



city & hackney
safeguarding
children board

CHSCB Multi-Agency Training Annual Report 2016-2017

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1 INTRODUCTION

- 1.1 The City and Hackney Safeguarding Children Board (CHSCB) provides a range of multi-agency training to professionals who work in both the **City of London** and the **London Borough of Hackney**. The training opportunities offered by the CHSCB are designed to meet the diverse needs of staff at different levels within the wide range of organisations that work with children, young people or adult family members. Learning events are delivered in both the City of London and Hackney areas.
- 1.2 Courses range from those addressing generic skills, recognition and response to specialist topics aimed at more experienced staff. Courses focus on areas of practice prioritised by the Board with learning from local and national case reviews and audits being fully integrated into the training material.
- 1.3 This report provides an update on the 2016/17 training programme and future plans for training in 2017/18.
- 1.4 For further information on the work of the CHSCB please see the [CHSCB Training Strategy and CHSCB Evaluation and Analysis](#) documents on our website.

2 TRAINING AND LEARNING PROGRAMME

- 2.1 Between April 2016 and the end of March 2017, the CHSCB held: 42 training courses and 3 Case Review Learning Seminars. Three additional courses and one Lunchtime Learning Seminar were planned however were cancelled due to trainer availability.

Further to this the CHSCB also held its Annual Conference on the 12th May 2016 which focussed on Safeguarding and Social Media. (The full 2016/17 training programme is listed below).

- 2.2 CHSCB training courses are split into 3 groups A, B and C.

Group A training equates to the Intercollegiate¹ and Competency Matters² Levels 1 and is for people who:

- are in contact or work regularly with children and young people and with their parents/carers
- have a responsibility to contribute to safeguarding and promoting the welfare of children in the community but do not necessarily have specific organisational responsibility or statutory authority to intervene in the lives of children and their families
- require the skills and knowledge necessary to manage the interface between themselves and statutory agencies (if not employed in one), and where appropriate the child and family need to understand the nature of worries about children's welfare and the systems in place to safeguard children from harm and promote their welfare

Group B training equates to the Intercollegiate and Competency Matters Levels 2/3 and is for people who:

- work regularly with children and young people and adults who are parents/carers and may have particular responsibility for safeguarding children

¹ [https://www.rcpch.ac.uk/sites/default/files/page/Safeguarding%20Children%20-%20Roles%20and%20Competences%20for%20Healthcare%20Staff%20%2002%20%20%20%20%20\(3\)_0.pdf](https://www.rcpch.ac.uk/sites/default/files/page/Safeguarding%20Children%20-%20Roles%20and%20Competences%20for%20Healthcare%20Staff%20%2002%20%20%20%20%20(3)_0.pdf)

² http://dera.ioe.ac.uk/2294/1/competence_still_matters_final.pdf

- need to be able to act on child welfare concerns and to contribute appropriately to the processes described in Working Together to Safeguard Children (HM Government 2015)
- need to be able to work within an inter- or multi-agency context
- need an understanding of the processes set out in the London Child Protection Procedures and the underpinning knowledge required to support their implementation
- should be able to provide information on the child's developmental needs and circumstances, if appropriate convey accurately the child's views and advocate for or take action that will be in the best interests of the child.

Group C training equates to the Intercollegiate and Competency Matters Level 4 and is for people who:

- are operational managers in organisations employing staff to work with children and families or with responsibility for commissioning or delivering services
- have strategic and managerial responsibility for commissioning and delivering services for children and families
- hold supervisory responsibility in relation to safeguarding and promoting the welfare of children
- hold particular professional/organisational authority and a substantial degree of personal responsibility and autonomy to act on child welfare concerns, including those where a child is or may be suffering significant harm
- work extensively within an inter- or multi-agency context
- often have responsibility for the work of others.

2.3 Schedule and Data of 2016/17 CHSCB Multi-Agency Training and Learning Seminars:

Quarter 1: April – June 2016

Date	Group	Course Title	Attendance Record
11/05/2016	B	Impact of Neglect & Emotional Abuse	20
12/05/2016	N/A	Annual Safeguarding Conference: Safeguarding and Social Media	101
17/05/2016	A	Shared Responsibility	25
23/05/2016	A	Introduction to CSE	27
10/06/2016	A	Introduction to Adult Mental Health	19
14/06/2016	C	Training for SG Leads, Deputies & their Managers	25
15/06/2016	B	Impact of Domestic Violence on Children & Young People	26
21/06/2016	B	Sexual Behaviours Traffic Light Tool	14
Q1 Total Attendees:			257

Quarter 2: July - September 2016

Date	Group	Course Title	Attendance Record
01/07/2016	B	Supporting YP affected by CSE	18
07/07/2016	B	Working Together	23
11/07/2016 & 12/07/2016	C	Risk Assessment, Analysis & Decision Making	16
19/07/2016	A	Refresher - Shared Responsibility	22
07/09/2016	A	Introduction to CSE	20

07/09/2016	B	Supporting The Parents / Carers young people affected by CSE	20
22/09/2016	A	Cultural Awareness - Irish	9
27/09/2016	C	Refresher - Training for SG Leads, Deputies & their Managers	16
30/09/2016	A	Improving Practice in Communication with Children & Young People	26
Q2 Total Attendees:			170

Quarter 3: October – December 2016

Date	Group	Course Title	Attendance Record
03/10/2016	N/A	Learning Seminar: Child D	26
05/10/2016	A	Introduction to CSE	10
06/10/2016	N/A	Learning Seminar: Child D	12
07/10/2016	A	Safer Recruitment	25
07/10/2016	N/A	Learning Seminar: Child D	20
13/10/2016	B	Introduction to Adult Mental Health	20
18/10/2016	A	Impact of Neglect & Emotional Abuse	27
20/10/2016 & 21/10/2016	C	Working with Cultural & Economic Diversity	14
01/11/2016	C	Refresher - Shared Responsibility	27
08/11/2016	A	Training for SG Leads, Deputies & their Managers	26
15/11/2016	A	Cultural awareness - Roma	5
24/11/2016	A	Cultural Awareness - Jewish	23
28/11/2016	A	Engaging with Families	22
01/12/2016	B	Dynamics of Domestic Violence	24
08/12/2016	B	Sexual Behaviours Traffic Light Tool	19
13/12/2016	A	Safeguarding Disabled Children	10
15/12/2016	B	Supporting Young People affected by CSE	16
Q3 Total Attendees:			326

Quarter 4: January – March 2017

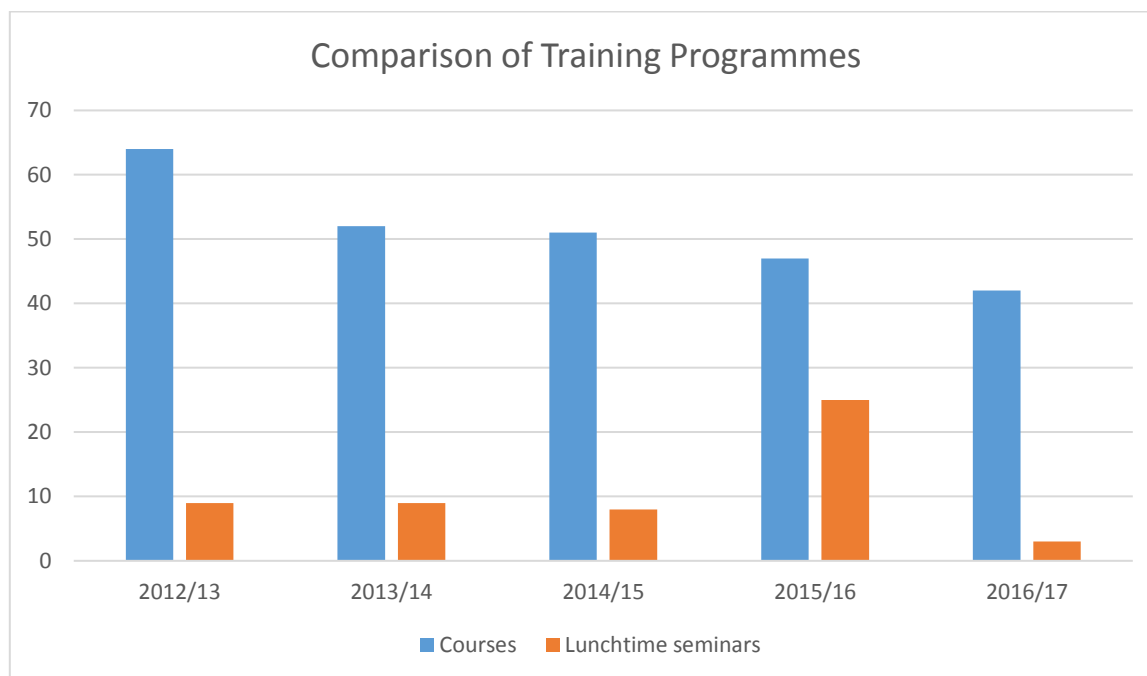
Date	Group	Course title	Attendance Record
10/01/2017	A	Shared Responsibility	25
16/01/2017 & 17/01/2017	C	Risk Assessment, Analysis, Decision Making	12
25/01/2017	B	Harmful Sexual Behaviours	23
01/02/2017	B	Improving Practice Communicating Children & Young People	14
07/02/2017	B	Understanding Child Sexual Abusers	25
15/02/2017	A	FGM awareness	27
22/02/2017	A	Refresher - Shared Responsibility	23
02/03/2017	B	Supporting Families and Carers (CSE)	18
21/03/2017	C	Refresher - Training for SG Leads, Deputies & their Managers	24
Q4 Total Attendees:			193

A combined total of 946 attendees is recorded from the 2016/17 period drawn from Multi-agency Training Sessions, Learning Seminars, and the Annual Safeguarding Conference.

3 AGENCY TRAINING ATTENDANCE

3.1 In 2016-2017 a total of **946 training places** were taken up by the following agencies.

In addition to the main CHSCB training programme, the CHSCB Community Partnership Advisor delivered introductory Children’s Safeguarding Training to a range of voluntary agencies, see the CHSCB annual report for further information.



2012/13: 64 Courses and 9 learning seminars

2013/14: 52 Courses and 9 learning seminars

2014/15: 51 Courses and 8 learning seminars

2015/16: 47 Courses and 25 learning seminars

2016/17: 42 Courses and 3 learning seminars

3.2 **Breakdown of places taken by agency on multi-agency training sessions:**

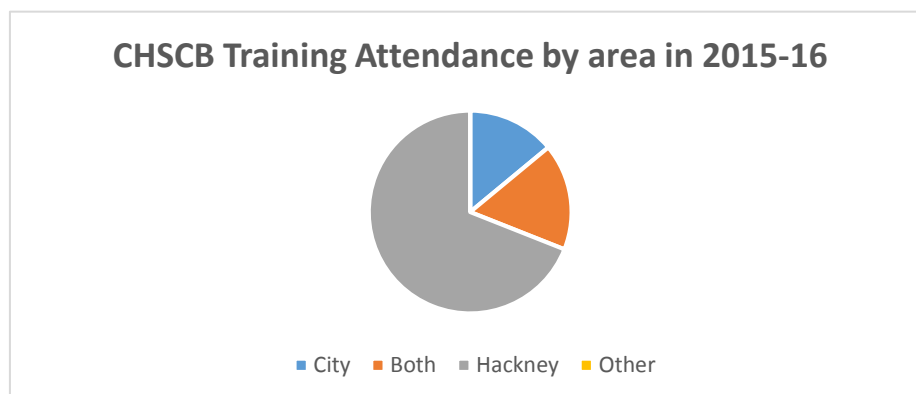
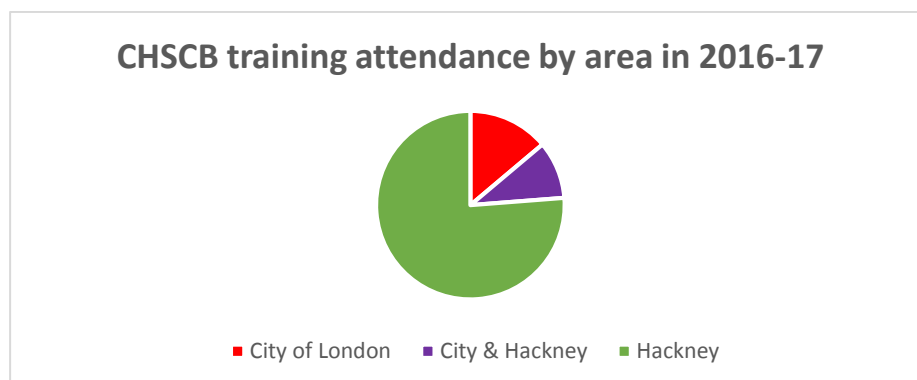
Agency	2013/14	2014/15	2015/16	2016/17	Trend
CAFCASS			1	1	→
CHSCB			18	3	↓
City of London Corporation (1)	30	56	144	55	↓
City & Hackney Clinical Commissioning Group	7	18	18	6	↓
East London NHS Foundation Trust	19	75	79	69	↓
Hackney Learning Trust	53	50	146	51	↓
Health Other (2)			14	8	↓
Homerton University Hospital NHS Foundation Trust	75	74	175	33	↓
Independent Sector (3)	6	8	98	110	↓
LBH: Children and Young People’s Service (4)	298	286	116	127	↑
LBH: Housing	16	46	53	11	↓
LBH: Health & Community Services	11	36	19	3	↓
LBH: Other	2	79	1	30	↑
LBH: Public Health (5)			22	5	↓

LBH: Schools and further education services (6)	82	150	95	52	↓
London Metropolitan Police	1	13	10	24	↑
London Probation Service (7)	19	16	11	6	↓
Voluntary & Community Sector	299	478	386	186	↓
Whittington Health (8)			18	7	↓
Total Attendance:	918	1385	1424	787*	↓
*To note: The Total Attendance figure for excludes 159 delegates who attended the Annual Seminar and Learning Seminars.					

- (1) City of London includes staff working for the Corporation of London, Schools in City of London, City of London Police and other agencies in City of London
- (2) Health Other includes City Hospitals/GP surgeries)
- (3) Independent Sector includes private businesses, British Transport police, Private Housing
- (4) LBH: CYPS includes Children’s Social Care and Young Hackney
- (5) LBH: Public Health – Collected separately since 2015/16
- (6) LBH: Schools & FE includes all schools including independent
- (7) London Probation includes London CRC as well as National Probation Service
- (8) Whittington Health - Not previously collected separately.

3.3 Breakdown of attendance by area

3.4 Individuals who work in Hackney were the highest attendees to courses in 16/17 with **77%** places taken up.



3.5 In 2016/17, the proportion of individuals attending multi-agency training sessions from the London Borough of Hackney increased slightly from the previous year rising to 76% from 69%.

While the proportion of delegates working in the City of London stayed the same as the previous year at 14%, a decrease was noted in the number of delegates who worked across both areas with 10% in the 2016/17 period as compared with 17% for the 2015/6 period.

- 3.6 Whilst all courses include learning that crosses both local areas as well as area specific information, over the past few years the highest percentage of participants have primarily worked in the Hackney area. The training courses have predominately been held in the Hackney area and this may have had an impact on those who are based in the City of London attending courses.
- 3.7 Gains made in 2015/16 in securing City attendance have been maintained in the 2016/17 period with the number of City based colleagues remaining at 14%.

4 EVALUATION AND IMPACT OF TRAINING

- 4.1 As part of the learning and improvement framework, the CHSCB seeks participant's evaluation of the courses, to identify [impact on practice and future learning needs](#).

Training Evaluation and Impact

To support the CHSCB in determining the impact of multi-agency training, evaluations are completed in 4 stages:

Stage 1: Pre Course Evaluation - All participants are asked a question about their learning needs as part of the application before attending the course.

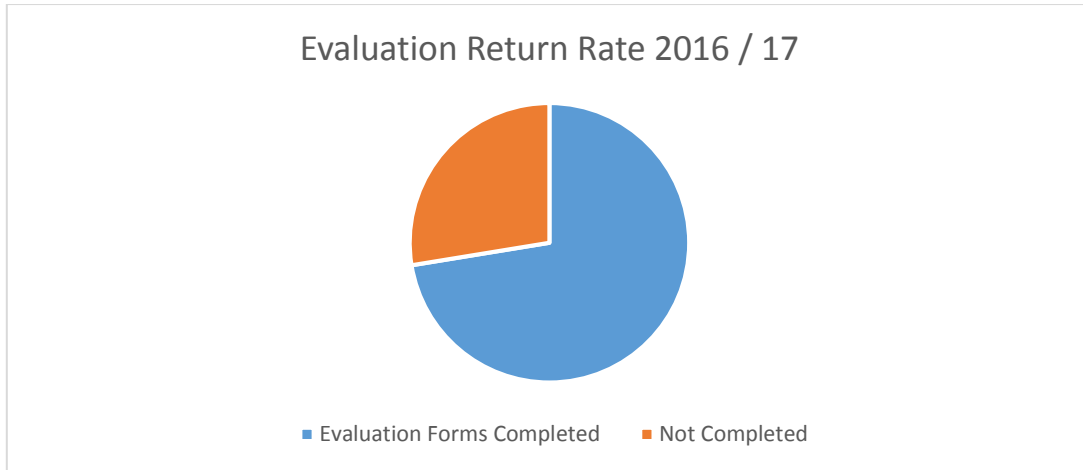
Stage 2: End of Course Evaluation - All participants are asked to complete an evaluation form at the end of all course.

Stage 3: Post Course Evaluation (1) - All participants are contacted 6-8 weeks after the course and asked to complete a short on line evaluation form. (See Appendix 1)

Stage 4: Post Course Evaluation (2) - A random selection of participants and their line managers will be contacted 8-12 weeks after the course by telephone. Questions will be asked to gain an understanding of the impact on the participant's confidence, knowledge and practice. (See Appendix 2)

4.2 On the day evaluations:

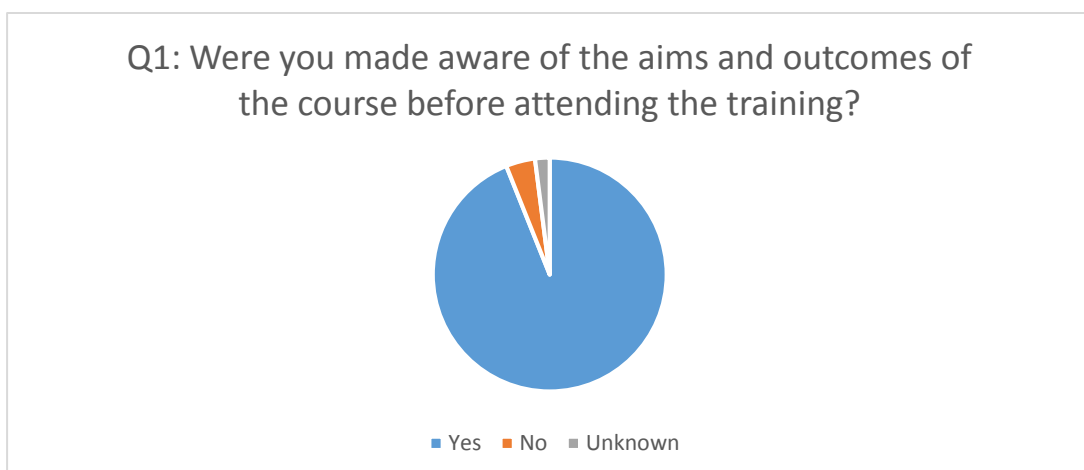
In 2016/17 all attendees of training courses were asked to complete a same day course evaluation form. From the 787 places taken up a total of 570 forms were completed at a 72% completion rate. Of the evaluation forms submitted 76% respondents identified as working in Hackney, 13% in the City of London, 9% worked across both boroughs, and 2% were unknown. 217 delegates across the year didn't fill in a form.



The delegate self-evaluation form has 8 questions:

1. Were you made aware of the aims and outcomes of the course before attending the training?
2. How would you rate your knowledge of the subject before the training?
3. How would you rate your knowledge of the subject now?
4. How well did the training meet its overall learning objectives?
5. How well did you feel equality and diversity issues were considered?
6. Do you feel that the training will enable you to safeguard children and young people more effectively?
7. How would you rate the trainer's facilitation skills, teaching style and knowledge?
8. How useful did you find the teaching materials?

These are rated either poor, satisfactory, good or excellent (with the exception of questions 1 and 6).

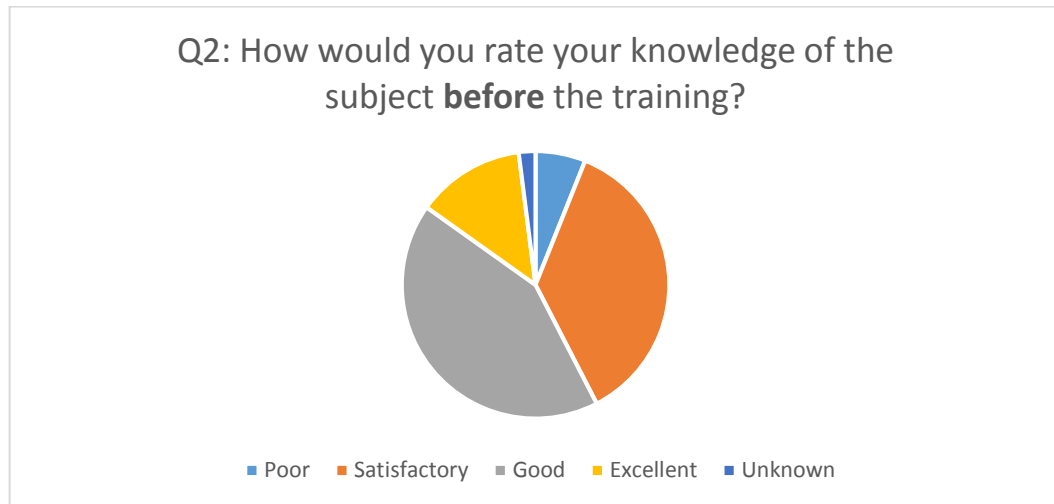


4.3 **Participant's response:** Yes: 93% (532 responses) No: 4% (25 responses) Unknown: 2% (13 not answered).

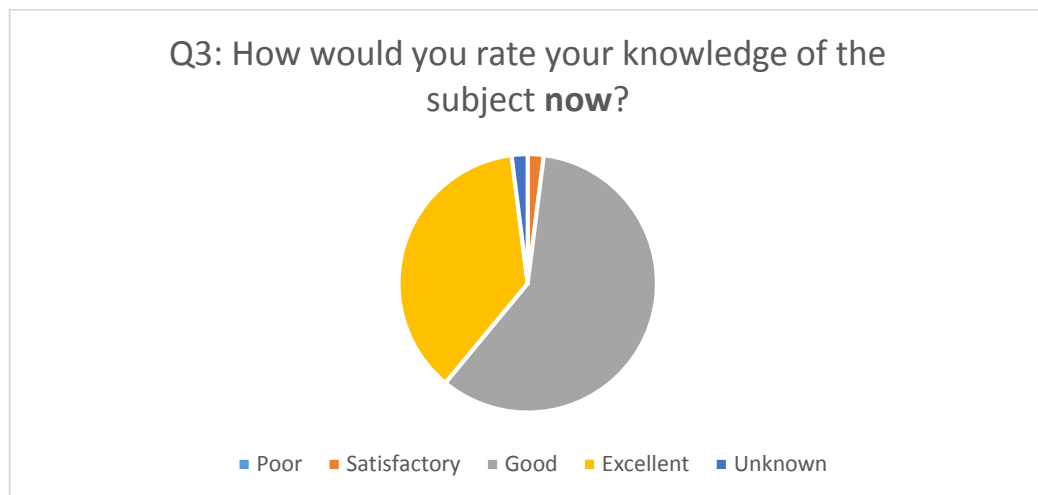
Delegates are sent the aims and outcomes of every training course 2 weeks before the course date as part of their joining instruction. When applying online for a training course via the CHSCB website every applicant must complete an application form which is directly underneath the course aims and objectives.

This would suggest that the 25 delegates who said that they were unaware of the course aims and objectives before attending the training were either:

- last minute replacements for colleagues who had previously booked onto the course and were unable to attend,
- were booked onto the training by someone else e.g: line manager/colleague/office manager
- had not read either the joining instructions or web page.



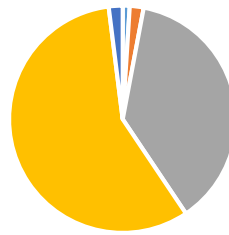
4.4 **Participant's response:** Poor: 6% (35 responses) Satisfactory: 36% (207 responses) Good: 42% (241 responses) Excellent: 13% (75 responses) Unknown: 2% (12 not answered).



4.5 **Participant's response:** Poor: 0% (0 responses) Satisfactory: 2% (10 responses) Good: 59% (336 responses) Excellent: 37% (212 responses) Unknown: 2% (12 not answered).

The two charts above show how delegates rated their knowledge of subject before and after the training. The results above show a good 'conversion rate' with an initial 207 delegates rating their knowledge of subject as 'satisfactory' before training. After training this figure has gone down to only 10. Likewise, 75 delegates rated their knowledge of subject as 'excellent' prior to training and this figure increases to 212 after training.

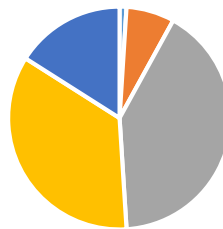
Q4: How well did the training meet its overall learning objectives?



■ Poor ■ Satisfactory ■ Good ■ Excellent ■ Unknown

4.6 **Participant's response:** Poor: 0% (1 response) Satisfactory: 2% (13 responses) Good: 38% (214 responses) Excellent: 58% (328 responses) Unknown: 2% (14 not answered).

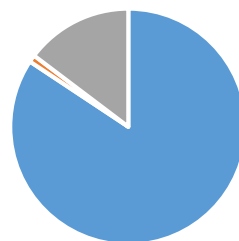
Q5: How well did you feel equality and diversity issues were considered?



■ Poor ■ Satisfactory ■ Good ■ Excellent ■ Unknown

4.7 **Participant's response:** Poor: 1% (5 responses) Satisfactory: 7% (39 responses) Good: 41% (232 responses) Excellent: 35% (200 responses) Unknown: 16% (92 not answered).

Q6: Do you feel that the training will enable you to safeguard children and young people more effectively?

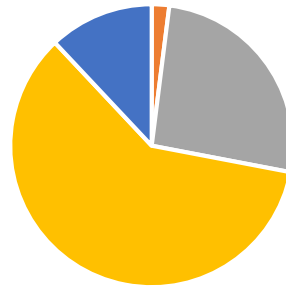


■ Yes ■ No ■ Unknown

4.8 **Participant's response:** Yes: 86% (476 responses), No: 1% (6 responses) Unknown: 15% (86 not answered).

"Yes. I will use within my role as a foster carer as I have a much better understanding of the impact of emotional abuse and neglect" – Hackney Foster Carer

Q7: How would you rate the trainer's facilitation skills, teaching style and knowledge?

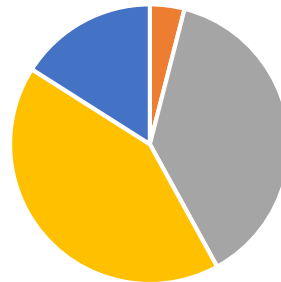


■ Poor ■ Satisfactory ■ Good ■ Excellent ■ Unknown

4.9 **Participant's response:** Poor: 0% (0 responses) Satisfactory: 2% (9 responses) Good: 26% (147 responses) Excellent: 60% (341 responses) Unknown: 12% (71 not answered).

The above responses show that 86% of delegates rate the trainer's facilitation skills, teaching style and knowledge as 'good' to 'excellent'.

Q8: How useful did you find the teaching materials?



■ Poor ■ Satisfactory ■ Good ■ Excellent ■ Unknown

4.10 **Participant's response:** Poor: 0% (1 response) Satisfactory: 4% (25 responses) Good: 38% (215 responses) Excellent: 42% (240 responses) Unknown: 16% (87 not answered).

4.11 Post Course Evaluation

The CHSCB continued its practice of undertaking 3 month post course evaluations with attendees using questions they could complete via survey monkey to find out whether the training they had received influenced their practice with regards to safeguarding children and young people, and if so to provide an example of how.

Delegate Feedback:

Below is a selection of comments from delegates on their 3 month post course evaluation on whether training provided had influenced their practice with regards to safeguarding children & young people.

Course: Impact of Neglect & Emotional Abuse	Date: 11th May
Organisation: Immediate Theatre	Role: Not given

Comment: Yes. Just to be aware of what I can do in an event of safeguarding. The information was very useful.	
Course: Safeguarding Children – A Shared Responsibility	Date: 17 th May
Organisation: Hackney Council	Role: Cyril Felix, Hackney Volunteer
Comment: Yes. Knowing the procedure to make sure any further investigation regarding a disclosure would not be hindered. Being able to report any incident promptly.	
Course: Safeguarding Children – A Shared Responsibility	Date: 17 th May
Organisation: Young Hackney	Role: Accreditation coordinator
Comment: No. My job role is to support workers working with young people and do not work directly with young people. I have been a youth worker for 10 years and regularly keep good practice with safeguarding. The course was very good and informative offering lots of group participation and dialogue.	
Course: Introduction to CSE	Date: 23 rd May
Organisation: Looked after Children, Hackney CSC	Role: Qualified Children's Practitioner,
Comment: I have used the general information with my young people at risk of CSE. I have used some of the information about gang membership to see patterns with one of my young people affiliated with gangs and his missing episodes.	
Course: Introduction to CSE	Date: 23 rd May
Organisation: Peabody Housing	Role: Community Safety Officer
Comment: No. Course was a refresher and affirmed that right practice was being followed.	
Course: Introduction to CSE	Date: 7 th September
Organisation: Family Nurse Partnership	Role: Family Nurse Practitioner
Comment: Yes. Increased my confidence in identifying behaviours possibly linked to neglect and exploring this in Child in Need review with multi professional team.	
Course: Cultural Awareness – Working with the Irish Traveller Community	Date: 22 nd September
Organisation: Woodberry Down Children's Centre, Hackney Learning Trust	Role: Extended Services Manager
Comment: Yes. Improved awareness of state of mind, and specifically level of guilt and self-blame experienced by many alcoholics has been relevant to a case supported by the children's centre.	
Course: Safer Recruitment	Date: 7 th October
Organisation: Linden Children Centre	Role: Not given
Comment: Yes. Yes, as it gave me insight in what to look for or ask when interviewing.	
Course: Introduction to Adult Mental Health	Date: 13 th October
Organisation: Hackney CYPS	Role: Children's Practitioner
I was made aware of who to refer onto and did this to ensure that a young person was safeguarded.	
Course: Impact of Neglect & Emotional Abuse on Children & Young People	Date: 18 th October

Organisation: Homerton Hospital	Role: Senior Paediatric Nurse
When Children are admitted with a child protection plan for emotional abuse, I am more aware of what this includes and the effects it has on children.	
Course: Working with Cultural & Economic Diversity in Safeguarding Children & Young People	Date: 20 th & 21 th October
Organisation: City Gateway	Role: Not given
Yes, understanding the risks our young people face around honour based violence, and their attitudes towards women and how significantly that needs to be addressed.	

4.14 The CHSCB continues to strengthen the evidence of impact by contacting a sample number of delegates and their line managers to get feedback at both levels.

Below is a selection of comments from Line Managers who were asked whether the training their staff attended had influenced their practice with regards to safeguarding children & young people: (See Appendix 3 for all 3 Month Post Course Evaluation comments from Line Managers and their staff):

Course: Impact of Neglect and Emotional Abuse on Children and Young People	Date: 11th May
Organisation: Immediate Theatre	Role: Not given
Comment: It has made her more aware of the issues which has related to a number of the YP she works with. It has heightened her understanding when receiving disclosure.	

5 CITY OF LONDON

The CHSCB continues to build on work undertaken in the 2015/16 period to support attendance of City of London agencies at multi-agency training. Gains made in 2015/16 in securing City attendance have been maintained in the 2016/17 period with the number of City based colleagues attending multi-agency training remaining at 14%.

Throughout 2016/17 the CHSCB period has continued close coordination with colleagues in the City of London and included trainers from within the City of London area so that the unique demographic of the City is recognised and provided for fully within CHSCB training.

6 LONDON BOROUGH OF HACKNEY

In line with a reduced number of courses and training spaces available over the 2016/17 period, training numbers were down across most agencies. Despite this, the CHSCB has noted several important gains: namely an increase in attendance from Hackney Children & Young People's Services staff and the London Metropolitan Police.

The 2016/17 period saw an increase in attendance to CHSCB training from Hackney Children & Young People's Services staff at 127 up from 116 the previous year. Similarly, despite a reduced number of courses offered in 2016 / 17, a significant increase was seen in attendance from London Metropolitan Police, rising from 10 in the 2015/16 period to 24 in 2016 /17.

7 COMMUNITY TRAINING

The CHSCB continues to provide specific funding to Interlink (the umbrella voluntary sector organisation providing support to other organisations in the Orthodox Jewish community) to

arrange and offer safeguarding training for professionals within the Orthodox Jewish community, within Hackney. The CHSCB's arrangement with Interlink is driven by the high percentage of children and young people from the Orthodox Jewish community, estimated to be between 20-25% of the overall Hackney children population.

In 2015/16 the Interlink Foundation delivered the following training funded by the CHSCB:

- 28th April 2015 – Advanced Safeguarding Children Training for Women
- 3rd May 2015 - Basic Safeguarding Training for Women
- 4th May 2015 - Basic Safeguarding Training for Women (Two courses)

Statement from Sara Weiss of the Interlink Foundation in relation to Safeguarding Training in the Charedi (Orthodox Jewish) Community 2015/16:

“Following a thorough and intensive review of Safeguarding Children training course content with Leethen Bartholomew, Partnerships Advisor to the City & Hackney Safeguarding Children Board, Interlink has delivered Safeguarding Children training courses at Basic and Advanced levels to the orthodox Jewish (Charedi) community in Hackney. These have been well attended by frontline workers as well as managers of services. We have also delivered Safer Recruitment training for those responsible for recruiting staff in organisations.

Training is delivered in separate gender groups and materials are continually updated maintaining cultural sensitivity which encourages attendance. We have also introduced multi-disciplinary training at Advanced level.

There has been a significant shift in institutional practices, with organisations having more robust Safeguarding Policies and Procedures and a greater culture of awareness and prevention. We have also been strongly encouraging voluntary participation in Section 11 Audits and offering support with these. Some of this work has begun to be delivered via LinkEd, the school support arm of Interlink which helps members with compliance and regulatory requirements.

We look forward to the continued support of the C&H SCB as a key partner in this important work.”

- 7.2 The **Community Partnership Advisor (CPA)** provides additional support to ensure training material is reflective of the material used in the main training programme. The CPA has continued this year to provide targeted safeguarding training across faith communities, parenting groups and third sector organisations. Following learning from a multi-agency case review where it was identified that safeguarding training should be delivered to housing staff and operatives, the CPA continued to support this work with direct training being offered to tenant resident associations and housing officers.

8 FINANCE

- 8.1 The CHSCB budget is made up of partner contributions. Training costs include the cost of the trainer, venue and refreshments i.e. tea and coffee. In 2016/17 Hackney Learning Trust continued to generously cover the cost of rooms and refreshments at the Tomlinson Centre. In addition Homerton hospital provided cost free rooms for learning seminars. Printing costs were reduced substantially in 2016/17 by sending out course resources as pdf documents to delegates post course where appropriate. This has proved to be an effective way of disseminating information and allows for colleagues to easily share learning within their organisations.

14/15 Breakdown:

Trainer costs - **£16,720.00**

External agency costs - **£3030.00***

Venue and refreshments: - **£0** (Covered by contribution from HLT)

*Total cost to deliver training: - **£19,750.00***

9 AREAS OF CHALLENGE FOR 2016-2017

9.1 The impact of changes in staffing was felt during the 2016/17 period. From mid-2016, the post of Training Co-ordinator was filled by a number of different personnel which had an impact on the consistent day-to-day management of the 2016/17 CHSCB Training Programme. These changes also impacted on the coordination of collecting attendance and evaluation data.

The 2016 /17 period also saw a reduction in the number of internal partner trainers to deliver the Boards core training sessions due to staff departures. This reduced capacity in turn impacted on the number of core safeguarding training courses the CHSCB was able to provide in the 2016/17 Training Programme. Responding to a drop in the number of courses offered, the Board has detailed recommended action for 2017-2018 in section 11 below.

10 KEY CHANGES FROM 2016-2017

Alongside courses exploring parental issues to further strengthen the Think Family approach such as domestic violence and substance misuse, the 2016/17 Training Programme offered a number of new courses in line with key recommendations made in the 2015/16 Annual Training Report. As a result the following changes were implemented across the 2016/17 Training Programme:

- All training sessions must now include a focus on adolescents amongst other age ranges to ensure professionals have an understanding of key developmental milestones in adolescence and the impact of abuse. This is in response to learning from multi agency Case Review Child L, highlighting the need to see the child when working with and responding to adolescents.
- Similarly, training has also been delivered on Harmful Sexual Behaviours to broaden understanding of the local profile of CSE and to capture the impact of peer to peer.
- A course to support practitioner's ability to risk assess and protect children they work with by Understanding Child Sexual Abusers behaviour and the risks they pose. This course was delivered in 2016/17 in response to Serious Case Review FC, where a male adult sexually harmed a number of children in his care.
- Lastly, to support the needs of safeguarding leads who are not new to their post or safeguarding but require refresher on latest practice, policies and legislation, the Training for Safeguarding Leads, their Deputies and Managers Refresher session was added and delivered in the 2016/17 Training Programme.

11 RECOMMENDED ACTION FOR 2017-2018

Future training needs for the 2017/18 period have been informed by Local and National learning and priorities, and feedback from training evaluation form and online comments, the staff survey and discussions at both the Training, Learning & Development Sub Group and CHSCB Trainers Forum. Recommended action for the 2017/18 period includes:

- Sustained focus on strengthening the Boards pool of internal trainers to deliver core safeguarding courses on behalf of the CHSCB.
- Continued focus on Think Family through procurement of training courses capturing parental issues and courses highlighting focus on adolescents, including CSE, Adult Mental Health, and Impact of Neglect training.

- Developing a course that supports practitioners to have Difficult Conversations, following learning from recent Neglect reviews and audits.
- Greater utilisation of CHSCB communication channels to strengthen engagement across partners in multi-agency training and raise attendance numbers in the 2017/18 period.
- Continued focus on bolstering attendance from City-based delegates by holding a select number of courses in the City of London and coordination with City-based training leads.
- Focus on system improvements to improve data collection and analysis of multi-agency training for the 2017 / 18 period, and proposed streamlining of the evaluation process and revision to the current [CHSCB Evaluation and Analysis Framework](#) to allow for reduction in duplicative processes.