



Dudley Safeguarding People Partnership

Interim Training Strategy 2020 - 2021

Document Title:	DSPP Training Strategy
Author:	DSPP
Version Dates:	V1 – June 2020 V2 –August 2020
Date Approved:	6 th July 2020
Approved By:	DSAB / DSCPG
Review Date:	March 2021

Contents

Introduction	3
What do we want to achieve?	4
National and Local context.....	4
Multi-Agency Safeguarding Training Programme.....	4
Training levels	6
Additional Training Resources	7
Training Principles.....	7
Groups and Frequency of Safeguarding Training	8
Evaluation of Multi-Agency Safeguarding Training.....	8
Review	8
Training Needs Analysis.....	9
Single Agency Safeguarding Training	9
Charging Policy	9

Update – June 2020

Due to the impact of COVID-19, this strategy is an interim 1 year strategy for 2020/2021, where we will then re-align with the Partnership, taking into account the impacts of COVID-19 and enhancing our training offer.

Introduction

The Dudley Safeguarding People Partnership (DSPP) is responsible for safeguarding and promoting the welfare of children and adults at risk across the Dudley Borough. This includes ensuring that there are appropriate training and learning opportunities for people who work with children, adults at risk, carers and families.

The objective 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 (including managers, practitioners), from both statutory and voluntary agencies are appropriately skilled, competent and confident in carrying out their responsibilities in regard to safeguarding.

This Learning and Development strategy is aligned with the DSPP priorities and incorporates relevant guidance from Working Together 2018, Care Act 2014 Children Act 1989, 2004.

The priorities for 2020-2022 are;

1. Preventing violence across the life course
2. Exploitation across the life course
3. Self-Neglect / Neglect

Learning opportunities coordinated by the DSPP embraces a diverse range of delivery methods beyond the typical 'classroom' type setting including activities such as seminars, conferences, workshops, 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.

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 everyone to 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.

National and Local context

The DSPP is the key statutory mechanism for agreeing how all organisations in Dudley will cooperate to safeguard and promote the welfare of children and adults at risk in the borough, ensuring the effectiveness of that work. In addition the Partnership will ensure this focus as an integral part of the DSPPs learning and development activity.

“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.”

- Working Together 2018

“Safeguarding Adults Partnership Board must ensure it has arrangements that will enable it to carry out the duties and functions specified under the Act. It must have clear, agreed understanding of roles, responsibilities and accountability of its member agencies and ensure that there is awareness training for all health and social care staff, Police and other agencies who work directly with people with care and support needs.

To ensure that there is specialist training for all practitioners who have direct responsibilities for Safeguarding work and to evaluate the effectiveness and impact of all training.”

- Care Act 2014

Multi-Agency Safeguarding Training Programme

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

The Children Partnership will ensure its training reflects the needs of all vulnerable children, including: unborn children; babies; older children; young carers; disabled children; and those who are in secure settings. Likewise for Adults, it is to identify and respond to the needs of adults at risk who have care and support needs and are unable to protect themselves from abuse or neglect.

Both strands of training activity and expected standards are monitored by the Learning and Improvement sub group.

In the Dudley the safeguarding training is provided to multi-agency groups and is co-ordinated and facilitated by the safeguarding partnerships learning and development coordinator. Some sessions may be supported by members of the multi-agency training pool which includes representatives from Dudley Metropolitan Borough Council, West Midlands Police, Dudley Group GGC, amongst many others.

Ownership and responsibility for a local multi-agency training programme has a number of advantages over the commissioning of external training providers. All Partnerships are required to develop a Learning and Improvement Framework that outlines how learning from case review and quality assurance activity leads to continuous improvement in service delivery and frontline practice.

By developing and maintaining a training offer, the DSPP can quickly;

- Respond to changing local needs and strategic priorities.
- Develop course content that is relevant to partner agencies and the way in which their systems and processes operate.
- Update course content in light of local learning.
- Utilise the knowledge, skills and experience of its own workforce in developing and delivering training courses.

This means our multi-agency training programme has the further significant advantage of bringing together practitioners from a range of partner agencies enabling them to learn about one another's service and their safeguarding systems, processes and practices.

We believe that this is crucial to the promotion of basic safeguarding practice including information sharing, communication and professional challenge for example.

Training Offer

Our training offer is published online as this allows us to rapidly update our offers contextually depending on thematics or emerging priorities.

E-Learning offer;

Course Name	Level	Type	Status
Introduction to Domestic Abuse	Level 1	Joint	Live
Introduction to Mental Capacity Act	Level 1	Adult	Live
Introduction to Modern Slavery	Level 1	Joint	Live
Introduction to Safeguarding Adults Awareness	Level 1	Adult	Live
Introduction to Safeguarding Children and Adults in Dudley	Level 1	Joint	ETA 26/06/2020
Dealing with Domestic Abuse	Level 2	Joint	ETA 03/07/2020
Working Together for Dudley	Level 2	Children	ETA 24/07/2020
Understanding Equality and Diversity within Safeguarding	Level 1	Joint	ETA 24/07/2020
Understanding Child Criminal Exploitation	Level 1	Children	ETA August 2020
Understanding Thresholds	Level 1	Children	ETA August 2020
Understanding Early Help interventions in Dudley	Level 1	Children	ETA August 2020
Self-Neglect and Hoarding	Level 1	Joint	ETA September 2020

Understanding Child Sexual Exploitation	Level 2	Children	ETA September 2020
Liberty Protection Safeguards and safeguarding	Level 1	Joint	ETA April 2021
Introduction to Hate Crime	Level 1	Joint	ETA December 2020
Understanding Fabricated and Induced Illness	Level 1	Joint	ETA December 2020
Understanding Far Right Extremism	Level 2	Joint	ETA Jan 2021
Working with Hostile Families	Level 1	Joint	ETA Feb 2021

Virtual Face to Face / Live Events

Course Name	Level	Type	Status
Safer Recruitment	Level 2	Joint	ETA Imminent
Graded Care Profile 2	Level 2	Joint	ETA September 2020
Graded Care Profile 2 - Refresher	Level 2	Joint	ETA TBC
Adult/Child Case Review Event(s)	All	Joint	
Domestic Homicide Reviews	ALL	Joint	

We are moving to using MS Teams for Live Events, we are working with ICT to remove possible barriers to delivery which we hope to have a resolution to as soon as possible.

All training related content is available via – [DSPP Learning Zone](#)

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 should be targeted at the following groups:

- Those with particular and specialised responsibility for safeguarding children and/or adults at risk such as designated or named professionals
- Those who work regularly with children, young people or adults at risk
- Those with some contact with children and young people and adults. People who operate in an environment where they see children or adults but do not have care responsibility for them.

The Competency assessment 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.

Additional Training Resources

The DSPP provide 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

Training Principles

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.

The DSPP continues to provide a programme of high-quality courses, providing an excellent opportunity to learn together with the overall aim that working together effectively leads to better improved outcomes for children, young people and adults by:

- A shared understanding of the principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children, young people and adults.
- More effective and integrated services at both the strategic and individual case level;
- Improved communication and information sharing 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;
- Learning from both local and national case review processes.

The training programme provided by the 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.

Groups and Frequency of Safeguarding Training

DSPP offer a range of safeguarding courses that include basic awareness courses (held on line) through to in depth courses and specific subject matter (e.g. Criminal Exploitation, Self-Neglect and Hoarding etc.)

We recommend that safeguarding training should be refreshed every three years. It is recognised that some agencies and some professional roles may require that training is refreshed more regularly in line with national standards and NHS intercollegiate guidance.

For this reason, individuals should refer to their own single agency training requirements.

“Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role – Working Together 2018”

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.

Review

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.

Training Needs Analysis

Training needs analysis is the process of identifying the gap between training and needs of training. Training needs analysis is a crucial stage in the training process and involves a procedure to determine whether training will address the learning needs which have been identified.

Single Agency Safeguarding Training

The DSPP do not provide single agency training specialised for particular agency roles.

This training is only provided by the agency to whom the practitioner is employed by.

Safeguarding multi-agency training should not be used to replace single agency training but to complement that agencies training for learning how to work together and understanding all agencies roles and responsibilities for safeguarding children and adults at risk.

There is an expectation that single agency safeguarding is fit for purpose for 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 Adults agencies may work with.

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.

An overview of our policy is laid out below.

DSPP training will continue to remain free of charge for all statutory agencies, voluntary organisations and registered childminders. As the training remains free of charge, there is no provision for lunch during the courses.

For private enterprises and profit-making organisations there will be a fee of £75 for a full day training and £25 for a half day or less training. Your organisation will be invoiced following attendance at the training session.

One Day courses: In order to minimise disruption to the training, The DSPP has agreed that candidates that are more than 30 minutes late to a one day course without making contact with the venue or training team will not be allowed admittance and will be charged the full fee (£100) for non-attendance.

Half Day courses and briefing sessions: In order to minimise disruption to the training, the DSPP has agreed that candidates who are more than 15 minutes late for a half day course or shorter briefing session without making contact with the venue or training team will not be allowed admittance and will be charged the full fee (£50) for non-attendance.

Cancellations: To cancel your place on a course, you must follow one of the processes outlined below. Removing the calendar invite from your diary without completing one of the steps below does not constitute a valid cancellation and will result in a charge being applied.

- Cancellations with five or more working days' notice: Cancellations can be completed online by logging in to the DSPP Learning Zone and cancelling your place on the course. Navigate to the course title you wish to cancel, select the date you wish to cancel, and press the 'cancel' button on the right-hand side of the course listing. You may receive a cancellation email, as will your line manager.
- Cancellations with less than 5 working days' notice: Should there be any unforeseen circumstances that require you to cancel your training with less than 5 working days' notice, you must email; dsppb.training@dudley.gov.uk or telephone 01384 813 780 as soon as possible, stating the reason you are unable to attend.

Individual circumstances will be taken into account when making a decision about applying cancellation fees. However, if no contact is made through the above methods then the organisation will be subject to the full cancellation fee for that session.

It is essential that contact is made with the DSPP training team before the session as the DSPP aim to ensure that training places are maximised and the DSPP may be able to offer the place to other candidates.

Late cancellation (that are less than 5 working days) will normally incur an administrative charge of £100 for a full day or £50 for a half day or less, which will be invoiced to your organisation.

The DSPP state that cancellations can only be made for reasons relating to service users or illness. Line managers agree to staff attending the course and must therefore make appropriate arrangements for staffing cover in light of this.

A final decision will be made by the DSPP Learning and Development Co-ordinator in relation to whether charges will be applied.

Any cancellation charges remaining unpaid by any organisation later than one month following the issuing of the invoice may mean that no further applications from that organisation will be accepted until payment is received.

Staff / Applicant Substitutions: at whatever point they are made – will not be subject to a cancellation charge if another colleague attends the training on the date originally booked.

Full Terms and Conditions in our charging policy is available on the [Learning Zone website](#).