Shropshire Safeguarding
Community Partnership

Learning and Development Strategy
2021 – 2023

1. **Introduction**

Shropshire Safeguarding Community Partnership is responsible for safeguarding, community safety and promoting the welfare of children and adults (including those with care and support needs). This includes ensuring there are appropriate learning and development opportunities for people who work with children, adults, carers, families and the wider community.

The purpose of this document is to provide a framework for safeguarding and community safety training across Shropshire. It is relevant for those who work with children, young people, adults at risk, carers, families and members of the public from both statutory and voluntary agencies. This will help to ensure that everyone is appropriately skilled, competent and confident in carrying out their responsibilities regarding safeguarding and community safety. This strategy is aligned with latest versions of:

- Working Together to Safeguard Children Guidance
- Care and Support Statutory Guidance
- Shropshire Safeguarding Community Partnership Strategic Plan and Priorities
- National Institute of Clinical Excellence Safeguarding Information

This document was produced by the Shropshire Safeguarding Community Partnerships Learning and Development Group.

2. **Priorities**

Our priorities are to:
- Contribute to the development of the workforce, to increase the safety of people in Shropshire, preventing, identifying and minimising harm because of abuse, exploitation, neglect and crime

- Promote a consistent multi-agency approach to learning

- Provide a comprehensive multi-agency workforce development programme

- Monitor, evaluate and quality assure the provision of training to ensure that it is effective and is being appropriately accessed by the workforce

- Evidence the impact of training on practice

- Provide a range of learning resources including specifically for Training Pool members

- Ensure that the learning from local, regional and national reviews and best practice is used to inform the content of the learning and development programme

- Promote alternative ways of learning e.g. shadowing colleagues, observing meetings, taking part in case audits

- Shropshire Safeguarding Community Partnership have the responsibility to ensure a rolling multi-agency programme of safeguarding and community safety training and events is available

3. **Principles**

We will proactively address matters of diversity and inclusion and promote understanding of protected characteristics and additional vulnerabilities as outlined in s149 Equality Act 2010. Our principles are based on making safeguarding personal:

- Hearing the voice of those affected by abuse and crime

- Partnership working with parents/families and carers

- Developing confidence in cultural competence

- Promotion of effective communication, professional curiosity, a common language and holding difficult conversations

- Improved interagency collaboration, making links and working together

- Evidence based

- Developing legal literacy

4. **Charging**

Charging policy will apply

5. **Training Pool**

The purpose of using a pool of staff is to support the delivery of the training programme to:
- Support development of staff to enable them to deliver training packages
- Standardise competency in training delivery
- Ensure consistent messages are communicated
- Increasing skills and knowledge
- To quality assure the training offer
- To make more training widely available

The training pool is a group of multi-agency staff who are supported to deliver SSCP training sessions. Once staff have completed the train the trainer process they are approved to deliver on behalf of SSCP for multi-agency sessions or within their own agencies.

6. **Quality Assurance and Evidencing the Impact of Learning**

Shropshire Safeguarding Community Partnership and its members have a responsibility to ensure that safeguarding and community safety learning opportunities are of a consistently high standard. We will seek assurance that learning is being transferred into practice and makes a positive difference to people's lives. All learning will be regularly reviewed and developed in line with new and emerging themes, trends and developing situations, local policies and procedures and governmental / legal changes.

- All delegates will complete post course evaluation/s which include questions about the impact the learning will have on practice

- We will use content of evaluations to inform the review of the training content and format

- Full attendance at the training session and completion of the evaluation/s is required for delegates to have access to a certificate of attendance

- As and when identified, thematic impact reviews will be completed

- Observations of trainers will take place

- An annual training report collating attendance, evaluation and the impact of the training on professional practice. This will be shared with the Learning and Development Group and reflected in the Shropshire Safeguarding Community Partnership Annual Report, published online

7. **Access to Learning**

Learners will be able to access training through their own organisations/employers and through the following multi-agency training providers:

http://www.safeguardingshropshirechildren.org.uk/professionals-and-volunteers/safeguarding-training/

https://shropshire.gov.uk/joint-training/

https://www.spic.co.uk/event/

8. Learning and Development Tiers

As illustrated on the following page employers should as part of their Training Needs Analysis allocate each employee to the relevant tier.
Shropshire Safeguarding Community Partnership recognises that for staff working in the NHS and other health professionals there is an expectation that they adhere to the parallel training requirements and objectives of the 'Adult Safeguarding: Roles and Competencies for Health Care Staff' and 'Safeguarding Children and Young People: Roles and Competencies for Health Care Staff.'

Advanced and Specialist Tier	**Target groups:** Members of the workforce who are involved in: • Assessing, planning, intervening • Taking part in multi-agency processes (including statutory case reviews) where there are safeguarding and community safety concerns. • Undertaking Section 47 or Section 42 safeguarding enquiries.
Purpose • Contribute to the development of the workforce, to increase the safety of people in Shropshire, preventing, identifying and minimising harm because of abuse, exploitation, neglect and crime • Identifying and responding to emerging themes and trends • Increase knowledge, skills and confidence when responding to safeguarding and community safety concerns • Improving legal literacy for staff and volunteers	**Method of Delivery** • Development time: including reading; peer discussion • Multiagency (or single agency) face-to-face/interactive virtual training • Multiagency (or single agency) face-to-face training • One to one conversation/restorative/reflective case supervision • Participating in relevant forums or practitioner groups • Participating in training the trainer models • Practice observation • Reflective practice • Shadowing, mentoring and coaching • Themed conferences • Use and promote SSCP website(s) throughout your organisation and as part of everyday practice • Use resources which promote discussion, webinars/reading/ /videos/SSCP or alternative e-learning sessions
Awareness and Universal Tier	**Target Groups:** Staff and volunteers who are supporting or working directly with children, young people, adults, including those with care and support needs and victims of crime.
Purpose • To ensure that staff and volunteers understand their role in keeping individuals and communities safe, and knowing when and where to refer or report • Identifying and responding to emerging themes and trends	**Method of Delivery** • Access resources which promote discussion, webinars/reading/ /videos/SSCP or alternative e-learning sessions • Development time: including reading; peer discussion • Familiarise and use SSCP website(s) and Child and Adult Safeguarding Key Information. • Multiagency (or single agency) face-to-face/interactive virtual training • Multiagency (or single agency) face-to-face training • One to one conversation/restorative/reflective case supervision • Practice observation • Reflective practice • Shadowing, mentoring or coaching
Induction Tier	**Target Groups:** All staff/volunteers/Shropshire residents
Purpose To enable all organisations to meet their legislative duties in relation to safeguarding and community safety through an induction programme, see SSCP outline below to identify the learning outcomes that should be met	**Method of delivery** • Access resources which promote discussion, webinars/reading/ • Direct delivery, stand-alone module or as part of a wider induction session • Familiarise with SSCP website(s) and Child and Adult Safeguarding Key Information. • One to one conversation/restorative/reflective case supervision • Practice observation • Reflective practice • Sector led induction standards • Shadowing, mentoring or coaching • SSCP or alternative e-learning sessions; community safety; adult and child safeguarding videos /SSCP or alternative e-learning sessions

Trainer Observation Form for face to face or online live learning

Trainer Name:	Level of Course and Course Title:
	Raising Awareness in Safeguarding and Protecting Children
Date of Observation:	
Number of delegates attending:	Observed by:
Online platform: Face to face location:	Role:

Did the trainer / facilitator:

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
		1	2	3	4	
Create and maintain a safe, learner-centred environment	• Health & Safety items identified and addressed • Greet learners as they join the session • Explain how the webinar will work, chat box, hands up etc. and any IT concerns • Have ground rules / group responsibility for the learning • Check back with the group for understanding, clarity and comfort • Convey warmth by smiling, using a friendly tone • Address counter-productive behaviour constructively					

Nov2021

Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
	• Use non-discriminatory, non-sexist and inclusive language					
Demonstrate effective presentation skills	• Speak clearly, concisely and audibly • Use relevant, engaging examples / scenarios to emphasise key points • Use varied teaching methods to ensure that training is interesting and engaging for all learners.) • Use media / technology appropriately and without disruption to flow • Present professionally throughout	1	2	3	4	
Present information fully	• Identify the link between videos, activities and learning outcomes • Keep the group on time and the training on schedule • Clearly articulate ideas and content and achieve identified learning outcomes	1	2	3	4	

Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
	• Relevant and appropriate learner resources provided • Appropriate references / links to further learning provided					
Facilitate the learning process	• Involve the group in finding solutions and answers • Respond to conflicts / difference of opinion such that it aids learning • Ask open-ended questions • Ask one question at a time and allow learners to think and respond	1	2	3	4	
Monitor and support learner progress	• Adjust pace to meet learner needs • Assess and provide feedback to learners formally and / or informally depending on session requirements	1	2	3	4	

Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
Demonstrate a commitment to learning and self-improvement	• Allow learners to share their own relevant knowledge and expertise • Ask learners for suggestions / follow through with implementing them • Convey a positive attitude about the value of training and learning • Devote full attention to facilitating during the session time	1	2	3	4	

Overall Training Observation Score		**1**	**2**	**3**	**4**
Trainer comments following feedback					

Trainer Observation Form for face to face or online live learning

Action Plan – agreed actions following feedback

Action Required	By whom	By when	Confirm action taken

Observer Signature: Date: _____

Trainer Signature:_____

Date:_____