/supervision etc).
- Via the development of an animation (short clip) of which practitioners can play individually or across teams/organisation e.g. was not brought clip, bruising in non-mobile babies.

Training Programme

An annual Training Programme is produced yearly based on the learning needs identified.

The programme consists of: -

- Core safeguarding training courses
- Subject specific training events, and seminars
- E Learning

Core safeguarding courses seek to provide a foundation for good multi-agency safeguarding practice with the opportunity to attend refresher events to keep knowledge up to date. The subject specific training events provide an opportunity to explore issues in greater depth.

Training courses consist of 30-70 delegates and often incorporates group exercises (the breakout room facility is used if it's a virtual training event). Seminars are usually half day events for large number of participants approximately 120, often including specialist external speakers/partners, with opportunities to ask questions included.

Increasing use is being made of E-Learning and as such the Partnership offer a suite of safeguarding children courses, which are suitable for practitioners needing an *introduction to a subject or wishing to refresh* their knowledge around a subject.

The core courses delivered each year include:

- Working Together to Safeguard Children
- Safeguarding Children Today

Working Together to Safeguard Children is for staff new to safeguarding children roles and considers the child protection process in detail including contribution to assessments, child protection conferences and core group meetings. The Safeguarding Children Today seminars provide opportunities throughout the year, for practitioners to up-date and refresh their knowledge and highlights any key

changes relating to safeguarding children, taking into consideration both local and national learning.

Subject specific training events will vary year to year, depending on safeguarding themes identified both nationally and locally, including issues relating to Contextual Safeguarding and therefore the extra-familial threats to children & young people. Some examples include: Child Criminal Exploitation, Radicalisation, Modern Day Slavery, Domestic Violence, Perplexing Presentations including FII, Emotional Abuse and Neglect etc.

Furthermore, the Partnership does consider it a priority that the training programme includes courses around the 4 key categories of abuse: Physical, Sexual, Emotional abuse and Neglect regularly. This is to ensure that practitioners are aware of the possible signs of abuse and neglect. The NSCP also produce a *green card*: Indicators of possible child abuse which is a very useful guide clearly listing possible indicators under each of the 4 categories. The Partnership also offers a suite of E Learning modules which cover these areas comprehensively.

A Training Pathway has been developed which clearly shows the multi-agency safeguarding training which is recommended for practitioners.

Accessibility of training and charges

When face to face events (classroom) are offered the physical environments for all training events are appropriate for a diverse audience and we aim to make all courses accessible for all participants and therefore can accommodate individual needs when we are made aware of them. The same applies to virtual training events.

NSCP e learning and face to face/virtual events are free of charge to all safeguarding partners/relevant agencies, and organisations who contribute financially to the Partnership. There is a charge for all other profit-making agencies and charges vary due to event type - for current charges please see our website.

7. The Training Pool

NSCP Core Training courses are delivered by our Training Pool which consists of members from our safeguarding partners/relevant agencies. The Training Pool is accountable to the Learning and Workforce Development Group and the NSCP Training Coordinator provides a clear link between the two groups ensuring appropriate communication. Members of the pool meet on a regular basis and the aim of their meetings are to maintain and support highly skilled, experienced practitioners who work within a children's safeguarding context to deliver multi-agency training on behalf of the NSCP. A key part of the group's role is to monitor and review the course content to ensure that it is kept up-to-date and relevant with new learning identified.

In addition, practitioners from our safeguarding partners /relevant agencies also contribute to some of the NSCP subject specific events, which ensures we have highly skilled multi-agency representation, with a clear focus on multi-agency responses to safeguarding issues.

8. The role of Safeguarding Partners/Relevant Agencies

It is expected that safeguarding partners/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 of their particular role and ensure they are aware of messages from both local and national safeguarding practice reviews as appropriate
- 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 NSCP Learning and Workforce Development Group
- Provide appropriate representation from their organisation on both the NSCP Learning and Workforce Development Group and to the Training Pool.
- Commit to quality assurance audits to assure the NSCP that their workforce is adequately trained and maintain accurate records of safeguarding training staff have attended.

Please Note: NSCP recommend that all practitioners working with children and young people should update their safeguarding training at a minimum of every 3 years. Furthermore, agencies may also need to follow relevant national or local legislation/guidance relating to their specific field of work. The level of training required to meet this requirement, will need to be reflective of the staff member's individual roles and responsibilities, their agencies competency frameworks, and therefore agreed by the agency

and/or their line manager.

Additional information for education:

Designated Safeguarding Leads (DSL's) should attend the NSCP Working Together to Safeguard Children course (Pre Course E learning & Event), once they have completed their initial Designated Safeguarding Lead Training (which must be updated within a minimum of every 2 years). Whole School training must be updated at a minimum of every 3 years.

DfE Keeping Children Safe in Education 2018 & 2021 (KCSIE, statutory guidance), makes clear the responsibilities placed on those with DSL roles, which includes maintaining a good level of knowledge and understanding of emerging threats and be able to act to support children with additional vulnerabilities and SEND both in and outside of the schools/learning environment.

9. Monitoring Quality and Evaluating Effectiveness

Working Together 2018 (Updated 2022, P14), states that: “the three safeguarding partners should consider what training is needed locally and how they will monitor and evaluate the effectiveness of any training they commission”.

NSCP Multi agency training

NSCP monitors the quality of multi-agency training it coordinates and delivers and also evaluates its effectiveness through the Learning and Workforce Development Group and the Training Pool meetings. The NSCP Training Coordinator takes a lead on both Quality Assurance and Evaluation of training and learning events.

Evaluation of courses and learning events includes:

- All course participants are offered the opportunity to complete a short course evaluation form after attending an event. A course certificate is then issued. This is to gain initial feedback on course satisfaction, relevance and gauge how the course has improved their knowledge since attendance.
- Feedback received from the trainer/facilitator at the end of each session to assess their analysis of how the session went including: participant's engagement, and review of course contents and materials.
- Impact evaluation forms are sent out to all course participants 3 months after the training event. This contains more specific questions for participants to review how the learning has impacted on their workplace, their practice and therefore the outcomes for children and young people.
- Summary Evaluation Reports for each training event delivered are produced via our learning management system - Learning Pool, where quantitative and qualitative data is illustrated clearly to show effectiveness of training. These

reports/evaluations are reviewed and analysed at the Learning and Workforce Development Group regularly.

- On-going analysis of attendance both regarding the course subject matter and agency participation to inform future planning and aid effective multi-agency partnership working.
- Overall review and analysis of training and learning events is collated and included within the NSCP Annual Report.

Single Agency Training

Nottinghamshire Safeguarding Children Partnership in conjunction with the Nottingham City Safeguarding Children Partnership (NCSCP), has developed a Training Content Checklist, in order to quality assure safeguarding partners/relevant agencies introductory safeguarding training. This is to ensure that practitioners from these organisations are receiving relevant safeguarding awareness training that includes the appropriate content. This checklist is available on the NSCP Website and we encourage all agencies to complete the checklist as a self-assessment tool annually.

In addition all safeguarding partners/relevant agencies are expected to complete a biennial Section 11 audit as stipulated by the Children Act 2004 which places a duty on organisations to assess their compliance with a series of standards relating to safeguarding children, which does include a section on training.

Communication and Publicity

Communication is a key component in promoting and supporting training. The NSCP Website is the main focal point where all training and learning events are advertised and where you can book onto any of our courses or access any of the E Learning via our course log in page. The training administrator also sends out e mails regularly promoting all new events and courses via L & WD representatives who will cascade out to their organisations.

In addition, the NSCP produce a Newsletter which enables up-to-date information to be cascaded down to all practitioners and e mails are sent out to safeguarding leads across all organisations to promote specific learning events to identified staff groups. Furthermore, as mentioned earlier Learning and Improvement Bulletins are available which can be found under the *learning from practice* tab on our website.

The Learning and Workforce Development Group plays a key part in linking in with all organisations via their representatives regarding all training and development activities.

10. Website and related document

All the below documents/information can be found on the NSCP Website:

[Nottinghamshire Safeguarding Children Partnership](#)

- How to Create an Account [Create a new account \(nottinghamshire.gov.uk\)](#)
- See list of all Training Opportunities [Training Events \(nottinghamshire.gov.uk\)](#)
- See list of all E Learning opportunities [E- learning - Learning Pool \(nottinghamshire.gov.uk\)](#)
- Training Charges & Non-attendance Fees [Training Charges \(nottinghamshire.gov.uk\)](#)
- Inter-agency Safeguarding Children Procedures [Policy & guidance \(nottinghamshire.gov.uk\)](#)
- Safeguarding Children Competency Framework [Safeguarding Children Competence Framework \(nottinghamshire.gov.uk\)](#)
- Learning and Improvement Bulletins [Learning and improvement framework \(nottinghamshire.gov.uk\)](#)
- NSCP Newsletter [Newsletters \(nottinghamshire.gov.uk\)](#)
- Annual Training Programme, including Training Pathway [Training Events \(nottinghamshire.gov.uk\)](#)
- NSCP Green Card - Indicators of possible child abuse [For professionals and volunteers \(nottinghamshire.gov.uk\)](#)
- NSCP Contextual Safeguarding Booklet [For professionals and volunteers \(nottinghamshire.gov.uk\)](#)
- Training Course Checklist - to quality assure your awareness training [Quality assuring your safeguarding training \(nottinghamshire.gov.uk\)](#)
- Animation Clips [Quality assuring your safeguarding training \(nottinghamshire.gov.uk\)](#)

Review of the Strategy.

This Learning and Development Strategy has been reviewed, by the Learning & Development Group, taking into consideration any changes which have been implemented since the Covid 19 Pandemic.

NSCP Training Coordinator

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