

Training Strategy 2008-10





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Introduction

The BSCB places a high priority on the provision of quality safeguarding training opportunities for all practitioners working with children and young people across the District.

This commitment is reflected in the membership of the BSCB Training Sub Group, who actively support and promote the development of multi-agency safeguarding training and continuous professional development.

The breadth of courses on offer range from "Basic Awareness of Child Abuse and Neglect " to more specialist programmes such as "Safeguarding Children and Young People from Sexual Exploitation" and "Forced Marriage and the Welfare of Young People".

Practitioners can access training through both face-to-face, classroom-style and the popular web-based distance learning method.

Courses are well attended and participants report on their impact for practice and increasing self knowledge and skill.

Ongoing monitoring and evaluation enables the sub-group to respond to local need in addition to the priorities set by national "Working Together" guidance.

As Chair of the Training Sub Group I would like to thank all the colleagues who have worked together to produce the Training Strategy and who continue to support the Multi-Agency Training Delivery Plan.

Julie Mattocks-Cawood
Chair, Bradford Safeguarding Children Board
Training Sub Group





Purpose of the Training Strategy

The overall purpose of this strategy is to provide the framework for safeguarding training in Bradford and District so that those working with children and families are appropriately skilled and competent.

'Working Together' (2006) states that the purposes of training for inter-agency work is to promote:

- A shared understanding of the tasks, processes, principles and roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare.
- More effective and integrated services at strategic and individual case level.
- Improved communication between professionals including a common understanding of key terms, definitions and thresholds for action.
- Effective working relationships, including an ability to work in multi-disciplinary groups or teams.
- Sound decision making on information sharing, through assessment, critical analysis and professional judgement.

This training strategy will provide the framework to meet these goals and support Bradford Safeguarding Children Board (BSCB) objectives. The strategy is intended to add value rather than replace workforce strategies in a wide range of partner organisations. This is a live document, it will respond to changes in national policy and expectations, and be refined and re-focused as a result of ongoing processes of monitoring and evaluation.

Training and development activities are a key priority in the Bradford Safeguarding Children Board Strategic Plan (2007- 2010) which states as one of its, outputs that

BSCB will deliver commission and promote effective training in safeguarding and welfare promotion for all staff and volunteers who work with children and families.



The Context for Safeguarding Training

National Agenda

Government guidance and legislation has had a profound impact on promoting welfare and safeguarding children. The aim of Every Child Matters and the Children Act 2004 is to maintain what works well in our work with children and families and to develop integrated services for children and young people.

Inter-agency training and development has never had a better climate in which to grow. 'Working Together to Safeguard Children' (H.M. Government 2006) emphasises the need for a skilled and knowledgeable workforce to work with children and families and recognises the importance of single and inter-agency training in achieving that goal.

'Practitioners and managers must be able to work effectively with others both within their own agency and across organisational boundaries. This will be best achieved by a combination of single and inter - agency training'

National Competencies and Standards

There have been recent developments of national standards or competencies for the children's work force in relation to safeguarding children these include:

- The Children's Workforce Development Council (CWDC)
Induction Standards for Children's Services
- The Common Core of Skills and Knowledge for the Children's Workforce
- Safeguarding children and young people: roles and competencies for health care staff

These standards and competences are being embedded into the practice of work force development across different sectors of the children's workforce.

Another significant development for inter-agency training is the Common Assessment Framework (CAF) and related processes such as the Lead Professional, Information Sharing and Contact Point.

The CAF is a shared assessment tool for use across all children's services. It aims to help early identification of need and promote co-ordinated service provision.



Local Context

The role and responsibilities of the Bradford Safeguarding Children Board

The Bradford Safeguarding Children Board (BSCB) came into existence on 14th March 2006 as a requirement of the Children Act, 2004. It is made up of statutory and voluntary sector agencies that work together to protect children and young people from abuse and neglect, and to promote their welfare.

The BSCB is chaired by the Strategic Director of Services to Children and Young People who is accountable to the Children's Services Authority ensuring the effectiveness of what is done by the Board partners to safeguard and promote the welfare of all children.

The Board members are senior managers in their agencies, and they are responsible for ensuring that their agencies co-operate to safeguard children and young people. They also aim to make sure that all children and young people who use their services not only stay safe, but also achieve better outcomes so that they can enter adulthood successfully.

The core objectives of the BSCB are to co-ordinate what is done by each person or body represented on the Board for the purpose of safeguarding and promoting the welfare of children in Bradford and District; and to ensure the effectiveness of what the member organisations do individually and together.

This expanded responsibility for safeguarding children and young people is reflected in a wider and increased take - up of training and development activity. BSCB training has a key role to play in promoting local guidance, procedures and processes and in providing feedback from practitioners on what works well and what needs to improve in inter-agency work.

Partnership working is the key principle that underpins the work of the BSCB and its member organisations. This means not only that agencies work in partnership with each other, but also that agencies develop good partnerships with families.

This is reflected in BSCB training and development activity that raises awareness of developments and supports change processes.



Personal and professional development

There is an expectation that workers and volunteers, at all levels and across all disciplines, in the children's workforce, recognise the need for continuing their development, updating their knowledge and skills. This may also be a requirement of a professional body and / or association.

Bradford Safeguarding Children Board Training Structure

The Bradford Children and Young People Strategic Partnership have overall responsibility for achievement of the outcomes of the Every Child Matters agenda.

The Bradford Safeguarding Children Board is accountable for the achievement of the Stay Safe outcome.

The Board has a strategic overview of inter-agency training to promote and safeguard the welfare of children and appoints a Board member with lead responsibility for training.

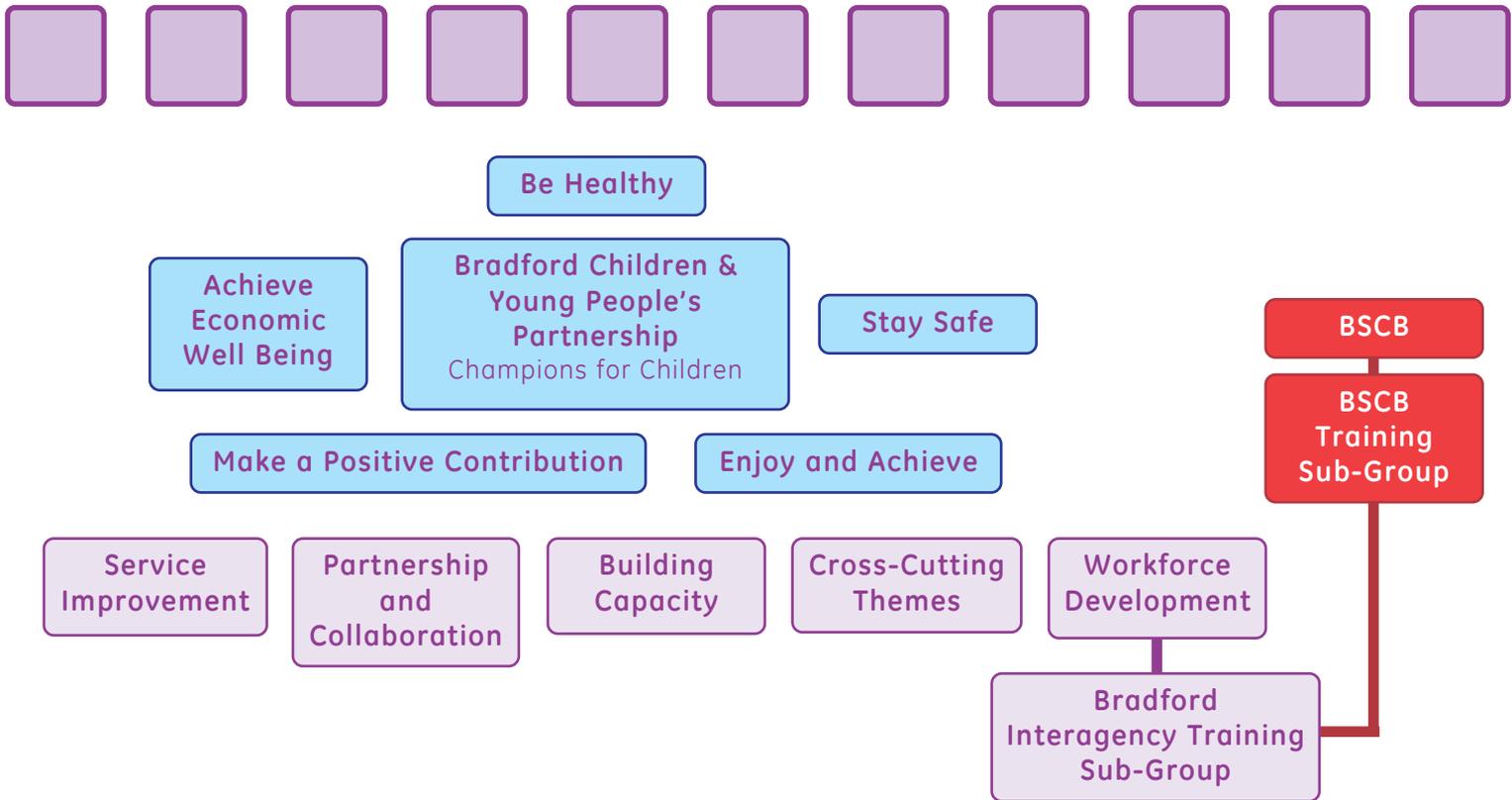
The Board appoints a training coordinator and an administrator to undertake the development and delivery of interagency training.

The Board Training Sub Group support the training coordinator to carry out training responsibilities on its behalf.

Board members designate a professional with delegated responsibility from their organisation to sit on the Training Sub Group.

Where necessary the Board will challenge and hold agencies to account for their training provision.





Role and Responsibilities of the Training Sub Group

The Training Sub Group's Terms of Reference are to:

- ensure the delivery of accessible inter-agency training, which compliments the training available to the staff in single agency or professional settings
- support the principles of working together and create an ethos which values collaborative working with other professionals
- ensure the training delivered respects diversity, is child centred, promoting partnerships with children and families, and recognises families' strengths in responding to the needs of their children
- ensure that the training delivered and commissioned is of a consistently high standard and is evaluated
- ensure that training is accessible and relevant to the Bradford Children's Workforce using all appropriate delivery methods
- contribute to and work to the BSCB business plan and annual report
- ensure that links are made to the Bradford Children's Workforce Strategy and district developments
- report to the BSCB on a bi-monthly basis



Training Sub Group members will:

- Contribute to the development and design of the annual training programme
- Provide the Training Coordinator and other sub group members with details of their single agency training
- Identify where there are gaps in training provision
- Ensure the annual training programme is made available to relevant staff/volunteers in their agency
- Analyse the evaluation of the training provided and making recommendations about course content and/or organisation
- Assist with the delivery of the training programme
- Review progress made towards the business plan objectives
- Participate in the Bradford Interagency Training Sub Group and other work force strategy groups
- Attend bi-monthly meetings





Identification of training needs

Training Needs Analysis (TNA)

Training Need Analysis has a critical role in planning the use of available training and development resources. It ensures that money is spent on essential training and development that will help to meet the BSCB objectives. In the same way it can help highlight occasions where training might not be appropriate but requires alternative action such as adapting current practice or methods of working.

There are a number of ways in which the Training Sub Group are informed of training needs, some of these are currently in the developmental stage.

District Wide Children's Workforce

The Bradford Interagency Training Sub Group is developing a process whereby information from all the agencies about all their staff training needs can be gathered and shared.

The Bradford Safeguarding Children Board Training Coordinator is a member of this group and will be able to access relevant data to share with the BSCB Training Sub Group.

The process of performance management provides organisations with specific information about the training needs of their staff. This information should be made available and thereby help to inform the training needs analysis data collection across the district.

Serious Case Reviews and Child Death Review Processes

The Training Coordinator is informed of any specific inter agency training needs which arise from Serious Case Reviews. The Child Death Reviews process will be in place from 2008 again intelligence relevant to inter agency training needs will be made available to the Training Sub Group.

Audits of Practice

Information from recommendations made during Local Authority inspections such as the Joint Area Review and the Annual Performance Assessment will inform the training needs analysis process and the development of training.

Individual service needs requests.

Individual services may identify the need for specialist training which can either be developed on a single agency basis or with the agreement of the Training Sub Group be incorporated into the BSCB Annual Training Plan if it meets a multi-agency staff group.





Definition of single agency and multi-agency training

Single agency training is defined as;

The provision of training by an individual employed by an BSCB agency to staff within the same agency, for example a health professional training a group of health visitors. Any training provided within individual agencies without recourse to other BSCB trainers is single agency.

Multi-agency training is defined as;

Any training event which is made up of participants from a number of agencies and/or any training event where the staff required for the delivery of training are from a different/number of agencies.

Training Evaluation

The effectiveness of inter-agency training and development and its facilitation is continuously monitored and fed back to the BSCB Training Sub Group through a number of activities/processes:

- standardised written evaluation by individual participants at the end of each training event
- collation of the individual response to provide both quantitative and qualitative data which is shared with the trainers and members of the training sub committee
- completion of written evaluation by the trainers to inform the review and the development of each course
- an overview of all evaluations to be produced by the Training Coordinator twice a year and reported to the Training Sub Group
- observation and attendance at a sample of courses by the Training Coordinator and or other Training Sub Committee members



As part of on going quality assurance it is important to take the evaluation process beyond "reaction" to an appreciation of how the training has impacted on "learning" and/or "performance" and there is, therefore a need to gather more detailed information from participants and their managers.

A follow up questionnaire will be sent to a random sample of 10% of the participants and their supervisor or line manager. This is a new development in the evaluation process and will require further consultation regarding its implementation.

National and regional links

The Safeguarding Children e-Academy

Bradford Safeguarding Children Board was instrumental in the development of the Safeguarding Children e-Academy in partnership with Virtual College and 13 other Local Safeguarding Children Boards. The Safeguarding Children e-Academy develops online training in aspects of safeguarding for staff and volunteers who work with children and young people.

The membership has expanded to include over 40 LSCBs from across the country.

The Training Coordinator represents the BSCB at the Steering Group of the Safeguarding Children e-Academy. Through this membership the BSCB are able to support and influence the development of the Safeguarding Children e-Academy and in particular identify new provision and quality assure current courses.



West Yorkshire Safeguarding Children Training (WYSCT)

WYSCT provides a forum for developing and coordinating inter-agency training and development in relation to safeguarding and promoting the welfare of children.

The principle aims of WYSCT are:

- To support each other as Training and Development Officers of LSCBs represented throughout the West Yorkshire Region
- To expand membership throughout the region LSCBs where appropriate
- To facilitate a network of members in order to develop regional resources, training materials in line with agreed regional priorities and procedures
- To facilitate communication to provide consistency of approach to inter-agency training
- To share knowledge and resources across member LSCBs





Training Sub Group Membership

Name	Organisation
Julie Mattocks-Cawood (Chair)	Bradford Early Years and Childcare Service
Ady Watkins	West Yorkshire Police
Debbie Cordingley	Bradford Youth Development Partnership
Dionne Norman	Bradford CVS
Gavin Stevenson	Bradford Youth Service
Geraldine Holmes	Bradford Safeguarding Children Board
Jenni Whitehead	Education Bradford
Julie Evans	Bradford Safeguarding Children Board
Rachael Hammond	Bradford Safeguarding Children Board
Kim Holt	Bradford University
Louise Garrett	Children's Social Care
Margaret Wilson	Probation Service
Munsaq Saddiq	Bradford Children and Young People's Services & Bradford and Airedale tPCT
Ralph Berry	CAFCASS
Sue Thompson	Bradford and Airedale Teaching Primary Care Trust
Tina Lafferty	Bradford Early Years and Childcare Service
Joanne Meehan	Connexions Bradford
Ann Illingworth	YMCA Bradford
Dr Ruth Skelton	Bradford Teaching Hospitals NHS Trust and Designated Doctor for Child Protection
Vacant	Bradford District Care Trust





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Children's Workforce Development Council CWDC Induction Standards 2006 - www.cwdcouncil.org.uk

Common Assessment Framework - various guides available - www.ecm.gov.uk

DOH National Service Framework for Children, Young People and Maternity Services (2004)

H.M.Government Children Act 2004

H.M.Government, 2005 Common Core of Skills and Knowledge for the Children's Workforce - www.dfes.gov.uk

HM Government 2006 Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children

Safeguarding Children and Young People: Roles and Competences for Health Care Staff Intercollegiate Document April 2006 - www.rcpch.ac.uk

Bradford Safeguarding Children Board - www.bradford-scb.org.uk





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