

North East Lincolnshire
Safeguarding Children Partnership
(NELSCP)

Training Strategy and Plan

2023 – 2025



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1. Introduction

North East Lincolnshire Safeguarding Children Partnership is committed to ensure that organisations “*Work together to safeguard and protect children from harm in NEL.*” Underpinning this ambition are a set of agreed strategic priorities which are set out in the Business Plan (2023-25) which include reviewing and revising the strategies in ensuring effective local arrangements in the following areas:

1. Neglect
2. Sexual Abuse
3. Early Help

Where reference is made to ‘staff’ within the strategy, this refers to anyone working in a paid or unpaid capacity with children, young people and families.

2. Vision

Our Partnership’s vision is to work together to ensure safeguarding arrangements within our place are proactive, robust, effective and clear and for help and support to be offered at the earliest point to enable children, young people and families to have positive outcomes, where they reach their full potential.

3. Principles

The North East Lincolnshire Safeguarding Children Partnership (NELSCP) Business Plan sets out the strategic intent of partners to make this vision a reality. It underlines the statutory objectives of the NELSCP, to coordinate and ensure the effectiveness of safeguarding arrangements with priorities set for 2023-2025.

- Safeguarding is everybody's responsibility
- To work in a strength-based way and focus on practice improvement.
- Engage with and value and support our workforce
- To always ask the ‘so what?’ question and ensure what we do makes a difference.
- To focus our work on safeguarding the needs of vulnerable children and young people and improving their outcomes.
- To promote the idea; that children and young people's behaviours, levels of vulnerability and levels of resilience, are all informed by their surroundings and the contexts in which they spend their time.

- To have a culture of continuous review and learning with evidence-based practice.
- To be accountable and open to constructive professional challenge

4. Purpose

The purpose of this strategy is to provide a framework for the provision of multi-agency safeguarding training, which is based on an assessment of local need and is informed by learning from national and local research and learning from practice, including safeguarding reviews.

As outlined in Working Together to Safeguard Children 2018, multi-agency training is important for supporting our collective understanding of local need and for practitioners to be effective in universal services and across the safeguarding pathway. The premise of multi-agency training is that it provides 'added value' and it is 'better together' in providing a collective understanding of the local needs of children and families and the new and emerging threats.

The NEL SCP Training Strategy and Plan seeks to ensure safeguarding training/learning activities are based on local need, and meet the needs of practitioners, in being able to recognise and respond to need and risk. In addition, it aims to measure the impact of safeguarding training on practice and improving outcomes for children and young people. We will ensure that through the partnership structure and functioning that learning from Safeguarding Practice Reviews, Voice of the Child, findings/improvement from audits and national research and best practice is embedded into training and informs local practice and continuous learning.

Continuous learning is key to improving outcomes for our children, young people and families. Through our approach to analysis of data, assurance activity and voice of children and practitioners, we will form a collective understanding of new and emerging threats, trends and issues, familiarising ourselves with evidenced based practice about what works, utilising research. This will inform an ongoing review of provision and availability of safeguarding children training and workforce development opportunities and the identification of gaps, which will inform development to meet the needs of the workforce. To achieve the priorities and to ensure that multi-agency safeguarding practice is effective and follows local policies and procedures, we will quality assure the impact of safeguarding children training through evaluation, audit and practitioner feedback.

5. NEL SCP Training Delivery Framework

The NEL SCP Training Strategy and Plan has been designed for ease of use by organisations and safeguarding practitioners. Each of the key elements of the NEL SCP Training Strategy and Plan are outlined below:

- Multi-agency Safeguarding Children Training Standards
- Organisation Responsibilities
- Training Programme and how to book onto courses
- Target groups for training
- Training Pathway

- Evaluation and impact
- Training Charges

6. Multi-Agency Safeguarding Children Training Standards

These training standards have been adopted by members of YHMAST (Yorkshire & Humber Multi-Agency Safeguarding Trainers) to reflect good practice and encourage a minimum standard in relation to delivery of child safeguarding training. The standards are based on those developed by PIAT (Promoting Inter-Agency Training) in 2003 and adapted more recently by CAPE (Child Protection in Education). YHMAST agrees with their original aim - to prevent abuse and ensure that outcomes for children were improved by providing effective continuing professional development - and has adapted them to reflect recent developments in safeguarding children training.

Standard 1	Trainers will have a working knowledge and recent experience of safeguarding practice and at least one trainer will be a suitably qualified* or experienced trainer (*this may include attending relevant Training for Trainers programme or undertaking an adult teaching/training qualification)
Standard 2	Training content and delivery will make clear that the child's welfare is paramount and incorporate the voice of the child, their rights and needs
Standard 3	Training has clear aims and objectives / learning outcomes, is well planned and has a positive impact on practice
Standard 4	Training is informed by current research, is evidence-based and includes lessons learnt from serious case reviews / child safeguarding practice reviews
Standard 5	Training is linked to current and evolving local, regional and national standards
Standard 6	Training promotes inter-agency/partnership working and the importance of information sharing and working collaboratively with others.
Standard 7	The training will promote and enable practice, which is culturally aware, respects diversity, promotes equality, is anti-racist and is anti-oppressive.

Standard 8	The trainer will, by liaising with the commissioner where relevant, ensure that the training environment is conducive to learning, safe and inclusive for all participants, taking into account their diverse needs whether this be face-to-face or online
Standard 9	Training content will be regularly reviewed and evaluated to ensure standards are being maintained and that there is a positive impact on practice in the long and short term
Standard 10	Materials/resources are clear, accurate, relevant and up to date, and take account of adult learning styles
Standard 11	All training encourages and models appropriate challenge. The training will respect confidentiality however, trainers will recognise, act on and follow-up on any safeguarding concerns for children, adults at risk or organisations after the course
Standard 12	Training will be delivered via the most appropriate platform for the circumstances and content including face to face, virtual and blended learning, with a bias towards methods that most effectively enable the building of multi-agency networks

7. NEL SCP/Organisational Responsibilities

The SCP Learning and Development Group are responsible for developing and driving the implementation of a training plan, influenced by the SCP strategic priorities and from learning identified within serious child safeguarding review cases. The NEL SCP should seek assurance that agencies have appropriate single agency safeguarding training in place. The SCP is responsible for ensuring that the inter-agency training it delivers meets quality assurance practice standards.

Our SCP trainers are responsible for delivery of most of the SCP multi-agency safeguarding children training across North East Lincolnshire and are expected to:

- Prepare thoroughly for delivery by allowing time to familiarise themselves with the materials, as well as keeping material up to date, meeting with co-trainers and keeping up to date with research and local policy and procedures, including the NELSCP Policies and Procedures.
- Provide feedback about practice and training issues which arise on our courses and any revisions needed to course content.
- Monitor attendance at each course ensuring that it is recorded properly.
- Ensure that delegates are asked to complete an online evaluation form and informed that further evaluation may be required in the future.

8. Responsibilities of all Organisations

- All organisations are responsible for ensuring all practitioners, including paid employees and volunteers, undertake the right level of safeguarding training relevant to their role and remit (please refer to 'Target Groups for Training' section below)
- All organisations are responsible for the organisation and delivery of basic/introductory and refresher single-agency training for their staff as appropriate
- The NEL SCP takes responsibility for the delivery of a rolling programme of multi-agency training and events; employers are responsible for releasing staff to attend as appropriate.
- Key organisations are required to identify a Safeguarding Training Lead who will attend the SCP Learning Development and Policy Group and will ensure that training issues are followed through within their organisation.
- Employers must have training plans in place and systems to record the attendance of their staff on safeguarding children training, so that they can provide assurance that they are making the right provision and can provide monitoring evidence to the NEL SCP when required.
- There is an expectation that paid staff and volunteers, at all levels, across all disciplines, are responsible for continuing their own professional development by updating their skills and knowledge in safeguarding and promoting the welfare of children and young people.

9. Target Groups for Training

Practitioners and volunteers should undertake safeguarding training that is appropriate to their role and their level of contact with children, young people and families.

<p>Group A</p>	<p>Basic Enables learners to gain a basic understanding of potential indicators of abuse and knowing who to contact and seek advice from if they have concerns Group A: required for all staff who may be in infrequent contact with children, young people and/or parents and carers who may become aware of possible abuse or neglect Group A staff and volunteers require: basic safeguarding training delivered/sourced by the employing organisation, which may include online learning Aligns to Health Organisations' Intercollegiate Level 1 and Level 2 training</p>
<p>Group B</p>	<p>Foundation Enables learners to gain an understanding of the signs and symptoms of abuse and what to do if they have concerns, highlighting the appropriate referral route when concerns are raised; the importance of multi-agency working and the relevance of appropriate information-sharing Group B staff and volunteers: this group consists of staff that have frequent contact with children and young people and/or parents and carers. They need to recognise and respond to signs of abuse but are not directly involved in complex and/or statutory intervention processes</p>

	<p>Group B staff and volunteers require: foundation level training which may be provided by the employing organisation or can be provided through the SCP training programme via the SCP Level 1 Introduction to Safeguarding Children training.</p> <p>Aligns to Health Organisations' Intercollegiate Level 3 training (foundation – this is a one-off course for those at Intercollegiate Level 3)</p>
Group C	<p>Advanced</p> <p>This level of training enables individuals to be aware of their role and responsibilities in safeguarding, including local issues and personal accountability and is multi-agency training. It covers all levels of the safeguarding framework. Practitioners from all organisations who have a lead or deputy lead responsibility for safeguarding within their organisation should attend training at this level. This group are involved in statutory intervention, section 47 enquiries, child protection conferences and core groups and where multiple/complex needs are identified.</p> <p>Group C staff and volunteers: frontline practitioners who predominantly work with children and young people and/or parents and carers and who contribute to the assessment, planning, intervention and review of children where there is a safeguarding concern. They may be designated safeguarding leads/managers or supervisors within organisations</p> <p>Group C staff and volunteers require: advanced multi-agency training, delivered by the Safeguarding Children Partnership – SCP Level 2 Safeguarding Children training.</p> <p>Aligns to Health Organisations' Intercollegiate Level 3 training</p>
Group D	<p>Specialist</p> <p>Specific training for specialist workers, managers, supervisors, named health professionals, headteachers/leaders of safeguarding in the setting/strategic leads in all organisations</p> <p>Group D: this group consists of strategic leads and those professionals in Group C that require specialist knowledge to support children particularly at risk.</p> <p>Group D staff and volunteers require: bespoke/specific training. This can be sourced/delivered by the employing agency or commissioned/sourced by North East Lincolnshire Safeguarding Children Partnership</p> <p>Alignment to Health Organisations' Intercollegiate Levels: Intercollegiate Levels 4 and 5</p>

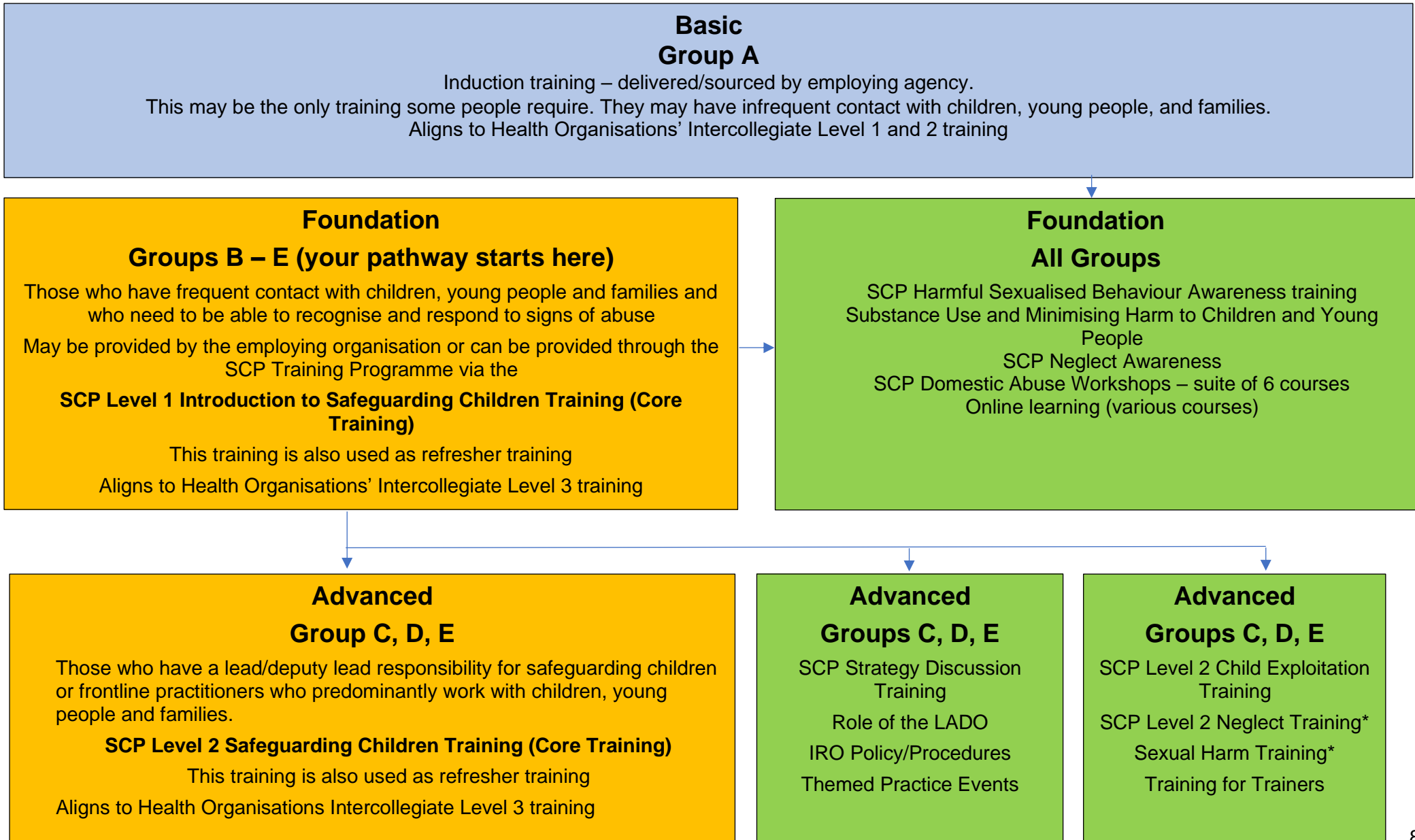
10. SCP Training Pathway

Induction Training

Core SCP Training

Themed Safeguarding Courses

* To be developed



11. Training Programme and How to Book onto any Learning Opportunities

NEL SCP offers a comprehensive training programme, which delivers a wide range of learning opportunities for professionals and volunteers, working with both children and adults. The training programme sets out the current training priorities for the partnership. We offer a varied training programme which includes face to face workshops, virtual and online learning, to provide flexibility of access for our learners and to enable a blended approach to learning. The Training programme can be found on the SaferNEL website here: [SaferNEL | Children's Workforce Development - SaferNEL](#) and access to our online learning opportunities can be found here too.

In addition, information about individual courses is circulated electronically to SCP member organisations and included in newsletters as appropriate.

Booking onto our face to face or virtual workshops is via our learning management system, Learn-NEL, for North-East Lincolnshire Council colleagues and the Children and Families Learning Zone for all other organisations. This is a self-service booking system for all and provides an individual learner account for recording and checking on learning completed. The Children and Families Learning Zone can be accessed via the SaferNEL website link above and by clicking on the Children and Families Learning Zone logo at the top of the page or directly via this link: <https://learn-nel.com/childrenslearningzone>

12. Quality Assurance and Evaluation

The purpose of the quality assurance programme is to ascertain:

- The quality of training in terms of content and delivery
- Any improvements needed
- The relevance of training to organisational objectives and participants' roles
- The impact of training on practice in terms of the skills and knowledge of practitioners, the development of their practice, and the impact on service delivery and improved outcomes for children

The impact of the NEL SCP training plan will be critically evaluated using a number of methods:

- Course evaluation from participants after the course via the online booking portal
- Quantitative means - scrutinising attendance figures and organisation breakdown
- Feedback from trainers
- 6 month follow up, longitudinal impact on quality of practice
- Impact and evaluation process using post course questionnaires, observations, course reviews and follow up consultation

13. NEL SCP Charging Policy

Training charges are payable for our core training (SCP Level 1 and Level 2 training) and some themed courses, at our discretion.

Course	Cost Per Person	In-house Rate for Single Agency Delivery (NEL SCP provide the resources and the Designated Safeguarding Lead delivers)
SCP Level 1 Introduction to Safeguarding Children Training	£30 per person	£15 per person
SCP Level 2 Safeguarding Children Training	£40 per person	n/a – multi-agency training
SCP Level 2 Child Exploitation Training	£40 per person	n/a – multi-agency training
Domestic Abuse Awareness Training (suite of 6 workshops)	Free of charge	n/a – multi-agency training
Cancellation Charges	£100 per person for cancellation within 7 days of the course or non-attendance on the day Exceptions may be made, depending on individual circumstances.	

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