



**Dudley Safeguarding
People Partnership**

**Learning and Development Strategy
2022 – 2024**

Final

Contents

| | |
|--|----------|
| Introduction | 3 |
| Purpose | 3 |
| What do we want to achieve? | 3 |
| Single Agency Safeguarding Training..... | 4 |
| Multi-Agency Safeguarding Training Programme..... | 4 |
| Training levels..... | 5 |
| Training Principles..... | 5 |
| Charging Policy | 6 |
| Evaluation of Multi-Agency Safeguarding Training..... | 6 |
| Learning and Improvement Cycle..... | 7 |
| Governance | 7 |

Introduction

We acknowledge that in Dudley everyone shares a responsibility for safeguarding, protecting and promoting the welfare of children, young people and adults irrespective of individual roles. A key responsibility for the Dudley Safeguarding People Partnership (DSPP) is to ensure that there are appropriate training and learning opportunities for people who work with children, adults at risk, carers and families.

All learning opportunities coordinated by the DSPP embrace a diverse range of delivery methods beyond the typical 'classroom' type setting including activities such as seminars, conferences, workshops, briefings and e-learning. Reference to 'training' in this strategy therefore includes a range of activities aimed to develop practitioner's skills, knowledge, attitudes and practice in safeguarding.

This strategy is underpinned by Working Together to Safeguard Children 2018 and Care Act 2014 guidance.

Purpose

The purpose of this this document is to provide a framework to support safeguarding training so that those who work with children, young people, adults at risk, carers and families, from both statutory and voluntary agencies are appropriately skilled, competent and confident in carrying out their responsibilities in regard to safeguarding.

The strategy provides a framework for the training and development of employees and volunteers who work with children, young people and adults at risk so that services can identify:

- specific training requirements and responsibilities for those who work with children, young people and adults with care and support needs.
- the levels of safeguarding training required by staff dependent on role
- staff groups requiring single and/or multi-agency training
- the learning outcomes that will support the delivery of quality services for children, young people and adults at risk; and
- the skills and competencies that should be developed as an outcome of training.

What do we want to achieve?

The DSPP wants to create a continuous learning culture where **good practice becomes standard practice**. Everyone should be able to access quality learning and development opportunities, whilst making assurances to the DSPP that

everyone is accessing timely, relevant and up to date safeguarding training that is in line with our priorities.

Therefore, DSPP wants to ensure the learning offer:

- Is promoting good quality multi-agency safeguarding frontline practice through a co-ordinated approach which supports and encourages inter-agency working enabling a cohesive multi-agency workforce culture of behaviours, skills and knowledge which will ensure good outcomes for children, young people and adults at risk.
- 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
- Is supportive of reflective practice by encouraging participants to share experiences and ideas in the learning environment.
- Inclusive of learning from both local and national case reviews
- Promotes more effective and integrated services at both the strategic and individual case level
- Enables improved communication and information sharing between professionals, including a common understanding of key terms, definitions and thresholds for action

Single Agency Safeguarding Training

In line with statutory guidance, all agencies should have systems in place to identify the training needs of their employees. Agencies should also have systems in place to identify any reasons for workers not completing training courses.

All agencies should compile information on the single agency training staff have undertaken so that they can provide clear evidence to DSPP on a regular basis of the numbers of employees who have/have not completed the single agency training requirements the agency has identified for its employees.

There is an expectation that single agency safeguarding training is fit for purpose as it is important that the information used is accurate, up to date and appropriate to services delivered and the age of children, young people and adult's agencies may work with.

Multi-Agency Safeguarding Training Programme

The DSPP training programme is informed by DSPP priorities and lessons learnt from case reviews, quality assurance activities, training evaluations, as well as identifying the local needs of the multi-agency workforce through an annual training needs analysis.

In Dudley the safeguarding training is provided to multi-agency groups and is co-ordinated by the safeguarding partnership's Learning and Development Coordinator. The programme will be a mixture of commissioned training and sessions delivered by members of the multi-agency training pool which includes representatives from

Dudley Metropolitan Borough Council, West Midlands Police, Black Country ICB, amongst many others.

The DSPP provides a variety of resources to support professional development and professional practice. These include:

- Leaflets and resources for professionals
- Professional Briefings
- Safeguarding Adult Review and Child Safeguarding Practice Review executive summaries
- Annual Conferences and group workshops

Our learning offer is available on our website – [DSPP Learning Zone](#) and resources can be found on our [DSPP Website](#)

Training levels

Training will be provided for all those who work with children and adults at risk of abuse, both directly or indirectly. This includes all employees and volunteers of all Board member organisations. Training is grouped into the following levels:

- **Level 1** – Members of this group have a responsibility to contribute to Safeguarding Adults and Children, but do not have specific organisational responsibility or statutory authority to intervene.
- **Level 2** - This group have considerable professional and organisational responsibility for Safeguarding Adults and Children. They have to be able to act on concerns and contribute appropriately to local and national policies, legislation and procedures. This group needs to work within an inter- or multi-agency context
- **Level 3** - This group is responsible for ensuring the management and delivery of Safeguarding Adult services is effective and efficient. In addition, they will have oversight of the development of systems, policies and procedures within their organisation to facilitate good working partnerships with allied agencies to ensure consistency in approach and quality of service.
- **Level 4** - This group is responsible for ensuring their organisation is, at all levels, fully committed to Safeguarding Adults and have in place appropriate systems and resources to support this work in an intra- and inter-agency context.

The competency framework published on our website reflects the complexity and specific targeting of multiagency training. These lists are not intended to be exhaustive but offer a model to enable managers to determine the appropriate level of training required to meet the needs of their staff.

Training Principles

The training programme provided by DSPP is governed by the following inter-agency principles:

1. Training is informed and governed by equal opportunities and reflects the diversity of the communities of Dudley.

2. The training promotes and recognises the need for children and families to participate in the safeguarding process.
3. Training promotes the need for inter-agency working to effectively safeguard children and adults from harm.
4. All individuals who work with children, young people or adults at risk in the statutory, voluntary and independent sectors have access to the training.
5. Training is responsive to local needs and is subject to regular evaluation and review.

Charging Policy

DSPP maintain a charging policy and the aim of the policy is to manage the demand on the multi-agency training programme delivered to ensure it is fairly accessed. It is also a reflection of the resources required to deliver the Boards multi-agency training programme and the cost associated with non-attendees.

More information on our charging policy is available on our [website](#).

Evaluation of Multi-Agency Safeguarding Training

The DSPP have a responsibility to ensure that safeguarding training is of a consistently high standard. The quality assurance methods outlined below are used to evaluate all multi-agency safeguarding training provided by the Boards and to measure the impact of professional safeguarding practice:

- All courses ask attendees to complete a post course evaluation form.
- Further reviews are undertaken, by attendees, approximately six weeks after the course. The attendee is asked to evaluate the impact of the training on their practice.
- After completion of the review form practitioners are sent a certificate of completion of the course to evidence their professional development
- Separate Annual Training Reports (Children / Adults) collating attendance, evaluation and the impact of the training on professional practice are reported to the Dudley Safeguarding People Partnership Groups and Boards
- The content of all safeguarding courses is reviewed at least annually to ensure that their content is up to date and fit for purpose.
- All courses are amended in line with any new local policies and procedures and governmental legislative changes and guidance.

Both the Children Partnership and Adults Safeguarding Board in Dudley will monitor and evaluate the effectiveness of its training, including multi-agency training

The DSPP business unit will ensure that outcomes from the evaluation of training, monitoring and the training needs analysis inform the planning of future training. Its annual report to the Partnership will include a review of the quality, scope, reach and effectiveness of training.

A combination of statistical data, training analyses and evaluation reports will be utilised in the review and future development of training courses to meet changing needs and adhere to any legislative requirements.

Learning and Improvement Cycle

DSPP seeks to promote a continuous learning culture and ensures the learning offer is reflective of local and national learning. Therefore, this strategy strongly links to DSPP communication strategy and wider learning and quality assurance framework.

Governance

Learning and development is integral to the work of all of DSPP and its sub-groups, to ensure it is not seen in isolation, Learning and Development will not be a stand-alone subgroup, but will be a key agenda item on all of the subgroups.

Expertise in relation to practice improvement and development sits within each subgroup, therefore through reporting and other connectivity, the learning and development coordinator will attend each sub-group to make sure key messages and developments are understood amongst the partnership

In order to respond to local and national learning there will be task and finish groups which will be agreed (by the respective sub-group/DSAB/DSCPG) to drive forward learning and development opportunities for specific work streams. The task and finish groups will comprise of managers or operational staff from all organisations across the partnership who have knowledge/expertise in the area of work.

Quarterly reports will be given by the Learning and Development coordinator to both the sub-group and the respective partnership board (DSAB/DSCPG)

The governance for Learning and Development will sit with the respective partnership board for adults and children.