



Southwark Safeguarding Children Board (SSCB)

SSCB learning strategy 2016-17

Multi-agency safeguarding training

Foreword

It is important that we have a collective understanding and universal approach to workforce development across our organisations in Southwark, to ensure that everyone has the right skills, to provide the right support, at the right time to people in our community.

Our multi-agency approach to training promotes universally shared knowledge; learning and best practice and maintains a collaborative and well informed borough wide workforce, working together to support children and their families.

This strategy provides a clear framework of our values, professional standards and expectations for maintaining professional development. The training programme has been designed specifically to ensure that the whole multi-agency workforce has access to high quality learning, responding to their job role and local organisational and community needs.

I would encourage everyone to participate in our training programme and also to provide us with feedback on its effectiveness and impact in your workplace, in order we can remain responsive to the needs of our service users, their families and the local community.

A handwritten signature in black ink that reads "Michael O'Connor". The signature is written in a cursive style and is underlined with a single horizontal line.

Michael O'Connor

Chair of Southwark Safeguarding Children Board

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Context

Local Safeguarding Children's Boards were established by the Children Act 2004 providing statutory responsibility to have a mechanism for agreeing how community organisations cooperate with one another to safeguard and promote the welfare of children and young people. Southwark's Safeguarding Children's Board has the responsibility of ensuring that safeguarding children, young people and their families is a priority and that arrangements for guaranteeing this are effective, including agencies working in partnership and holding each other to account. Scrutiny is provided by an Independent Chair.

In 2015, the Department for Education published a revised edition of 'working together to safeguard children: A guide to inter-agency working to safeguard and promote the welfare of children'. It states that the following principles should be applied by local safeguarding children boards and their partner organisations:

- there should be a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice:

and that

- safeguarding children, the action we take to promote the welfare of children and protect them from harm, is everyone's responsibility" and "children are best protected when professionals are clear about what is required of them individually, and how they work together".

The guidance sets out how individuals and organisations should work together and includes specific areas of practical development such as identifying safeguarding requirements for partner agencies, mandatory induction training and allegations procedures, including the requirement for all agencies to consult the Designated Officer (DO), within 24 hours.

The development of this learning strategy has been informed by

- The Children Act 2004
- Competence Still Matters: A London multi-agency safeguarding children training framework, 2011
- Health and Care Professions Council (HCPC)
- London Child Protection Procedures, 2013
- Welsh model, 2013: guidance for arrangements for multi-agency child practice reviews;
- Working Together to Safeguard Children, 2015
- Safeguarding children and young people: roles and competences for health care staff Intercollegiate document, third edition: March 2014

The SSCB learning strategy

Introduction

Southwark Safeguarding Children Board (SSCB) is committed to ensuring that everyone working with children, young people and families in our community, has the right skills and knowledge, to provide the right support and interventions to protect them from harm.

The SSCB has agreed to adopt the principles of the ‘Welsh model 2013: guidance for arrangements for multi-agency child practice reviews’ for its Serious Case Reviews, to promote a positive culture of multi-agency child protection learning and reviewing within Southwark. This supports continuous learning from “lessons learnt” as well as sharing of good practice.

Working Together 2015 and Chapter 4 of Working Together 2015 Learning and Improvement framework provides the clear guidance on the responsibilities of employers to train all their staff. Southwark Safeguarding Children Board also has identified a set of “values” and “principles” to be adopted to support the right learning and development culture. Professionals and organisations protecting children need to reflect on the quality of their services and learn from their own practice and that of others.

The learning strategy is aligned with the Southwark Safeguarding Children Board key priorities 2015-16, which include;

- Families Matter
- Child Sexual Exploitation (CSE) and children going missing
- Preventing violent extremism
- Female Genital Mutilation (FGM)
- Domestic Abuse
- Private fostering
- Children in need

All SSCB Partners and Southwark organisations working in Southwark with children, young people and their families are required to consider and provide details of how training and learning activity within their agency supports SSCB priorities.

Purpose

To provide a clear and transparent framework for workforce development standards so that organisations in our community have employees and volunteers with the right skills and knowledge to be confident to safeguard children, young people and their families.

Values

The development of learning and development:

- Encourages the voice of the child to be heard
- Values working collaboratively with others (valuing different roles, knowledge and skills)
- Respects diversity and promotes equality

Overarching Principles

- That all learning supports and encourages inter-agency working enabling a cohesive multi-agency workforce culture of behaviours, skills and knowledge encouraging greater dialogue and cooperation.
- Learning is multi-agency focused, i.e. the learning outcomes and programme contents are developed to compliment a multi-agency audience, with input into design and delivery from all agencies.
- All training interventions support reflective practice by encouraging participants to share experiences and ideas in the learning environment.
- That all SSCB training is monitored and evaluated for effectiveness and impact on practice within organisations, by the participating organisations.
- There should be a culture of continuous learning and improvement across organisations that work together to safeguard and promote the welfare of children and their families.

Delivery Structure

Practice Development and Training sub-group

The SSCB has several sub-groups, made up of SSCB Partners. The subgroups inform the Practice Development and Training Sub-group who contribute to the learning and improvement framework of the SSCB by implementing the learning strategy.

The Practice Development and Training Sub-Group will:

- Have oversight of the budget and agree spending on the learning programme
- Sign off the training that contributes to the learning strategy
- Review the learning offer in accordance with “lessons learnt” from SCRs, audits and other reviews and reports.
- Regularly develop the learning strategy
- Feed into planning and commissioning of training
- Overview of partner safeguarding training to ensure key priorities are met
- Share ‘what works’ and good practice in learning and development
- Oversight of how training impacts on practice

SSCB Partner responsibilities

SSCB partners have a responsibility to support the learning strategy by:

- Releasing employees to participate in the practice development training sub-group who have organisational responsibility for training and who have sufficient authority to make decisions in relation to training;
- Ensure that sub-group information is disseminated to their own organisations.
- Offer challenge within the sub-group and share best practice.

Funding

Member agencies of the SSCB contribute towards its delivery both financially and in kind through the following mechanisms:

- A Practice Development and Training sub-group
- A pool of inter-agency practitioner training and external providers
- An annual budget to cover training costs

Places on training course will be provided at no cost to SSCB Partners, and other agencies working with Southwark children and families. Non-attendance will incur a fixed penalty of £75 for all organisation (whether or not partner agencies).

The SSCB multi-agency learning programme

Objectives

The objectives and resulting outcome of multi-agency training is to develop and maintain the following for safeguarding children, people and their families and promoting their welfare:

- A shared understanding of the tasks, processes, principles, roles and responsibilities outlined in national and local guidance.
- Enhancing an integrative approach to working with families.
- Improved communications and information sharing between professionals including a common understanding of key terms, definitions, and thresholds for action.
- Effective working relationships, and an ability to work in multi- disciplinary groups or teams.
- To improve the knowledge of the child's journey through child focused assessments and decision-making.
- Learning from any review of child deaths or serious incidents.

Learning principles

The following principles are central to the SSCB learning programmes:

- **The child's welfare is paramount:** The welfare of the child is our paramount consideration.
- **Listen and respect each other:** Each participant has a valid contribution to make, which will be valued and listened to.
- **Challenge constructively:** If there are differences in views, these will be heard sensitively and questioned in a way that is constructive and enabling to the process of the group and the aims of the training/development activity.
- **Addressing oppressive behaviour and language:** Each participant will take responsibility for challenging language or behaviour that is ageist, racist, sexist or offensive to any individual or group.
- **Confidentiality:** There is an expectation of confidentiality between participants attending the event. However, if there are attitudes or practices that could be harmful the trainer/facilitator will discuss these with the individual concerned. The trainer has a duty to share information if safeguarding concerns are identified.
- **Participation:** Delegates undertake to fully attend and contribute to the training activities.

Focus on multi-agency training

The SSCB aims to ensure that:

- That all learning supports and encourages inter-agency working enabling a cohesive multi-agency workforce culture of behaviours, skills and knowledge encouraging greater dialogue and cooperation.
- Learning is multi-agency focused, i.e. the learning outcomes and programme contents are developed to compliment a multi-agency audience, with input into design and delivery from all agencies.
- All training interventions support reflective practice by encouraging participants to share experiences and ideas in the learning environment.

Quality assurance and evaluation

All **internal practitioners** who deliver training are suitably qualified practitioners in their field of expertise. They are invited to attend CPD update briefings, to ensure their knowledge and skills are maintained. All training material is required to meet a set of standards in relation to its presentation and content, and subject to regular reviews.

External training providers are only appointed after an assessment of their suitably and proven track record of knowledge and skills and registered as one of organisational development at Southwark Council's "approved training providers". Trainers' performance is monitored and evaluated through individual evaluation feedback and an assessment of the learning having post learning positive impact on practice.

Participants are required to participate any evaluations including on-line following the training and a further evaluation with their manager to evaluate the effectiveness of the learning in practice. Reviews of training are received by participants and can be seen on the mylearningsource website.

Responsibilities of employers

Member agencies have a responsibility to support inter agency training by:

- Ensuring staff receive induction level intra agency training prior to attending inter-agency courses which ensures employees are aware of how to recognise and respond to safeguarding concerns including maltreatment
- Provide regular supervision and appraisal to ensure that their employees maintain the required skills and knowledge
- Ensuring staff have opportunities to consolidate learning from inter agency training
- Become associates with 'mylearningsource' to allow staff to access SSCB and take responsibility for sharing multi-agency opportunities for learning.

Responsibilities of employees

Employees have a responsibility to:

- Identify their own development needs
- Access learning opportunities according to their role.
- Maintain and improve their professional knowledge and competence
- Participate in evaluating their own learning
- Contribute to developing the learning
- Be mindful of their access to learning and ensure they manage their take up and attendance.

Multi-agency learning programme subject areas and example roles of target audiences

In order to safeguard and promote the welfare of children and young people, all those working with children and with adults who are parents or carers must have the knowledge and skills to carry out their own roles. This includes being able to recognise and raise safeguarding concerns about the welfare of a child and protect them from harm. They must also understand the role of and be able to work effectively with others both within their own agency and across organisational boundaries. This is best achieved by a combination of intra-agency and inter-agency training.

The SSCB requires all SSCB partner organisations, as well as all organisations working with Southwark children and families, to provide and audit their induction level awareness training in relation to “*What to do if you’re worried a child is being abused*”.

The following framework recognises a progression from basic knowledge about predisposing factors, signs and indicators through to specialist knowledge and skills and is suggested as a means of ensuring that employees from all agencies receive consistent and effective training.

Health Partners are encouraged to use the *Intercollegiate document* to consider specialist safeguarding training. Level descriptors are based on Competence Still Matters and the Intercollegiate document with the group number being aligned as far as practical to the level number.

Level 1	Those who have occasional contact with children, young people and/or their parents or carers.	For example: librarians, receptionists, community advice workers, councillors.
Supervision, induction or group induction within the agency which should contribute to the learning.		
1	Safeguarding adult and children at risk	e-learning- mylearningsource
1	Child sexual exploitation (basic awareness)	e-learning mylearningsource
1	Agency’s own safeguarding policy and procedures, and key document <i>What to do if you’re worried a child is being abused Advice for practitioners (2015)</i>	Signed confirmation by the inductee that employees and volunteers have received and understood the agency’s safeguarding procedures.

Level 2	Those in regular or intensive but irregular contact with children and young people and with adults who are parent/s or carers.	For example: housing officers, hospital staff, environmental health officers, staff in schools and education settings, community wardens, parks and leisure staff.
<p>Employees and volunteer workers at this level should undergo all aspects of level 1 training first. Supervision within the agency and / or in-house training. Staff should be attending single agency training and multi-agency training which should contribute to the learning.</p>		
2	Safeguarding children Level 2 training	mylearningsource
2	Child development in working together to safeguard children	mylearningsource
2	Child sexual exploitation: supporting young people	mylearningsource Safer London Foundation
2	Domestic abuse awareness	Mylearningsource (Solace)
2	Female Genital Mutilation	e-learning. This is managed by the Home Office completed through the Virtual College. www.fgmlearning.co.uk
2	Think family and Parental mental ill health	Two e-learning modules followed by an assessment module. mylearningsource
2	Child trafficking and modern slavery	mylearningsource
2	Impact of drug use on young people	mylearningsource
2	Domestic abuse Champions programme	mylearningsource (Solace)

<p>Level 3</p>	<p>Those who work predominately with children and young people, and with adults who are carers, who are or could contribute to assessments of children in need.</p>	<p>For example: youth workers, GP's, early years sector workers, residential staff, foster carers, school nurses, health visitors, staff in schools and education settings, probation staff, personal advisors in children's social care, alcohol and drug misuse services, community play schemes, learning disabilities services and adults mental health workers.</p>
<p>Employees and volunteer workers at this level should undergo training identified for level 1 and 2 prior to this level. Supervision or group induction within the agency. Staff should be attending single agency training and multi-agency training which should contribute to the learning. .</p>		
<p>3</p>	<p>Safeguarding children level 3</p>	<p>mylearningsource</p>
<p>3</p>	<p>Child sexual exploitation</p>	<p>mylearningsource</p>
<p>3</p>	<p>Emotional abuse: safeguarding children and young people</p>	<p>mylearningsource</p>
<p>3</p>	<p>Race, culture and belief systems in safeguarding children</p>	<p>mylearningsource</p>
<p>3</p>	<p>Female genital mutilation</p>	<p>mylearningsource</p>
<p>3</p>	<p>Honour based violence</p>	<p>mylearningsource</p>
<p>3</p>	<p>Interagency working to assess children and families where there are safeguarding concerns</p>	<p>mylearningsource</p>
<p>3</p>	<p>Neglect: an analytical approach</p>	<p>mylearningsource</p>

3	Critical thinking and risk assessment within the safeguarding process	mylearningsource
3	Working with challenging and hard to help families	mylearningsource
3	Parental mental ill health	mylearningsource
3	Crossing Bridges: a think family approach	For adults social workers and children's social workers within Southwark only.
3	Multi-agency safeguarding hub member development	For MASH members only mylearningsource
3	Risk assessment and analysis with the multi-agency safeguarding Hub (MASH)	For MASH members only mylearningsource
3	SSCB annual conference	mylearningsource

Level 4	Those who have particular specialist child protection responsibilities in relation to Section 47 enquiries.	For example: health professionals, designated safeguarding leads in schools and education settings, police, children's social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children.
<p>Employees and volunteer workers at this level should undergo training identified for level 1, 2 and 3 prior to this level. Staff should be attending single agency training and multi-agency training which should contribute to the learning. For children's social care only: combination of specific training events, shadowing experienced workers and co-working cases, on-going supervision, staged approach of exposure to conducting enquiries – increasing in difficulty/complexity.</p>		
4	Critical thinking and supervision of complex risk: a multi-agency approach	mylearningsource

Level 5	Safeguarding or child protection leads within organisations.	For example: designated safeguarding leads across all partner organisations including schools and education settings health and other partner agencies.
Employees and volunteer workers at this level should undergo training identified at levels 1, 2 and 3. Attendance at single agency training and multi-agency training		
5	SSCB convened workshops for designated leads	Through the SSCB
5	SSCB convened workshops for disseminating lessons learnt	Through the SSCB

Level 6	Operational managers of services for children, young people and/or parents/carers.	For example: heads of service, practice leads, assistant directors, heads of programmes.
Employees and volunteer workers at this level should undergo training identified for levels 1, 2, 3 Supervision, Single agency training and multi-agency training should contribute to the learning. If advising someone at level 4, then also level 4 training		
6	SSCB annual conference	mylearningsource
6	Safer recruitment	e-learning on mylearningsource
6	SSCB convened workshops for disseminating lessons learnt	Through the SSCB

level 7	Senior managers responsible for strategic management of services for children, young people and/or parents/carers	For example: heads of services, directors and operational strategic leads.
Employees and volunteer workers at this level should undergo training identified for level 1, 2 and 3.		
7	External conferences to develop strategy	Sourced by agency

Level 8	Members of the SSCB	For example: Members of the SSCB board members; independent chairs; directors of children's services; elected members; lay members; members of executive and sub/task groups; business support team; inter-agency trainers.
Employees and volunteer workers at this level should undergo training identified at level 1, 2 and 3. Attending single agency training and multi-agency training. Conferences and cross borough / national conferences should contribute to learning.		
8	SSCB annual conference	mylearningsource
8	External conferences to develop strategy	Sourced by agency

mylearningsource.co.uk

Organisations can request to join the website as “Associates” by using the Join Us section of the website.

1. After filling in your details on the site, use the “Contact Us” section to let us know you would like to become an associate.
2. We will then activate your organisation so that your associate status will be enabled.
3. You can then encourage your employees or volunteers who work with Southwark children and families to create an account by using the Sign Up section.
4. They will need to create a password and use their email address as their username.
5. Once they have signed up once, individuals can book courses.

As some of the courses on the site have a cost attached, we do require a billing contact when you sign up, so we can invoice you for courses with a cost, during the year and invoice for non-attendances.

There is no cost for the training from the SSCB, however, there if the course is cancelled within seven days of the course, or the delegate does attend then a fee of £75 is made to your organisation. To find these courses, you can go to the Safeguarding section of the website.

We monitor attendance, and provide information about attendance by our associates to the SSCB practice development and training sub-group and to the SSC Board.

It is the responsibility of employers to:

- Check all new sign ups are employees or volunteers of your organisation
- Check that the training booked is commensurate with the role of the intended delegate
- Ensure that all costs of training can be met
- If an employee or volunteer leaves the organisation to ask them to cancel future bookings or to “Contact Us” on the website so we can cancel their bookings if they have already left.

Useful reference information

Working Together to Safeguard Children 2015

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

Competence Still Matters: A London multi-agency safeguarding children training framework
http://www.londonscb.gov.uk/training_subgroup/

Health and Care Professions Council (HCPC)
<http://www.hpc-uk.org/>

London Child Protection Procedures, 2013
<http://www.londoncp.co.uk/>

Welsh model, 2013: guidance for arrangements for multi-agency child practice reviews;
<http://wales.gov.uk/docs/dhss/publications/121221guidanceen.pdf>

The Children Act 2004 – statutory guidance
<http://webarchive.nationalarchives.gov.uk/20130401151715/https://www.education.gov.uk/publications/eorderingdownload/dfes-0036-2007.pdf>

Southwark Safeguarding training information page
<http://www.mylearningsource.co.uk/social-care/adults-children-safeguarding/>

Southwark Safeguarding Boards website
<http://safeguarding.southwark.gov.uk/>

My Learning Source website
www.mylearningsource.co.uk

Intercollegiate document

<http://www.mylearningsource.co.uk/social-care/adults-children-safeguarding/>