

PETERBOROUGH SAFEGUARDING CHILDREN BOARD

STRATEGIC LEARNING AND DEVELOPMENT GROUP

ANNUAL REPORT 2011 / 2012

1. Introduction

- 1.1 This report highlights the activity of the Peterborough SCB Strategic Learning and Development Group from April 2011 to March 2012, and identifies key activities for the coming financial year.
- 1.2 Two significant changes in personnel have taken place during this period with Helen Herron appointed to the post of Training & Development Manager in July 2011, following Jo Bramwell's departure in May 2011, and Nick Edwards (Service Manager for NSPCC Peterborough) taking over as Chair for the group in March 2012 following Jenny Sergeant's departure in December 2011. Despite these changes, training has continued with minimal disruption to the programme.
- 1.3 During the course of 2011, the SCB training programme has been aligned with the financial rather than academic year. The training brochure has been amended to reflect this improvement.
- 1.4 This year's training programme has been delivered in the context of a number of significant challenges with a major restructuring taking place across the Health community, and an on-going Improvement Plan within the Local Authority. Training has however remained focused on key priorities for the Safeguarding Children's Board, and has, on the whole, been well attended.

2. Training programme April 2011 to March 2012

- 2.1 During the financial year 2011 to 2012 a total of 336 individual training and / or conference places have been filled by 244 individual participants. Across the year 24 training events have been delivered, in addition to the main annual conference, covering 14 learning topics varying from our quarterly 'Introduction to Safeguarding' and 'Child Protection Refresher' courses through to workshops addressing Domestic Abuse, Parental Mental Health and Child Sexual Exploitation. Full details of the courses delivered and attendance can be found at Appendix 1.
- 2.2 Despite working against a background of major change there have been some pleasing achievements:

- The introduction of a learning impact tool in December 2011, capturing participant feedback a short period after the training. This tool not only provides important information on the quality of the training, but can be used in the workplace as evidence for continuing professional development for registration or APR processes. This remains a relatively new tool, with 31 completed forms to date (detail within Appendix 2). Extended use of this tool features in the group action plan for 2012/13.
- A standard ‘Level One’ training pack has been developed for use across the SCB area, allowing agencies to adapt to their own individual service needs. Work remains on-going to develop an e-learning package to reduce the impact of Face to Face training.
- The PSCB annual conference ‘Child Sexual Abuse – an insight to offender behaviour’ was held on 3rd November 2011. The speakers were Rachel Sensicle, Child Protection Consultant and Graham Hill, Behavioural Analysis Consultant. The attendance of 128 was the largest ever experienced for a PSCB conference. Feedback from attendees was excellent.
- Joint training has been delivered between the Peterborough and Cambridgeshire SCB’s, with further collaboration planned for 2012/13. Recent training has included: Child Death Overview Processes and Training the Trainer.

3 Training Programme for 2012 to 2013

- 3.1 A Peterborough Safeguarding Children Board Workforce Development brochure is in place for 2012/13, outlining available courses for the coming year, and how these courses link to the required training for different practitioner groups (Level One to Six). It is intended that this brochure will be revised during 2012/13 to better demonstrate how practitioner competencies will be met through course attendance.
- 3.2 A total of 25 individual courses are planned, covering 16 learning topics, again including Introduction and Refresher training. In addition individual workshops will be held to address learning points from Serious Case Reviews or new national learning, and a Voluntary Sector Forum will be facilitated.
- 3.3 This training plan has been developed to address the following key areas:
 - The PSCB Business Plan for 2012/13
 - The Peterborough Improvement Plan
 - Messages from the Munro Report
 - Learning from Serious Case Reviews nationally and locally
 - The Peterborough Training Needs analysis

- 3.4 A Peterborough SCB Training Needs analysis was completed during 2011/12, and no significant changes were proposed to the existing training programme. It is intended to more robustly link future training to the findings of the Section 11 audit, and within future training brochures to make better links between individual agency and SCB training activity, with a more robust validation process for internally delivered Safeguarding courses.
- 3.5 In response to the findings of local Serious Case Reviews, a series of half day workshops will be held during the coming year, some of which will be delivered in collaboration with the Cambridgeshire SCB, reflecting the cross area working for a number of agencies. This approach will also be adopted for the dissemination of key national learning and practice guidance, including significant messages from the revision of Working Together.
- 3.6 In response to the Munro Report, and the recognition of the importance of multi-agency training in helping professionals from different agencies and backgrounds to learn together to keep children safe, monthly themed practitioner workshops have been developed to bring experienced professionals together. This will enable participants to review the latest research and share experience of working with various cases. They also provide practitioners with the opportunity to reflect on their practice and enable them to gain insight into each others roles.
- 3.7 Also in response to the Munro Report, there will be an increased focus on the development of analytical skills within the training process to add value to knowledge development through theory and research. The extended use of the Impact Tool and a desire to work with agencies to link this to practitioner annual performance, will add to this agenda.

4 Proposal for training from funding provided by The Children's Workforce Development Council

- 4.1 The Children's Workforce Development Council has funded a sum of £34,000 to Peterborough to implement training identified by the Munro Report with £17,000 coming into the PSCB for multi-agency training.

The funding will be used for the following:

- PSCB conference on Child Sexual Exploitation
- Including men in the assessment process - A trainer has been commissioned to provide two half day workshops.
- Assessing risk
- Analysing information
- Evidence based assessments – Theatre group, 2 sessions
- Domestic abuse workshops for first line managers and supervisors
- Reflective practice

- Assessment and intervention tools – 2 day courses (with Cambridgeshire Safeguarding Board).

5. Other Priorities for 2012 to 2013

- 5.1 To address the challenges of recent years, and an inability to extract reports from a training database no longer fit for purpose, a new database has been developed and will be embedded during 2012/13. This will enable the Business Support Officer to respond more readily to requests from agencies about who has attended PSCB training.
- 5.2 We will continue to support the development of the multi agency training pool to undertake the delivery of Level 1 training on behalf of the Peterborough SCB. Already over recent months two practitioners from a Voluntary Organisation have undertaken the ‘Training the Trainer Course’ and are ready to deliver to their organisation and others. Further courses are planned within the training programme.
- 5.3 To provide assurance within the Section 11 process, a more robust approach to training validation will be delivered during 2012/13, with the intention of listing within the training brochure all Peterborough validated courses – with a process for cross Peterborough / Cambridgeshire validation also in place. Regular meetings of the validation panel have been set up and a recall system for revalidation has been setup within the data base. This will provide significant assurances around training quality, linking to required competencies for each level of training.

6. Conclusion

2011/12 was a significantly productive year for the Strategic Learning and Development sub group of the Peterborough SCB, with good feedback on courses delivered, and a solid developmental agenda set for the future.

Key activities throughout the year have addressed SCB priorities, and with a drive towards evidencing quality of learning during 2012/13, a strong position is developing for this significant agenda.

Key tasks for 2012/13 include:

- Further development of the Learning Impact Tool;
- Revision of the Training Brochure to better reference the competencies required for practitioner / manager performance at Levels One to Six;
- Robust validation of all Safeguarding training courses across Peterborough (and Cambridgeshire if appropriate) to give confidence that practitioner / manager competencies are being addressed;

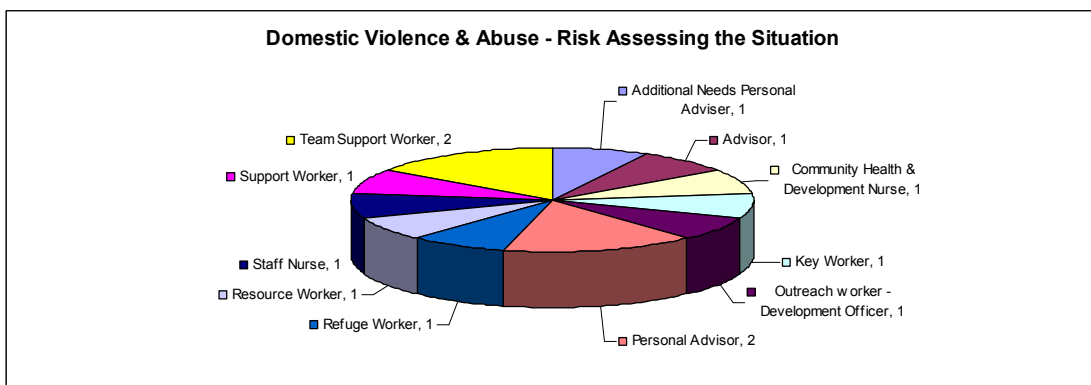
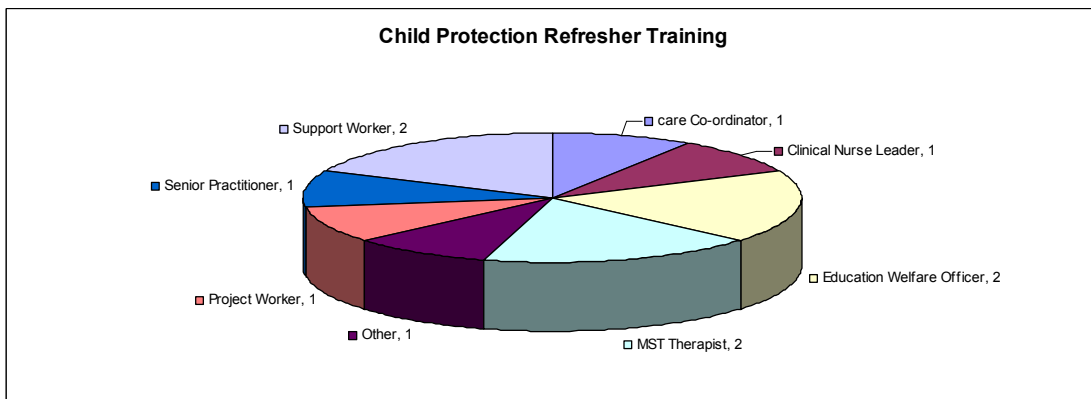
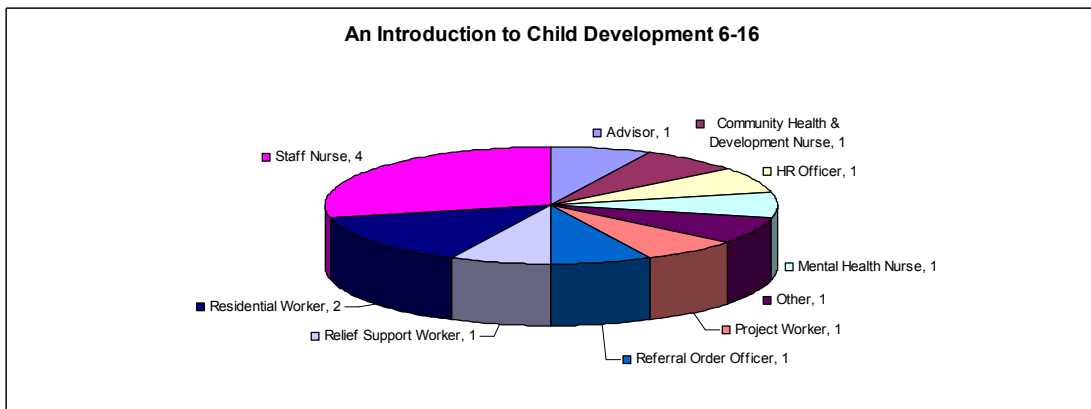
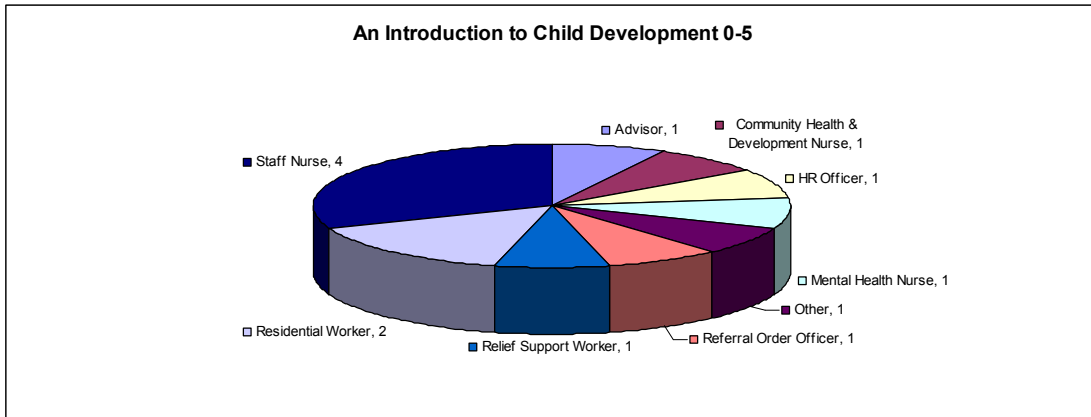
- Revisit of Section 11 audit to cross reference to the on-going development of SCB training;
- Development of training opportunities, including e learning, to assist in the cost effective delivery of essential training, with a special effort given to smaller agencies and their needs;
- Delivery of a robust and responsive training programme to meet the needs of the Peterborough children's workforce.

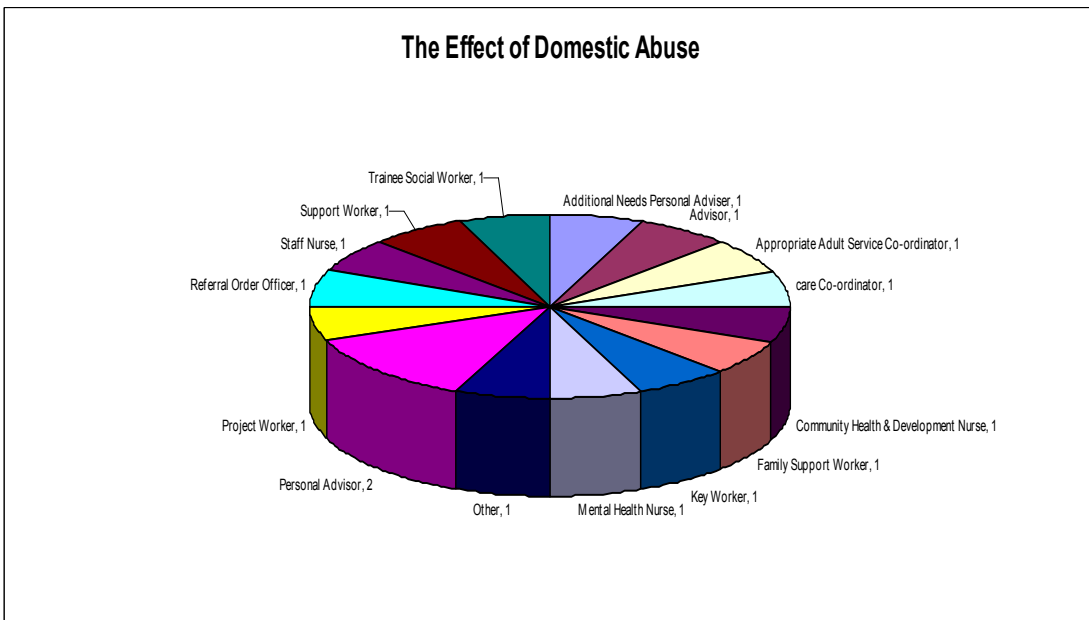
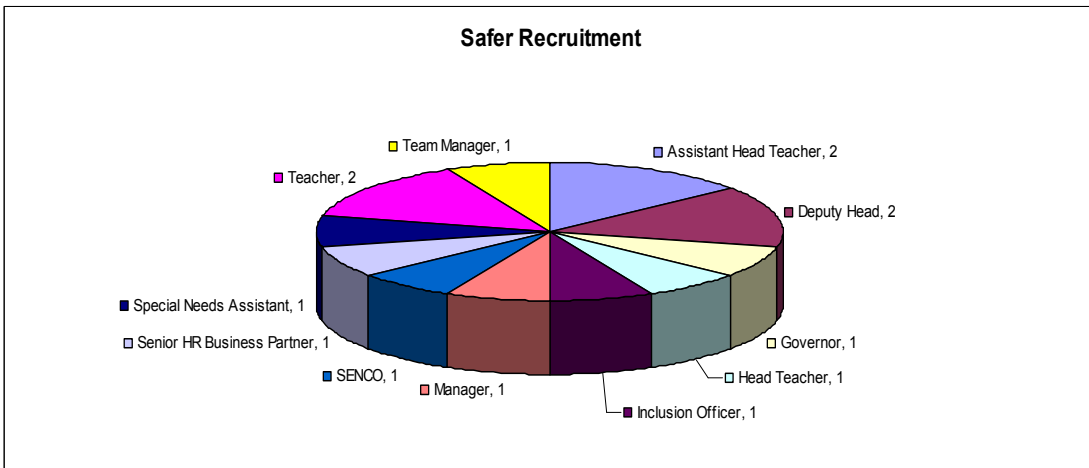
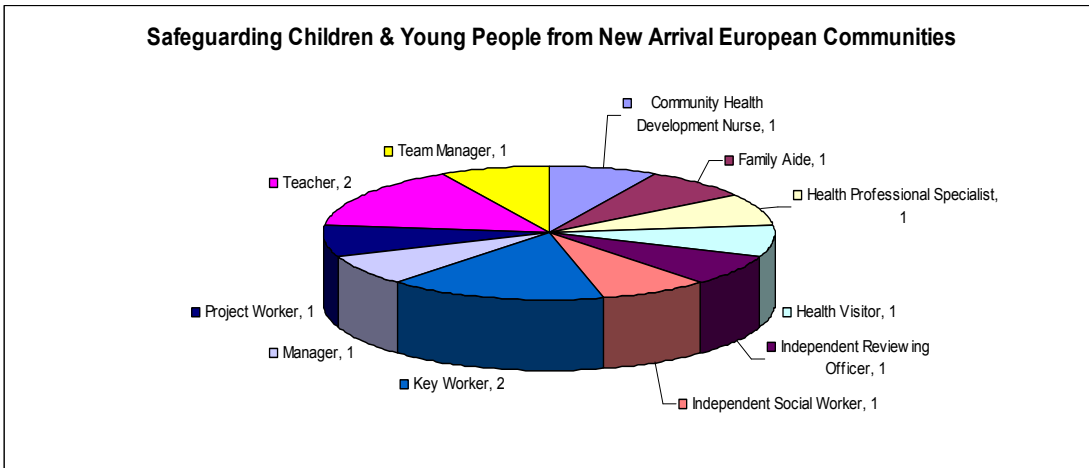
Nick Edwards
Chair of Sub Group

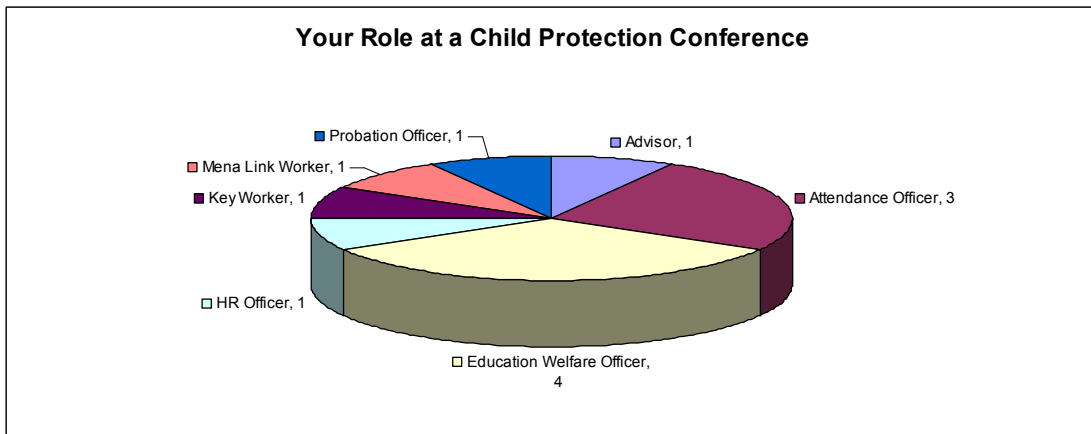
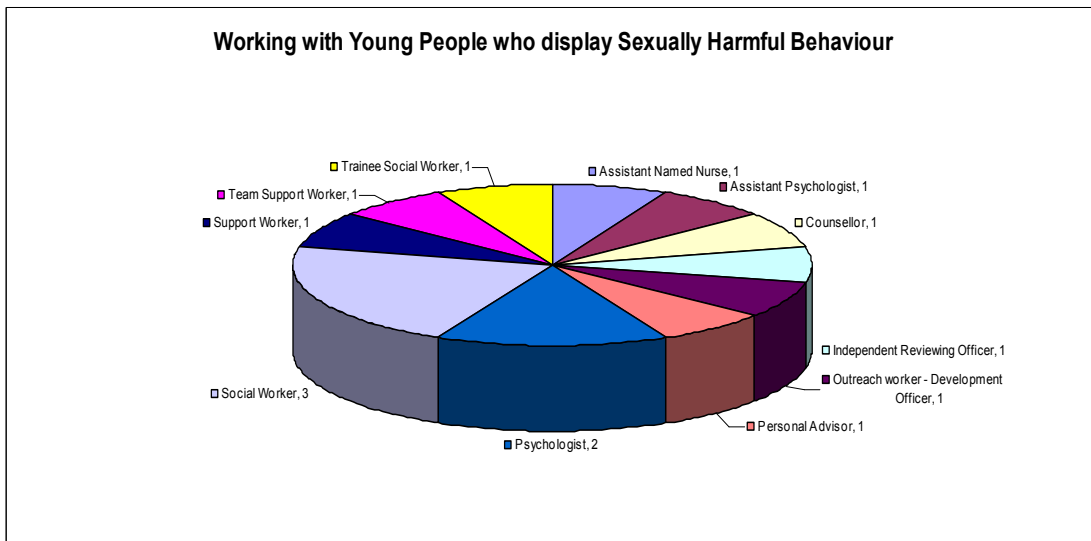
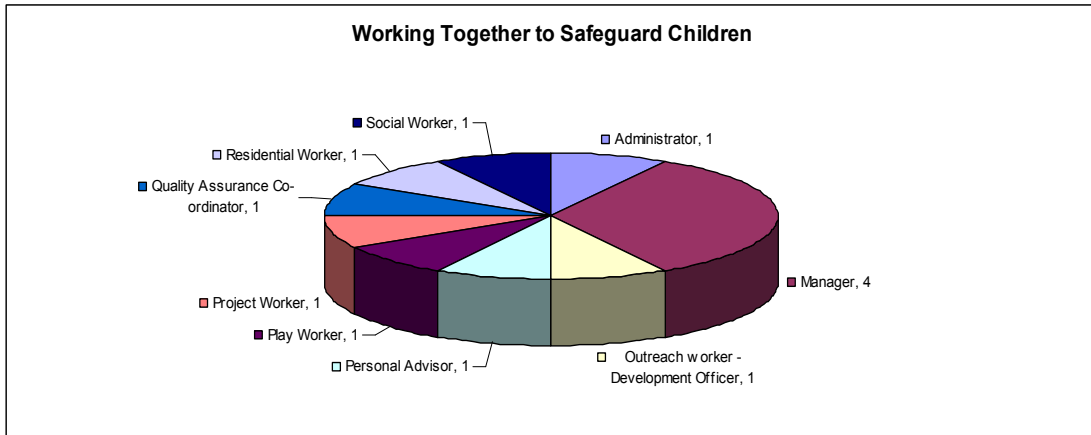
Helen Herron
Training and Development Manager

May 2012

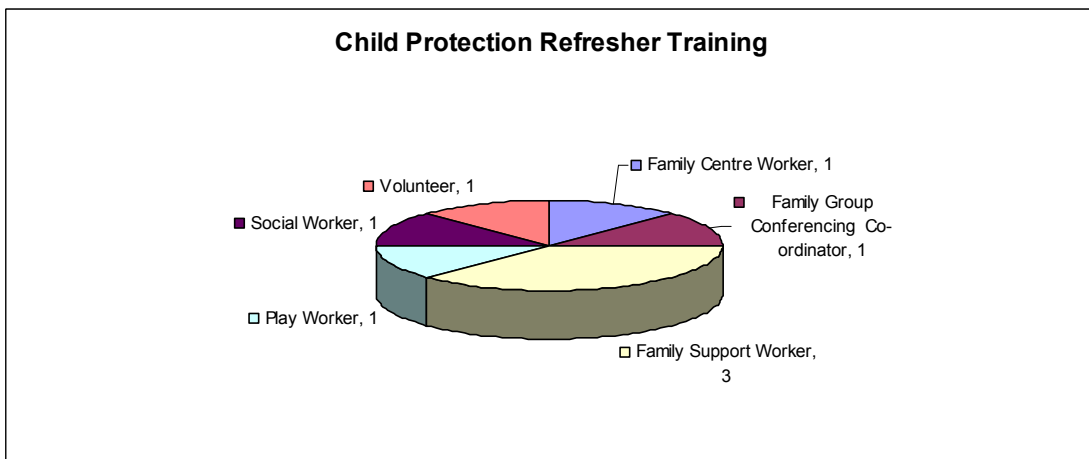
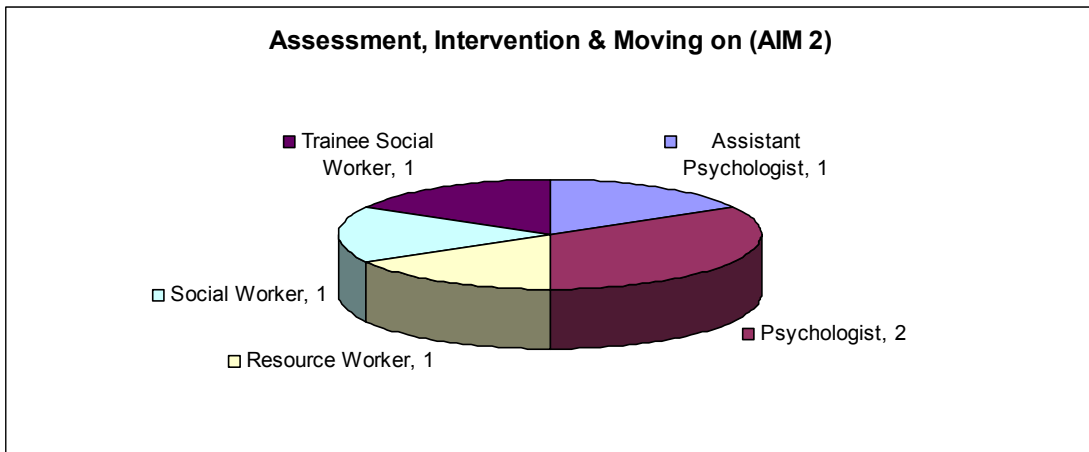
January – March 2011

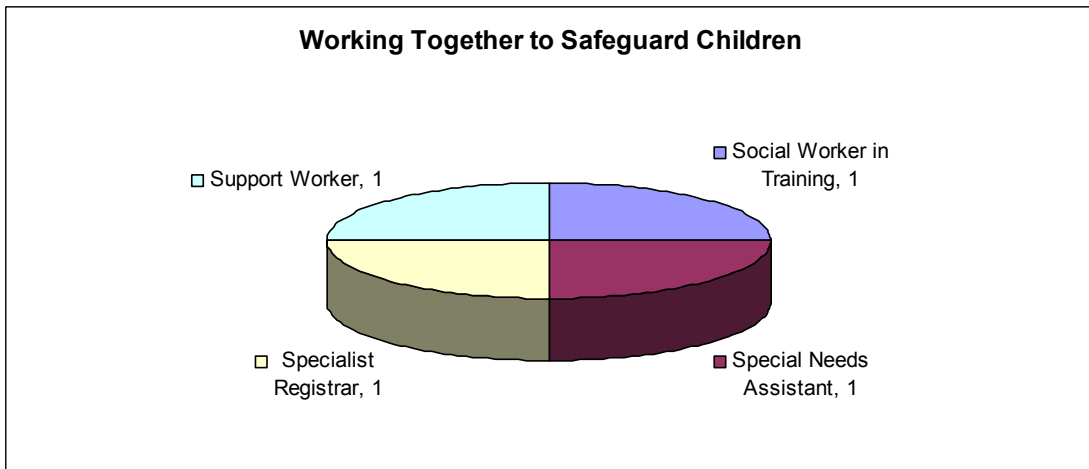
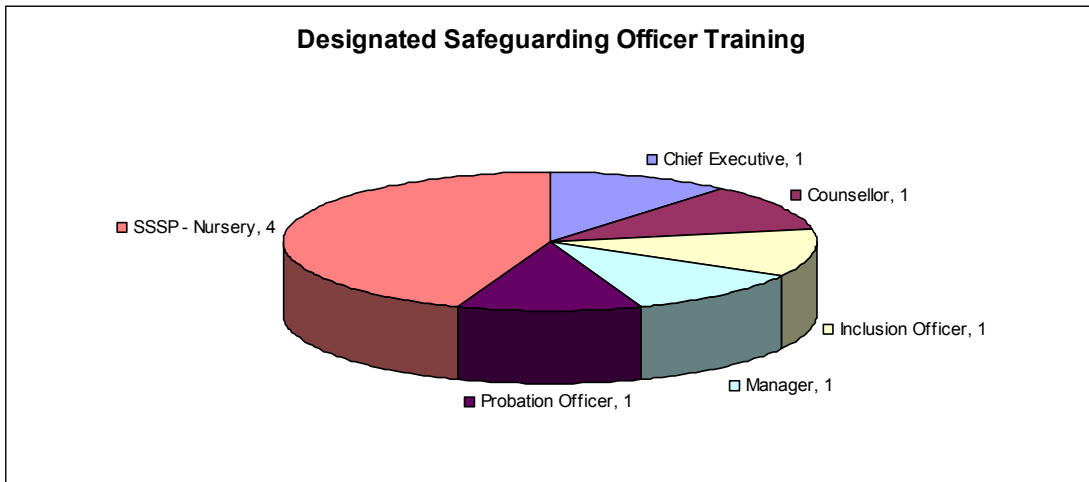




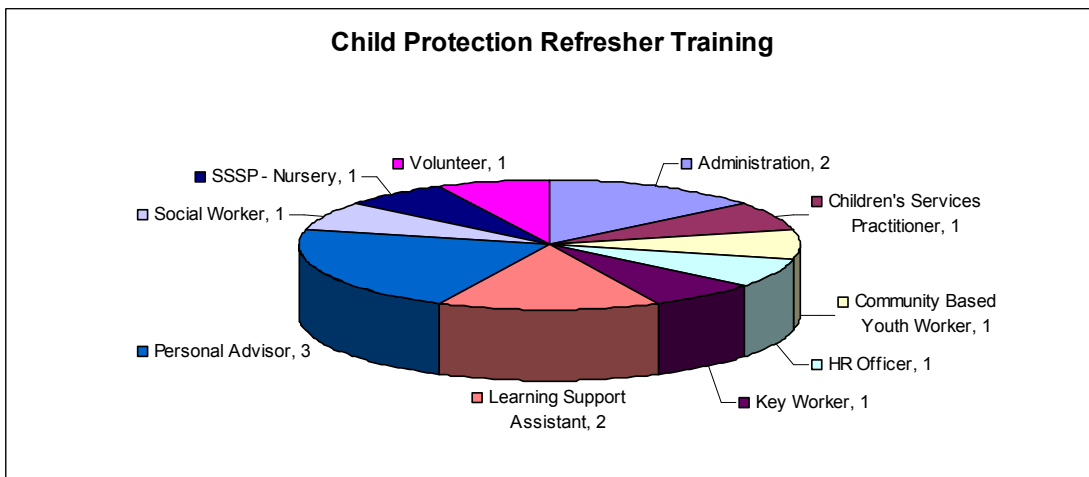
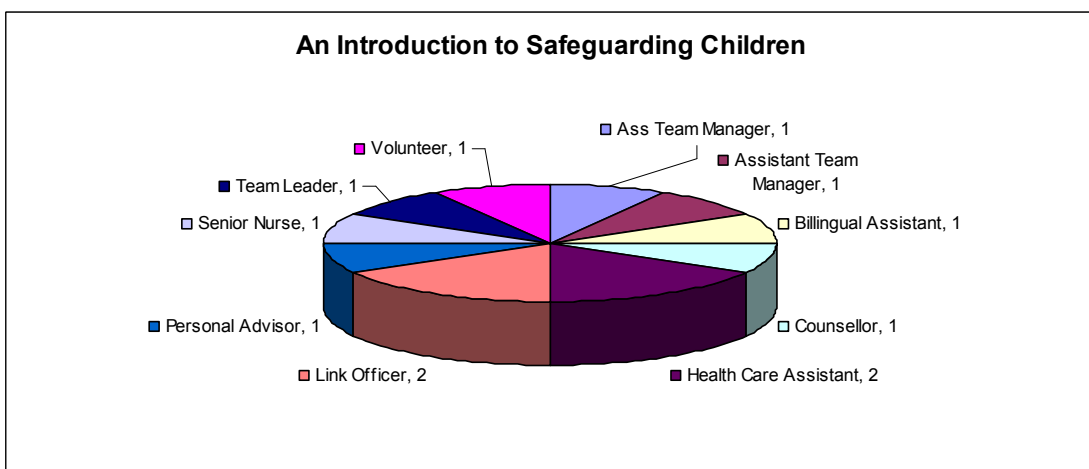
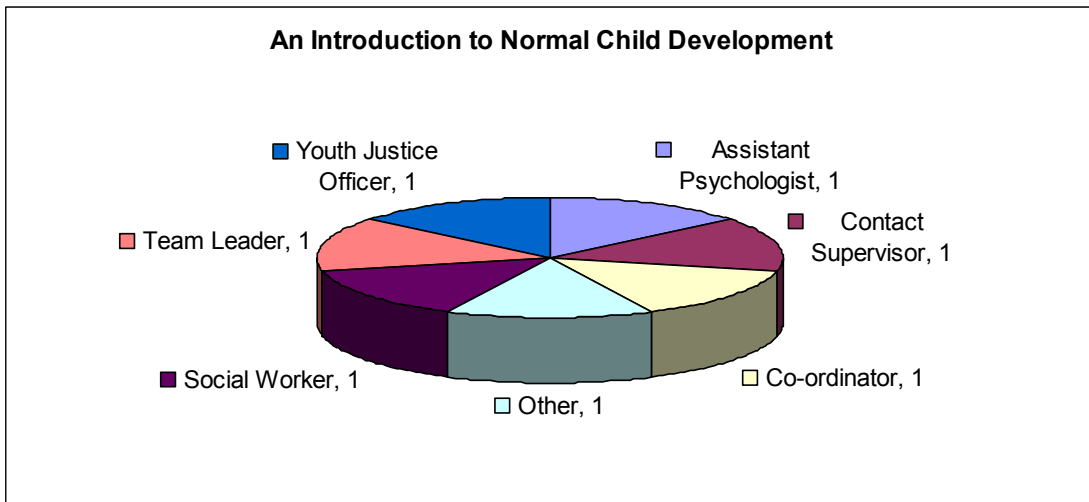


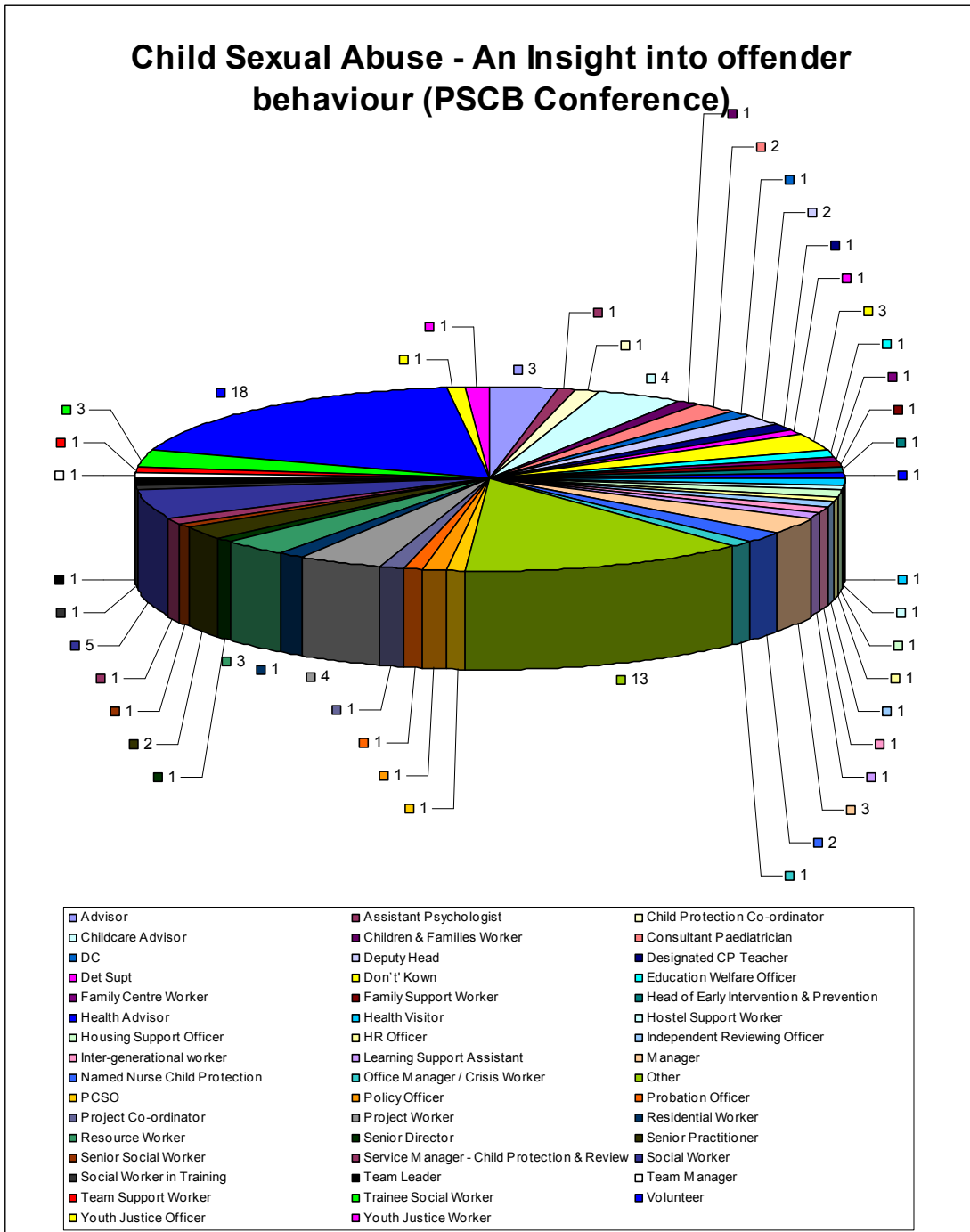
April – July 2011

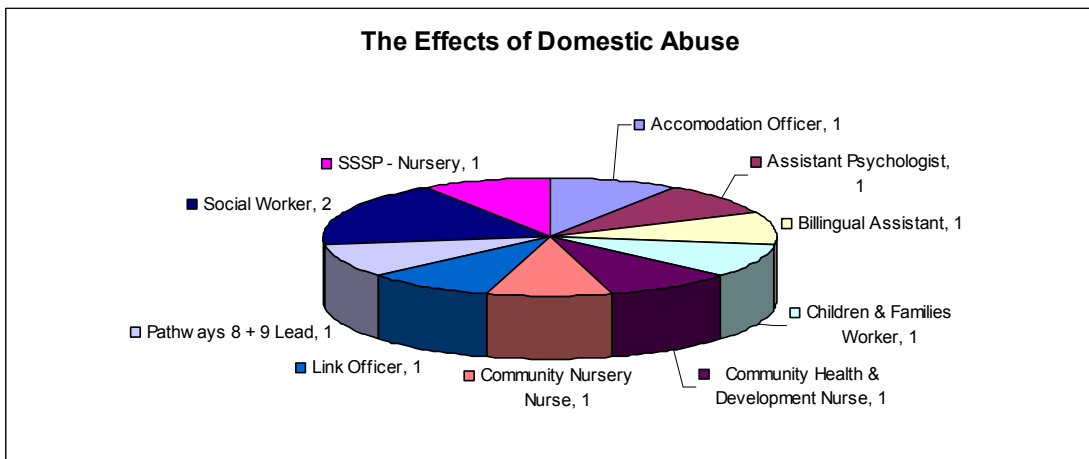
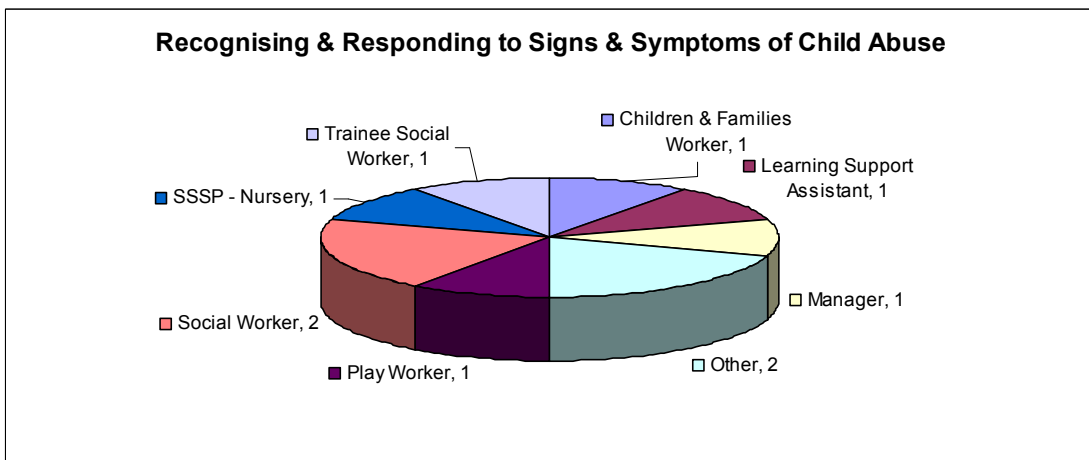
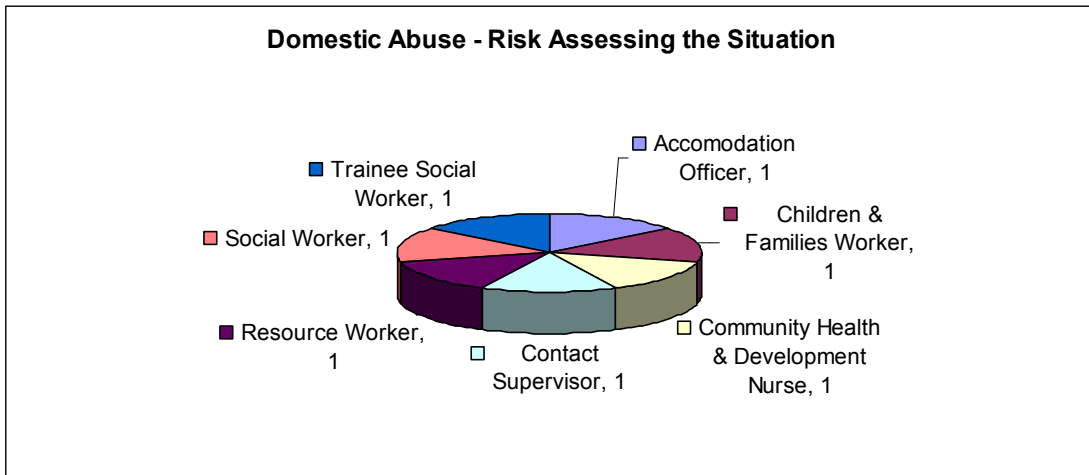


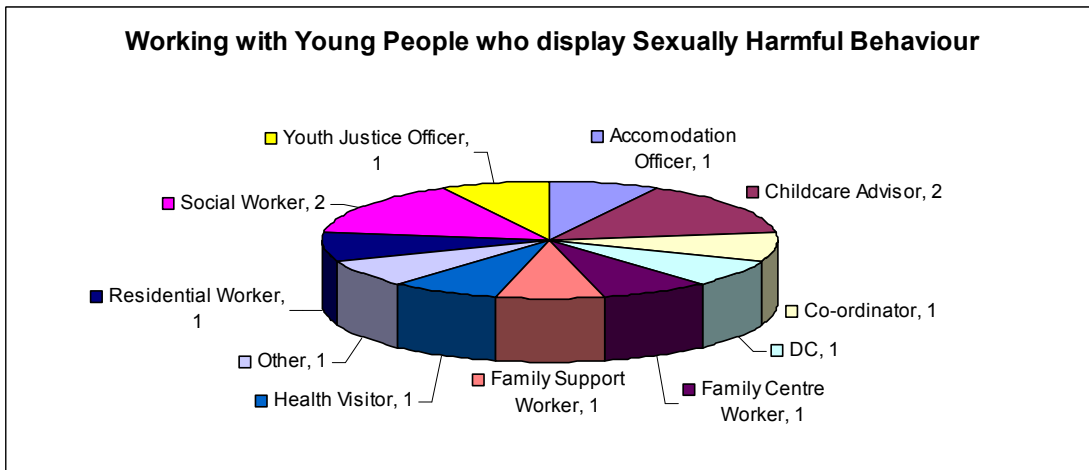
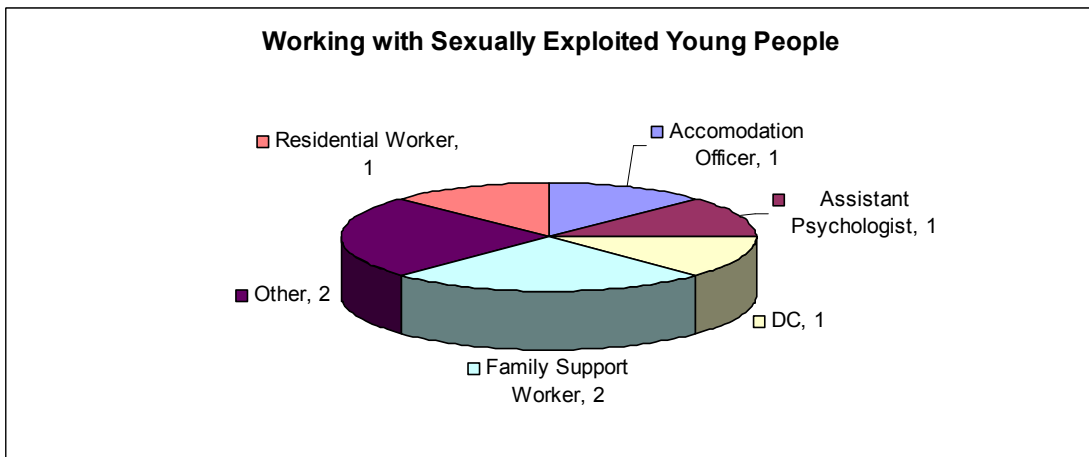
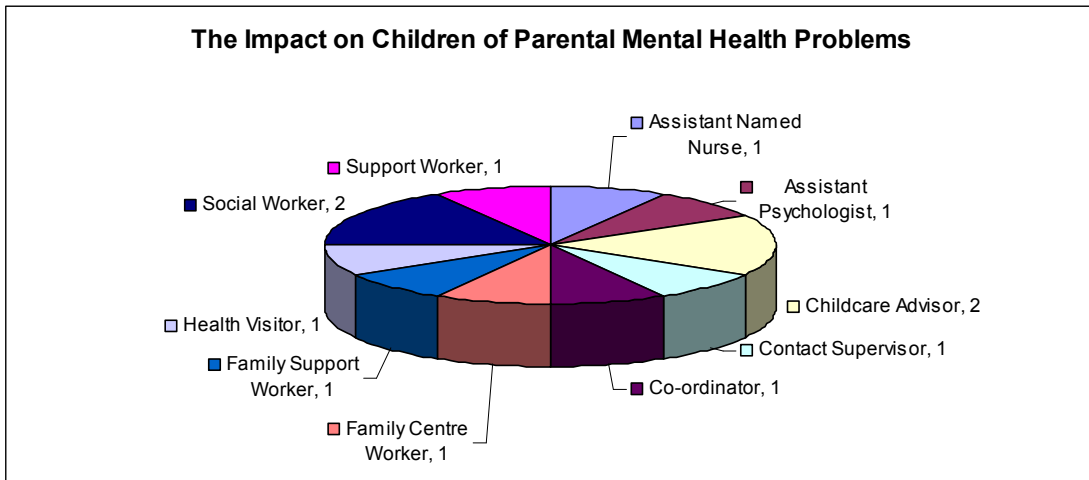


September – December 2011

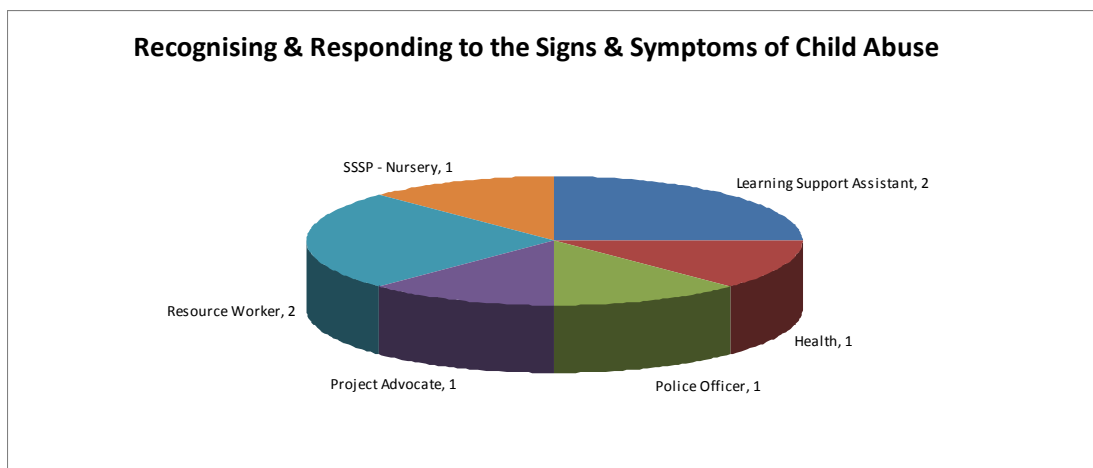
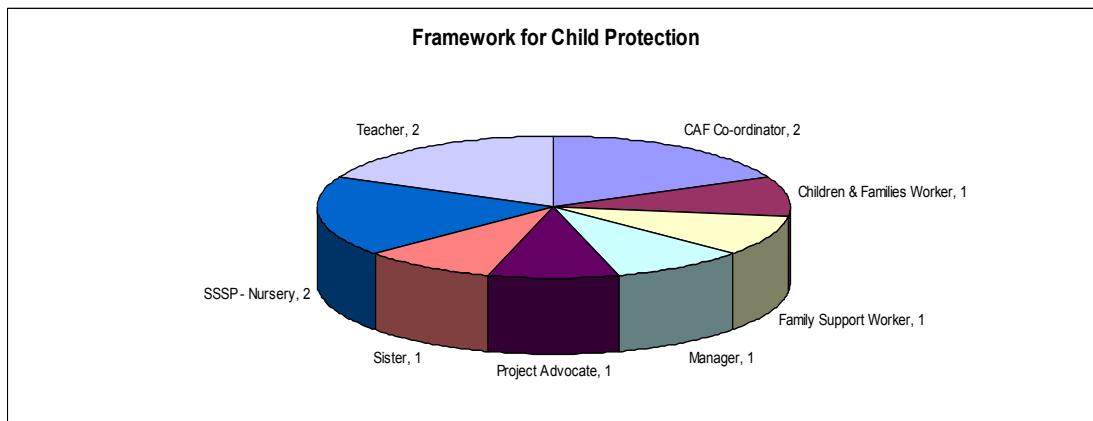
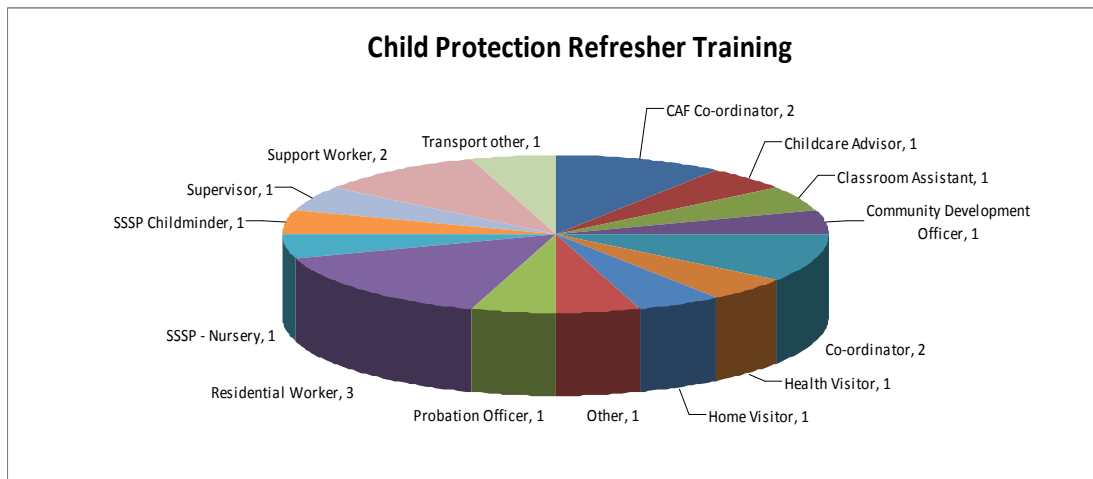
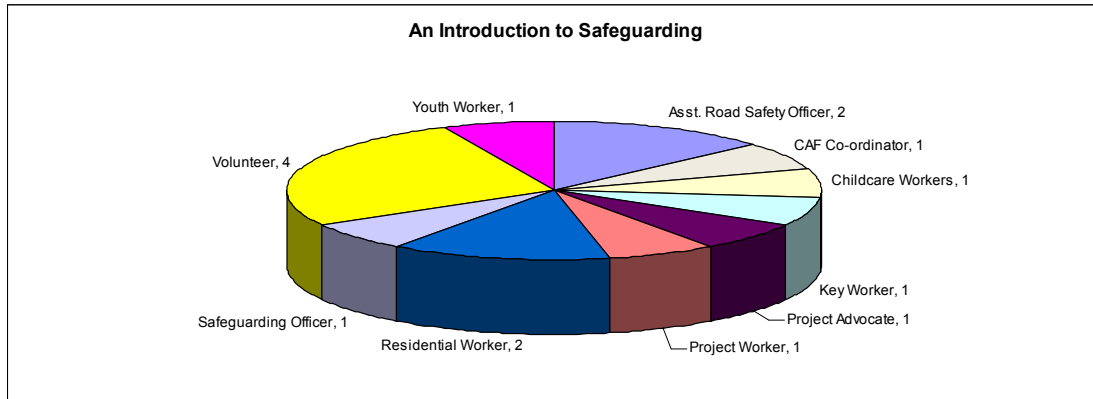


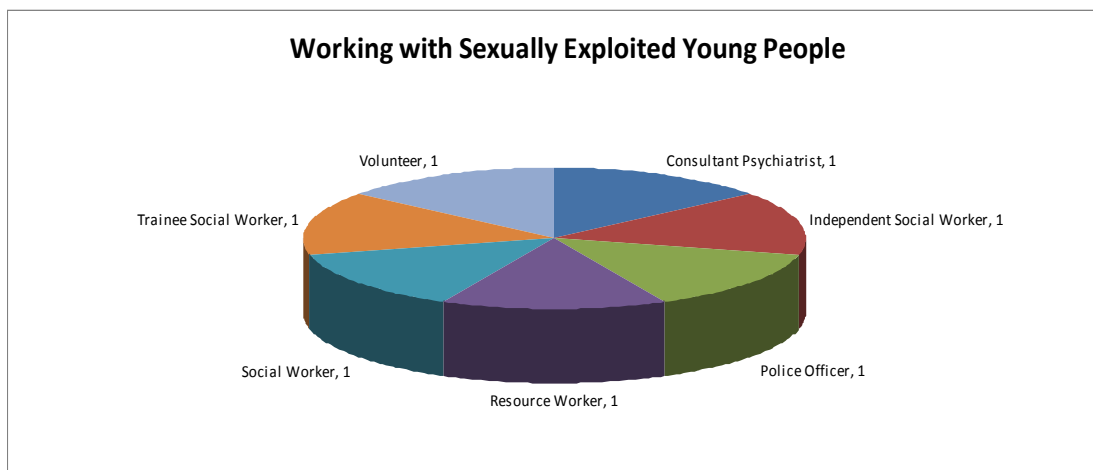
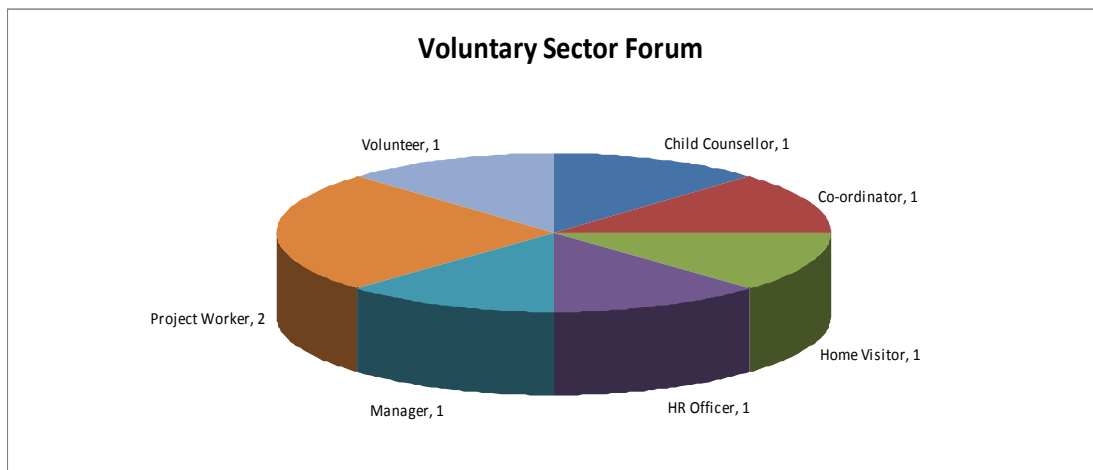
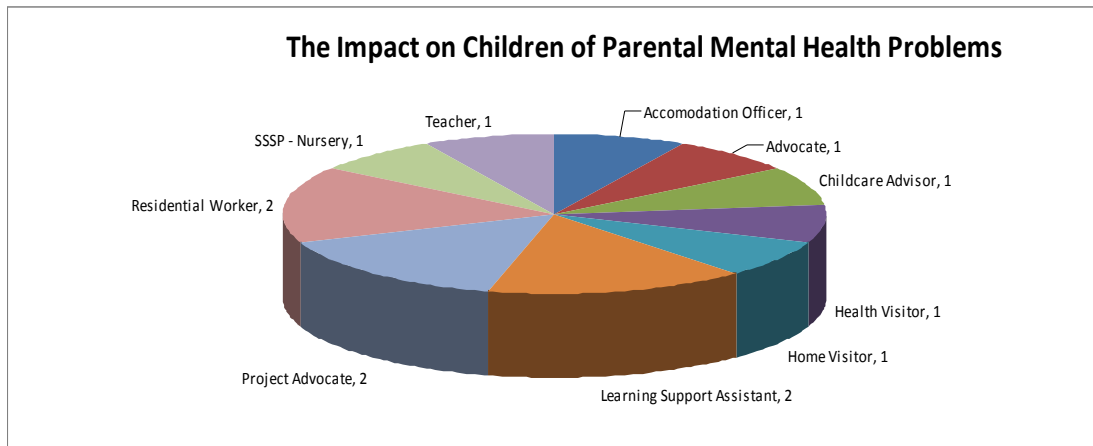


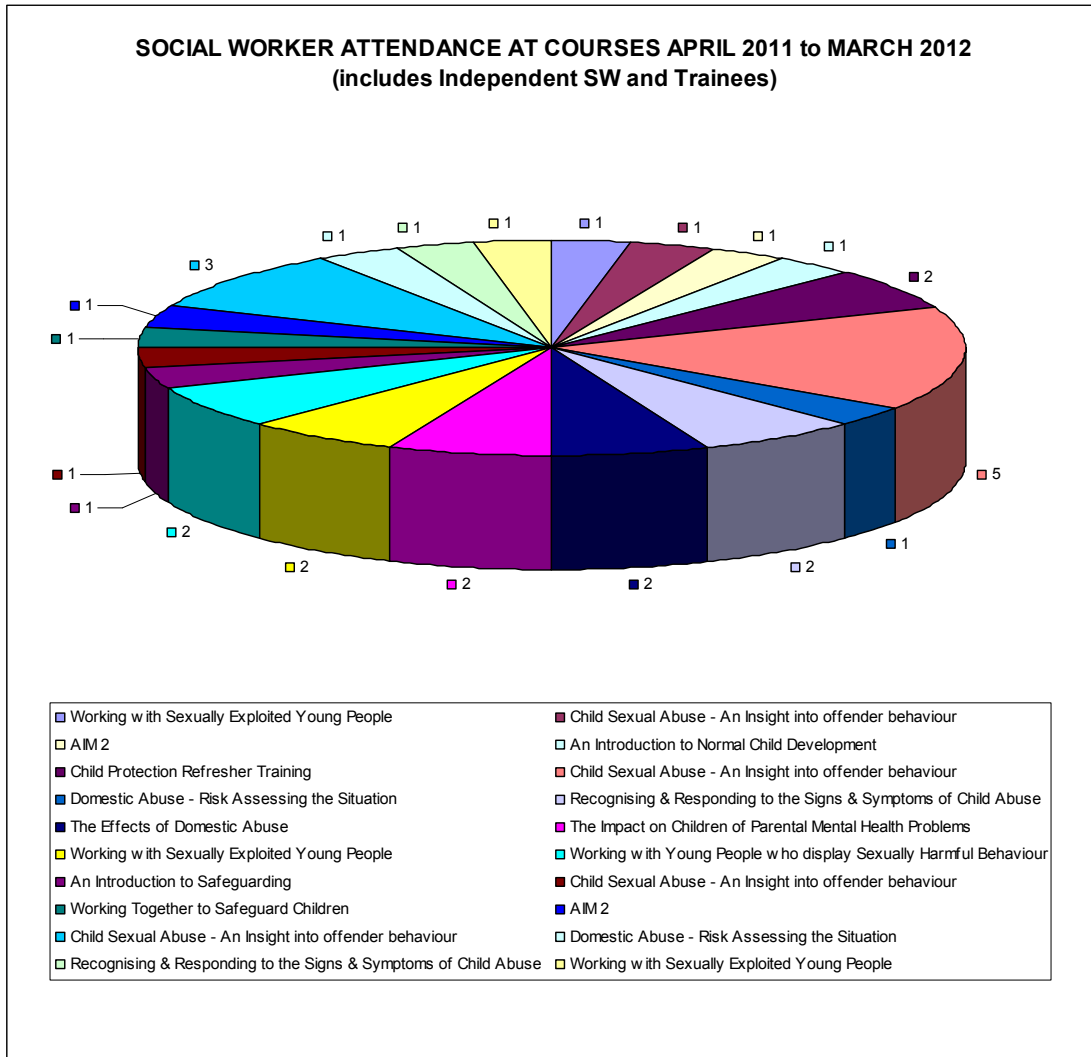




January – March 2012







TRAINING IMPACT TOOL RESPONSES FROM JANUARY 2012 to 8 MAY 2012

Course Attended	Organisation	Please indicate in what way the training has impacted on your work (tick all that apply):	I apply what I have learned from this event:	Indicate the reason for your answer:	For the job you are employed to do, in your opinion was the training:
The Impact on Children of Parental Mental Health Problems	Early Years and Childcare Team	Increased knowledge, Increased confidence	Monthly	I have occasional opportunities to apply learning	Mostly relevant?
safeguarding	Marshfields School	Increased knowledge, Better communication, Increased confidence, Positive change in attitude	Weekly	I have regular opportunities to apply learning	Mostly relevant?
Child Protection Refresher	8-19 Service	Increased confidence	Monthly	I have occasional opportunities to apply learning	Completely relevant?
Child Protection Refresher Training	8-19 Service (PCC)	Increased knowledge, Increased confidence	Weekly	I have regular opportunities to apply learning	Completely relevant?
Impact of Parental Mental health	Peterborough NHS trust	Increased knowledge, Increased confidence	Weekly	I have regular opportunities to apply learning	Completely relevant?
Child Protection Refresher Training	Young Lives	Increased knowledge	Monthly	I have regular opportunities to apply learning	Completely relevant?
Introduction to Normal Child Development	Youth Offending Service	Increased knowledge, Increased confidence	Occasionally	I have occasional opportunities to apply learning	Mostly relevant?
Child Protection Refresher Training	Marshfields School	Increased knowledge, Better communication, Increased confidence	Occasionally	I have occasional opportunities to apply learning	Completely relevant?
An Introduction to Normal Child Development	welland family centre	This event has had no impact	rarely	I have occasional opportunities to apply learning	partially relevant?
The impact on children of parental mental health problems	EYFS&CC services PCC	Increased knowledge, Increased confidence, Positive change in attitude	Occasionally	I have occasional opportunities to apply learning	partially relevant?

TRAINING IMPACT TOOL RESPONSES FROM JANUARY 2012 to 8 MAY 2012

Course Attended	Organisation	Please indicate in what way the training has impacted on your work (tick all that apply):	I apply what I have learned from this event:	Indicate the reason for your answer:	For the job you are employed to do, in your opinion was the training:
Recognising & Responding to Signs & Symptoms of Child Abuse	PCC	Increased knowledge, Better communication, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant?
Framework for child protection	PCC	Increased knowledge, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant?
Frame work for child protection	complex health needs and disability service	Increased knowledge, Better communication, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant?
Effects of domestic abuse	complex health needs and disability service	Increased knowledge, Better communication, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant?
Domestic abuse	Womens Aid	Increased knowledge, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant
Symptoms of child abuse	Womens Aid	Increased knowledge, Better communication, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant
Framework for Child Protection	PCC	Increased knowledge, Increased confidence, Positive change in practice	Daily	I have regular opportunities to apply learning	Completely relevant
Recognising & Responding to Signs & Symptoms of Child Abuse	8-19 Service PCC	Increased knowledge, Better communication, Increased confidence	Weekly	I have regular opportunities to apply learning	Completely relevant
framework for Child Protection	Kidsunlimited	Increased knowledge, Increased confidence	Weekly	I have regular opportunities to apply learning	Completely relevant
Sexually Exploited Young People	Peterborough Youth Offending Service	Increased knowledge, Better communication, Increased confidence	Weekly	I have regular opportunities to apply	Completely relevant

TRAINING IMPACT TOOL RESPONSES FROM JANUARY 2012 to 8 MAY 2012

Course Attended	Organisation	Please indicate in what way the training has impacted on your work (tick all that apply):	I apply what I have learned from this event:	Indicate the reason for your answer:	For the job you are employed to do, in your opinion was the training:
Working with Sexually Exploited Young People	CPFT - CAMH	Increased knowledge, Better communication, Increased confidence, Positive change in practice	Occasionally	learning I have occasional opportunities to apply learning	Completely relevant
Working with sexually exploited young people	Peterborough Rape Crisis Care Group	Increased knowledge	Occasionally	I have occasional opportunities to apply learning	Mostly relevant
Symptoms of Child Abuse	Peterborough Youth Offending Service	Increased knowledge, Increased confidence, Positive change in practice	Weekly	I have regular opportunities to apply learning	Completely relevant
Recognising & responding to signs & symptoms of child abuse	Youth Offending Services	Better communication	Occasionally	I have occasional opportunities to apply learning	Mostly relevant
Recognising & responding to signs & symptoms of child abuse -	complex health needs and disability service	Increased knowledge, Increased confidence	Daily	I have regular opportunities to apply learning	Completely relevant
Safer Recruitment Training	Cherry Lodge	Increased knowledge	Weekly	I have regular opportunities to apply learning	Completely relevant
Recognising & responding to signs & symptoms of child abuse	Clare Lodge	Increased knowledge, Better communication, Increased confidence, Positive change in attitude	Daily	I have occasional opportunities to apply learning	Mostly relevant
Safeguarding refresher	The Services	Increased knowledge, Better communication, Increased confidence, Positive change in attitude, Positive change in practice	Weekly	I have occasional opportunities to apply learning	Completely relevant
Child Protection Refresher	PCC - Education & Children	Increased knowledge, Increased confidence	Weekly	I have regular opportunities to apply	Mostly relevant

TRAINING IMPACT TOOL RESPONSES FROM JANUARY 2012 to 8 MAY 2012

Course Attended	Organisation	Please indicate in what way the training has impacted on your work (tick all that apply):	I apply what I have learned from this event:	Indicate the reason for your answer:	For the job you are employed to do, in your opinion was the training:
child protection refresher	PCC - Education & Children	Increased knowledge, Better communication, Increased confidence, Positive change in attitude, Positive change in practice	Monthly	learning I have occasional opportunities to apply learning	Completely relevant
Child Protection Refresher	Spurgeons (pref Family Care)	Increased knowledge	Daily	I have regular opportunities to apply learning	Completely relevant