



ANNUAL TRAINING REPORT

APRIL 1ST 2012 TO MARCH 31ST 2013

INTRODUCTION

The purpose of this report is to outline the activity and achievements of the Strategic Learning and Development Group (SLDG) for the period April 1st 2012 to March 2013.

This was a challenging year for the SLDG with further changes to personnel. Charlotte Lucas left in April to be replaced by Allyson Godley who in turn left in February 2013 and was replaced by Claire Topham.

The purpose of training for inter-agency work at both strategic and operational levels is to achieve better outcomes for children and young people by fostering:

- a shared understanding of the tasks, processes, principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare;
- 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;
- sound child focused assessments and decision-making; and
- learning from Serious Case Reviews (SCRs) and reviews of child deaths.

(Working Together to Safeguard Children 2010)

ATTENDANCE AT MEETINGS

Group Membership

NSPCC (Chair)

Vivacity Leisure Services

Cambridgeshire and Peterborough Foundation Trust (CPFT)

Early Years

Young Lives

Workforce Development Adult Social Care
 Cambridgeshire Constabulary
 Education Safeguarding Lead
 Peterborough and Stamford Hospitals Foundation Trust (PSHFT)
 Cambridgeshire and Peterborough Probation Trust (corresponding member)
 Workforce Development Children's Services
 Business Unit

The SLDG met on 8 occasions during this period

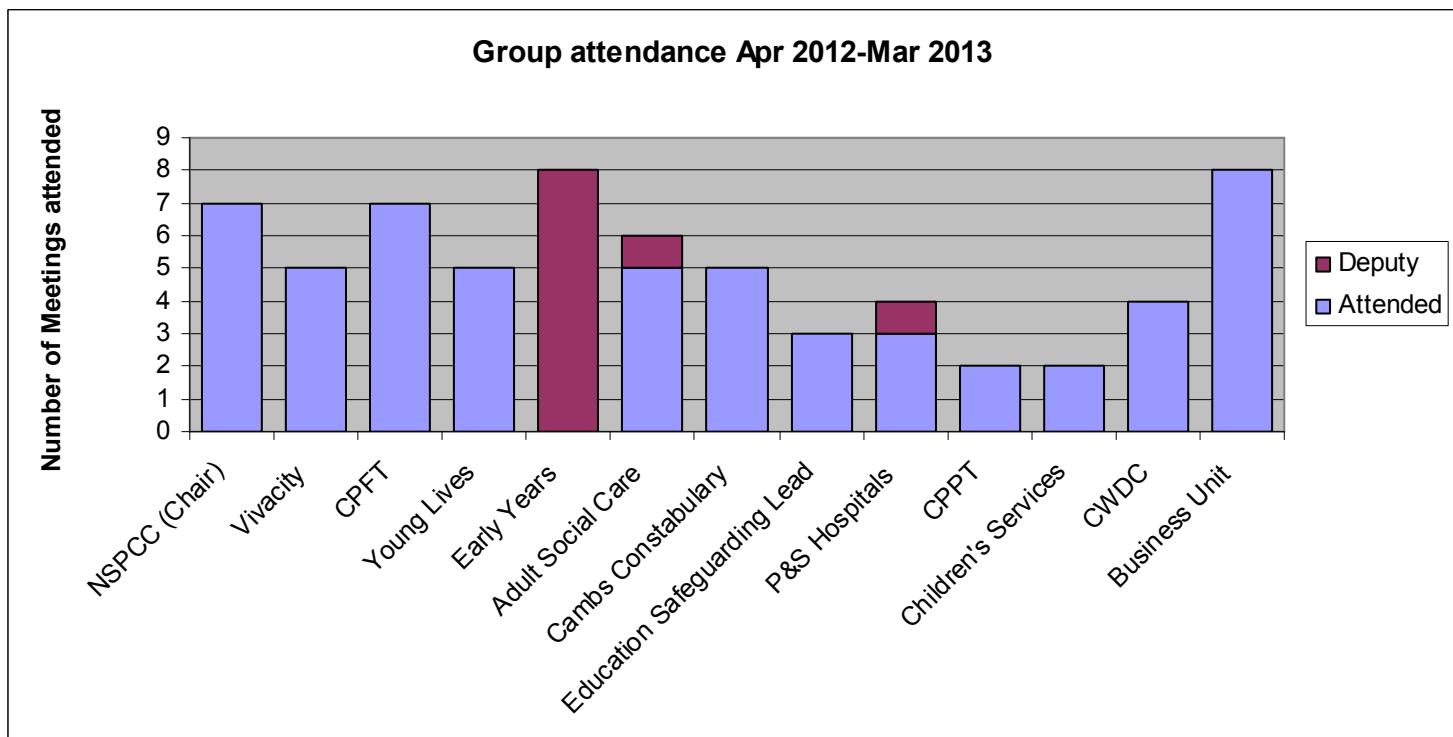


Fig. 1

Attendance at the SLDG is consistent with very good commitment by some members of the group. The lowest attendance was the July meeting last year and with hindsight it would have been better to cancel.

VALIDATION OF TRAINING

The validation panel met six times during this period and validated ten courses. The panel is made up of two members of SLDG and the Training and Development Manager for PSCB. The panel members work on a rotational basis to ensure that everyone takes a turn.

In previous years the panel only validated level 1 safeguarding courses and only those courses of agencies that were represented on the PSCB. For this year the SLDG decided that we should validate other safeguarding courses delivered by single agencies and therefore six courses that were level 2 and 3 were validated.

The SLDG was approached by two independent trainers who provide training locally for Early Years and voluntary organisations requesting validation for their courses and for the first time this was agreed. The panel also validated training for an independent provider contracted to Children's Social Care to provide a service. The validation lasts for 2 years and agencies are contacted when revalidation is required.

The panel has been impressed by the high standard of training being provided in single agencies

Agency	Training validated	Date	Revalidation date
Independent Trainer	Early Years Safeguarding Training	April 12	April 2014
Peterborough Regional College	Level 1 Safeguarding Training	June 12	June 2014
CPFT	Level 3 Safeguarding Training	June 12	June 2014
121 Social Care	Level 2 Safeguarding	Aug 12	August 2014
Probation	Safeguarding Training ½ day Safeguarding Training 1 day	Sept 12	September 2014
Independent Trainer	Level 1 Safeguarding Training	Nov 12	November 2014
CCS	Level 3 Safeguarding	Jan 13	January 2015
Young Lives	Level 2 Refresher Training Level 2 E Safety Training	Jan 13	January 2015

Fig. 2

TRAINING COURSES

The SLDG delivered fourteen courses on the core programme this year. The courses delivered were based on the outcomes from a training needs analysis in December 2011 and the learning from local and national serious case reviews (for the core programme of courses delivered please see appendix 1).

There were additional courses delivered as a result of recommendations from a Peterborough serious case review which included:

- Domestic Abuse Workshops for First Line Managers;
- Strategy Meeting Workshops for Managers responsible for chairing strategy meetings;
- Assessments – why do we get men wrong?
- Briefings for staff on the learning outcomes from the serious case review.

The course 'A briefing on the findings of the Child Death Overview Panel' was changed to 'Understanding the Impact of Serious Case Reviews and CDOP on Practice' is delivered jointly with Cambridgeshire LSCB. Training the Trainers and a Refresher for Trainers continues to be delivered jointly with Cambridgeshire LSCB.

Children's Workforce Development Council Funding

In 2012 there was funding received for the CWDC to implement recommendations from the Munro Report. This funding was used to fund the following courses:

1. Three courses of 'Assessments – why do we get men wrong?' delivered by Rachel Sensicle Independent Consultant
2. PSCB annual conference – Child Sexual Exploitation
3. Working with Resistant Families delivered by Eyewitness Theatre Group
4. Risk taking behaviour in adolescents (2013/14 programme 2 courses) – Rachel Sensicle
5. Cultural Competence one lunch time seminar and 2 courses for 2013/14 programme delivered by Julie Solley Independent Trainer.

Themed Practitioner Workshops

From June 2012 Themed Practitioner Workshops have been delivered once a month over lunchtime. These have proved to be very popular and there has been good attendance from a range of practitioners. Subjects have been varied but examples are attachment and bonding, bruising, abuse of infants and current topics.

The PSCB Annual Conference

The PSCB annual conference was held on 15th November at the Kingsgate Conference Centre and dealt with the key issues around Child Sexual Exploitation. Several guest speakers involved in child sexual exploitation (CSE) spoke at the conference to give both a national and local perspective of CSE.

The speakers were:

- **Bina Parmar - National Working Party, Child Sexual Exploitation**
- **Detective Sergeant Steve Clough - South Child Abuse Investigation unit**
- **Valerie Wicks, Social Worker – Children's Integrated Disability Service**
- **"Chelsea's Choice" – "Alter Ego" Theatre Group**
- **Detective Chief Inspector Alan Edwards – Shropshire Territorial Crime Manager**

Attendance

One hundred and twenty places were available and applications were received from one hundred and thirty. There were nineteen 'no shows' on the day but with the one hundred and eleven attendees and representatives from PSCB and guests the final number attending was 124. Evaluation forms were received from ninety participants and all were extremely positive.

ATTENDANCE ON COURSES

Attendance on courses this year was 745 compared with 308 the previous year. This can partly be accounted for because the change in venue from the Courtyard to Northminster House has meant that more people can be accommodated on courses.

Flyers are sent out to inform staff of any places still available on courses including the Assistant Director Children's Services. Non attendance is followed up to find out the reasons for not attending and people are charged if they do not have a suitable explanation..

Please see chart with breakdown of those staff groups attending.

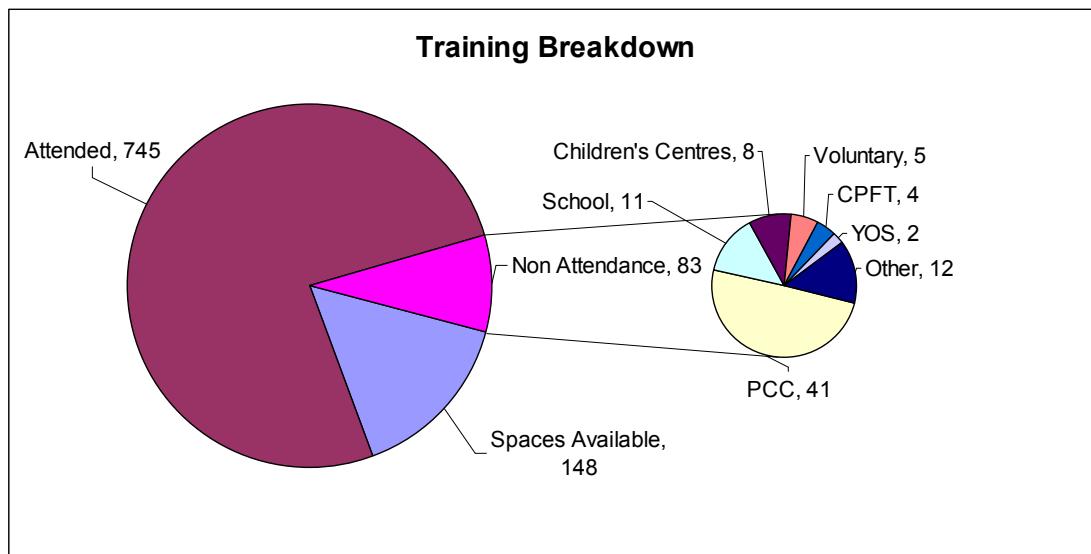


Fig.3

Impact of Training Tool

This tool was introduced in January 2012 and this is the first time that there have been results for a whole year available. It can be seen from the chart below that the return rate is poor ranging from 20 to 30%. An email is sent one month following the training with the link to the tool. If no reply is received a follow up email is sent. Initially certificates of attendance were not issued until the tool was returned however, this did not make a difference to the return rate and a decision was made to return to issuing the certificates at the end of the training session as the certificate was purely for attending the training.

The SLDG will be reviewing the tool at the next meeting with a view to proposing a way forward.

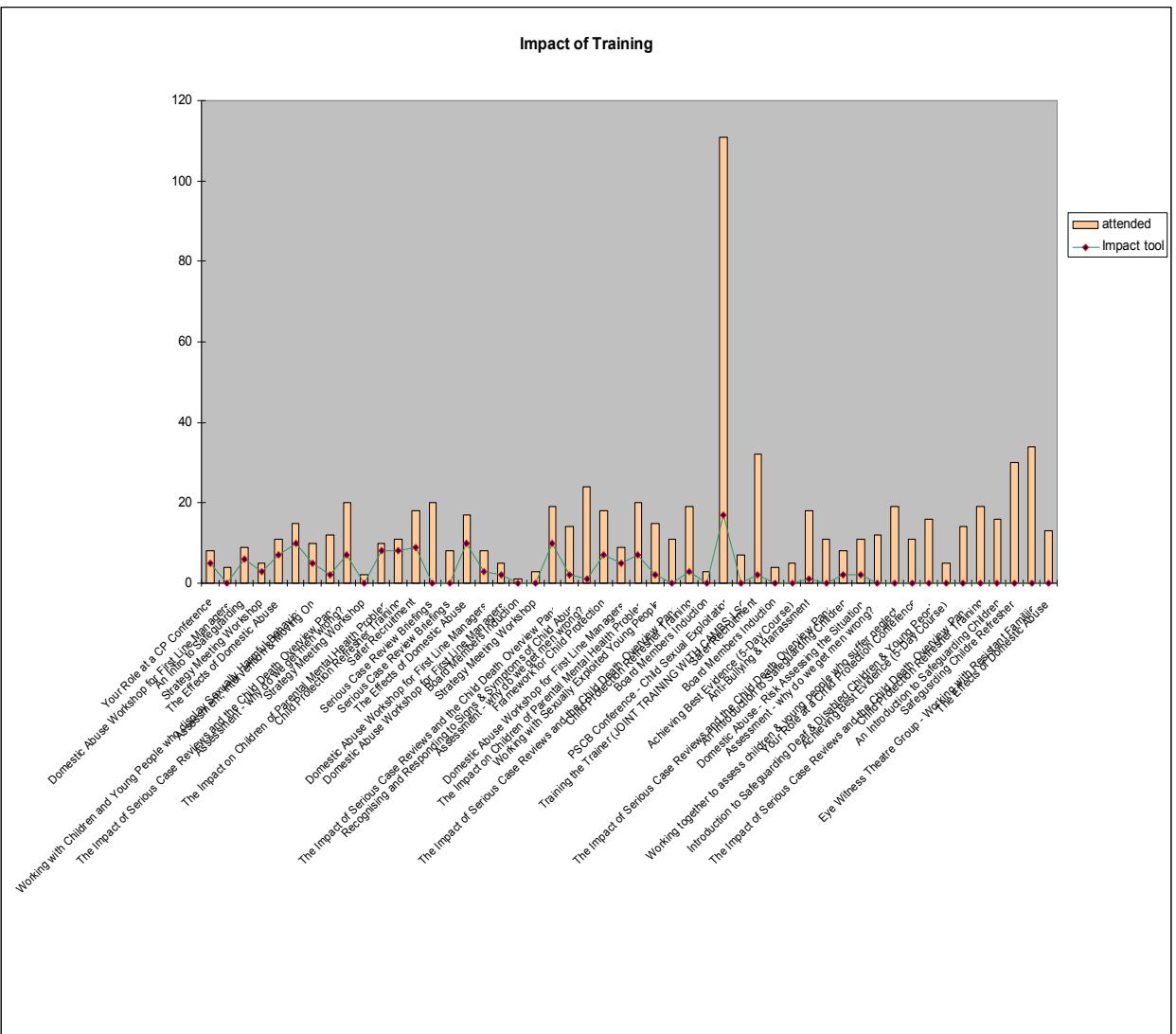


Fig.4

Multi-agency Training Planning Group

In December 2011 a training needs analysis was sent to all agencies. Only four replies were received despite attempts to follow up. In 2012 the decision was taken to form a task and finish multi-agency group to assess what training would be required for the current year and as a result a number of new courses were developed. A new style training brochure was designed which is colour coded to allow easier use and ensure that practitioners were applying for the relevant courses. This also included a new application form, also colour coded but containing more information about any special needs the applicant may have.

CONCLUSION

This has been yet another busy year for training. There have been more courses available particularly for practitioners and managers who require level 3 training. We have achieved engagement with General Practitioners for the first time who were very enthusiastic to attend training and gave the training excellent evaluation. Numbers attending the courses have increased significantly with better systems in place for informing practitioners and managers of places still available. The new training data base has enabled us to provide better reporting on training and enables information to be given easily to individual agencies.

The coming year will build on the progress made and more courses have been developed to meet the needs of our qualified practitioners.

Working Together 2013 went live on April 15th 2013. The approach to serious case reviews will be a systems methodology. It requires LSCBs to have a Learning and Improvement Framework which ensures that the learning that is delivered takes account of learning from serious case reviews and from cases that have gone well. The ethos is to bring practitioners together to share learning and to learn from each other and create a culture of continuous professional development.

Nick Edwards
Chair of SLDG
May 13th 2013

Helen Herron
Training and Development Manager

APPENDIX 1
CORE TRAINING PROGRAMME
APRIL 2012 TO MARCH 2013

An Introduction to Safeguarding Children
The Effects of Domestic Violence
Working with Sexually Exploited Young people
Recognising & Responding to the Signs & Symptoms of Child Abuse
Domestic Abuse - Risk Assessing the Situation
Framework for Child Protection
Your Role at a Child Protection Conference
Working with Children & Young People who Display Sexually Harmful Behaviour
Assessment, Intervention & Moving On
Child Protection Refresher Training
Safer Recruitment Training
A Briefing on the Findings & Recommendations of the Child Death Overview
The Impact on Children of Parental Mental Health Problems
Training the Trainers