



Safeguarding Children Training Responsibilities for Agencies

According to 'Working Together' *'LSCB's should monitor and evaluate the effectiveness of training including multi-agency training, for all professionals in the area..... Training should cover how to identify and respond early to the needs of all vulnerable children, including: unborn children, babies; older children; young carers; disabled children; and those who are in secure settings.'*

(Taken from Working Together 2015)

Cambridgeshire and Peterborough's CPSB policy on the training responsibilities of partner agencies is as follows:

Employers Responsibilities

For **Single Agency Training** (training within their own agency) :

- ensure that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's and young people's welfare.
- ensure all those in contact or working with children and young people and/or with adults who are parents have a mandatory induction which includes familiarisation with their child protection responsibilities and the policies and procedures to be followed if they have concerns about a child's safety or welfare.
- ensure a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice.
- ensure that their staff are appropriately trained in line with the Cambridgeshire / Peterborough CPSB Training Practice Guidance.
- ensure that all staff, including administrative staff, are given opportunities to attend local courses in safeguarding and promoting the welfare of children.
- ensure that appropriately qualified staff undertaking specialist roles receive the necessary specialist training
- ensure all professionals have regular reviews of their own practice to ensure they improve over time
- ensure single agency training has been quality assured and endorsed through the CPSB Validation process

Employers have a responsibility to identify adequate resources and support **for multi-agency training** by:

- committing resources for multi-agency training, through providing venues, providing staff to assist in the planning, delivery and evaluation of multi-agency training.
- Releasing staff to attend the appropriate multi-agency training courses and allowing time for them to apply their learning
- Ensure that staff receive relevant single agency training that enables them to maximise the learning derived from multi-agency training.
- For designated Trainers for the CPSB's to adhere to the Cambridgeshire/ Peterborough CPSB Training Standards and Principals

The Provision of Safeguarding training

The employers responsibilities in relation to Safeguarding Training are listed above and should be provided to staff either as a single agency provision or within a multi-agency setting

The expectations for delivery of training are set out in the Cambridgeshire/ Peterborough CPSB's training standards and principals

To access the CPSB's comprehensive programme of training please visit the CPSB websites:

<http://www.safeguardingpeterborough.org.uk/children-board/professionals/training/>

Suggestions for Safeguarding Training

Listed below are some suggestions of Safeguarding Training for different Target groups. Agencies may wish to refer to the Competencies checklist when designing training for the target groups.

Group	Target Group	Suggested Training Content
1	Staff in infrequent contact with children and young people	What is child abuse and neglect? Signs and indicators of abuse and neglect Normal child development Voice of the child Maintaining a child focus What to do in response to concerns
2	Staff in regular contact or have a period of intense but irregular contact with children and young people	The above + Documentation and sharing of information regarding concerns Using the Framework for the Assessment of Children in Need and their families own safeguarding responsibilities Learning lessons to improve professional practice in safeguarding children and young people
3	Staff who predominantly work with children and young people	The above + Working together to identify, assess and meet the needs of children where there are safeguarding concerns

		<p>The impact of parenting issues such as domestic abuse, substance misuse</p> <p>Recognising the importance of family history and functioning</p> <p>Working with children and family members including addressing lack of co-operation and superficial compliance within the role</p>
4	Staff who have responsibilities and undertake section 47 enquiries	<p>The above +</p> <p>Section 47 enquiries, roles, responsibilities and collaborative practice</p> <p>Using professional judgement as to whether a child is suffering significant harm</p> <p>Taking emergency action</p> <p>Working with complexity</p> <p>Communicating with children in line with interviewing vulnerable witness guidance</p>
5	Named and lead professional	<p>Content from 1/2/3/4</p> <p>Promoting effective professional practice</p> <p>Advising others</p>
6	Operational Managers, practice supervisors, front line managers	<p>Content from 1/2/3/4</p> <p>Supervising child protection cases</p> <p>Managing performance to promote effective interagency practice. Specialist training</p>
7	Senior Managers	<p>Content from 1/2/3</p> <p>Section 11 expectations</p>
8	Members of the CPSB	<p>Content from 1/2/3</p> <p>Promote effective co-operation that improves effectiveness</p> <p>Current policy, practice and research</p> <p>Lessons from serious case reviews</p> <p>Specialist training</p>

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