CHSCP TRAINING
Annual Report 2019 - 2020

May 2020

EXECUTIVE SUMMARY:

This report covers the period April 2019 to March 2020 and provides a summary of CHSCP training and learning activities, which are driven under the Training Learning & Development (TLD) Sub Group.

Summary Headlines:

Training & Learning Programme:

- In 2019-20 the CHSCP offered **70 training sessions**. This comprised 50 training courses (full and ½ day sessions); 11 Reducing Parent Conflict (RPC) training sessions (funded through Department for Work & Pension), 2 Serious Case Review Learning Seminars (2-3 hour sessions) and 7 Masterclasses/ Seminars (2 hour sessions).
- The 56 courses we have data available for provided 1459 available training places, of which 1391 (95%) were booked in advance of the course date and 1182 (81%) were attended.
- Of the 1391 booked places 1182 delegates (85%) attended on the day leaving 209 delegates (15%) who did not attend the training, nor cancel their booking in advance of the course.
- 60% of attending delegates worked in Hackney, 9% worked in the City of London, and 31% worked across both Boroughs. This breakdown is comparable to the previous year.

Evaluation:

- **BEFORE** the training **38%** of delegates claimed their knowledge was **POOR** (8%) or **SATISFACTORY** (30%); **AFTER** the training **98%** stated their knowledge was **GOOD** (19%) or **VERY GOOD** (57%) **EXCELLENT** (22%), demonstrating a clear impact of the training provided.
- **96%** of those who answered the question stated that the training would enable them to practice more effectively and **97%** stated that the trainer's facilitation skills, teaching style and knowledge were **GOOD** (9%) **VERY GOOD** (31%) or **EXCELLENT** (57%). This is really excellent feedback and a testament to the skill and expertise of our internal & commissioned trainers.
- **90%** of delegates rated the content of SCR Learning Seminars as **GOOD** (6%) **VERY GOOD** (30%) or **EXCELLENT** (54%). **98%** stated what they had learned in the seminar would be useful to them in their roles and **94%** stated what they had leamed would help them safeguarding Children & Young People more effectively.

Conference 2020:

- The CHSCP Annual Safeguarding Conference was held on Wednesday 4th March 2020 at the Guildhall. The theme of this year's conference was Safeguarding & the Digital Thread with a specific focus on youth produced imagery, social media apps and offenders and technology.
- The conference was attended by a total of 167 delegates. This breaks down as follows:
    - 229 delegates originally booked to attend the conference
    - 24 cancelled before the date of the conference.
    - Of the remaining 205 potential delegates 153 (75%) attended the conference and 52 (25%) did not attend the conference, nor did they cancel their booking.
    - A further 14 delegates attended without having previously booked a place.
- Of the 167 delegates who attended the conference 25% worked in the City of London, 25% worked in the London Borough of Hackney and 50% worked across both boroughs.

KEY:		80% or greater		Between 60-79%		59% or less

- o **92%** felt the conference met their expectations of the day and **93%** felt that learning from the conference would impact upon their safeguarding practice.
- o Overall the conference was very well received with **over 95%** of the delegates that completed an evaluation form rating the conference sessions as either **EXCELLENT** (56%) or **VERY GOOD** (29%) or **GOOD** (11%).

Key Achievements 2019-20:

In 2019/20 the CHSCP and TLD Sub Group have:

- o Responded to established learning priorities b
    - – Updating the CHSCP Core Safeguarding training presentations, which have been very positively received by delegates.
    - – Enhancing & increasing the number of Safeguarding Children with Disabilities/SEND courses delivered.
    - – Improving the training offer in relation to FGM, Breast Flattening and Cultural Awareness training.
    - – Maintaining an enhanced offer in relation to Exploitation, including Young People and Substance Misuse, County Lines, and Safeguarding in a Digital World.
    - – Delivering at least one Safer Recruitment course in the City of London.

- o Supported delivery of the Reducing Parental Conflict training (funded through Department for Work and Pensions).
- o Implemented alternative ways to try to maximise training take up and minimise the numbers of people dropping out of the course without cancelling their place.

Recommended Actions for 2020/21:

Recommended actions for the 2020/21 include:

- o To respond to partner learning priorities by:
    - – Adding Adverse Childhood Experience (ACE) training to the training programme.
    - – Consolidating Reducing Parental Conflict Training through roll out of e-learning and train the trainer sessions.
    - – Add Gender and LGBQT+ Training sessions.
    - – Develop internal Criminal Exploitation and Toxic Trio training offers.

- o Identify new potential trainers to join the CHSCP training pool and consider whether a further Train the Trainer course is required.
- o Further develop the internal pool of trainers to deliver courses on behalf of CHSCP through strengthening the support offered to internal trainers by reinstating the trainer's forum and trainer shadowing/ buddying system.
- o Explore further e-learning training opportunities to enhance the CHSCP training offer.
- o Implement and promote a City & Hackney Safeguarding Children Partnership App and develop the range of e-Learning available through the App.

Introduction

The Training, Learning & Development Sub Group is responsible for the commissioning, monitoring and evaluation of the effectiveness of single and multi-agency safeguarding training on behalf of the CHSCP and for the oversight and delivery of a multi-agency training programme. The work of the Sub Group is a key part of the CHSCP Learning & Improvement Framework.

The training opportunities offered by the CHSCP 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. In 2019/20 the sub group held two meetings which continued to be chaired by Mary Lee, Designated Nurse, CCG. Based on the evidence gathered during 2019/20 period, the group remain confident that single/ multi-agency training continues to be: responsive to the needs of safeguarding partners; delivered to a high quality; and valued by participants. The training programme continues to strengthen the partnership response to safeguarding; evidenced through the good practice seen in audits, direct front-line practice observations, and the scrutiny of partnership performance data, and is helping contribute towards positive outcomes for children and young people.

CHSCP Courses 2019/20

CHSCP training courses are split into 3 groups A, B and C as follows:

Group A training equates to Level 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 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.
− 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 2018).
− 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 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.

Sessions range from those that raise awareness, knowledge, skills recognition and response on general safeguarding and child protection to specialist topics aimed at more experienced staff. Supported by a Multi-Agency Training Strategy that was refreshed in 2019, the CHSCP training programme focuses on areas of practice prioritised by the Board, with learning from local and national case reviews and audits, feedback from training evaluation forms and staff surveys fully integrated into the training material.

In addition to the CHSCP Core Safeguarding courses the 2019/20 training programme included courses covering: Child Abuse linked to Faith & Beliefs, County Lines; Cultural Awareness; Difficult Conversations;

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Disabled Children/ (SEND); Domestic Violence & Abuse (DVA); Early Help; Harmful Practices (inc FGM, Breast Flattening), Mental Health; Neglect; Prevent/ Radicalisation; and Safeguarding in a Digital World.

The CHSCP also continued to advertise Introduction to Contextual Safeguarding courses on behalf of the Hackney Children & Families Service, which open these courses up to a more multi agency audience.

2019-20 – Attendance data:

- In 2019-20 the CHSCB offered 70 training sessions.
  - o 50 Training courses (full and ½ day sessions)
  - o 11 Reducing Parental Conflict (RPC) DWP funded training sessions;
  - o 2 Serious Case Review Learning Seminars (2-3 hour sessions) and
  - o 7 Masterclasses/ Seminars (2 hour sessions).

- This is a small increase on the number of courses offered in 2018/19 (58) which is almost entirely accounted for by the addition of the DWP funded Reducing Parental Conflict (RPC) courses.
- Attendance registers for 3 of the 50 training sessions are outstanding, therefore data from these sessions has been excluded in the report below*.
- Monitoring and Evaluation of the RPC sessions is being done through Knowledge Pool (training deliverers) and DWP. We therefore only have data relating to available places and bookings.
- The 56 sessions we have data for provided 1459 available training places, of which 1391 (95%) were booked in advance of the course date and 1182 (81%) were attended.
- Of the 1391 booked places 1182 delegates (85%) attended on the day leaving 209 delegates (15%) who did not attend the training, nor cancel their booking in advance of the course.

Figure 1: Summary of Course attendance 2019-20 to date

2019-20 courses	Maximum places available	Number of places booked	% booked/ places available	Number attended	Number did not attend	% attended/ booked
50 Training Sessions (data for 47*)	1239	1219	98%	1032	187	85%
2 SCR Learning Seminars	80	56	70%	51	5	91%
7 Masterclasses/ Seminars	140	116	83%	99	17	87%
TOTAL 59 Sessions (data for 56*)	**1459**	**1391**	**95%**	**1182**	**209**	**85%**

Course cancellations

In Q4 a number of courses were cancelled/postponed as follows:

Date	Course	Reason for cancellation
12th Feb 2020	MARAC	Trainer capacity (HCFS)
17th Feb 2020	Young People & Substance Misuse	Trainer capacity (HCFS)
18th Feb 2020 PM	FGM Risk Assessment Tool	Low booking numbers
5th March 2020	DVA Seminar	Trainer capacity (HCFS) & low booking numbers
12th March 2020	Parental Substance Misuse	Trainer capacity (HCFS)
17th March 2020	VAWG & Harmful Practices	Coronavirus
18th March 2020	Preventing Radicalisation	Coronavirus
25th March 2020	Corrective Rape & Faith Based Abuse	Coronavirus
31st March 2020	Honour Based Violence & Forced Marriage	Coronavirus
10th March 2020	Reducing Parental Conflict (2 Modules)	Low booking numbers & change in funding allowed courses to be pushed back to 2020/21
19th & 24th March 2020	Reducing Parental Conflict (4 Modules)	

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Figure 1a: shows the breakdown of training course attendance, by course, Q1-4 2019-20

Date	Group	Course	Places Available	Places booked	% Booked	Number attended	Number did not attend	% Attended
Quarter 1 (April – June 2019)								
03/05	A/B/C	Early Help Assessment (CAF) Training	16	21	131%	17	4	81%
20/05	B/C	DVA: Dynamics, Identification & Responses	27	31	115%	27	4	87%
11/06	B/C	Impact of Neglect & Emotional Abuse	25	26	104%	24	2	92%
21/06	B/C	Young People & Substance Abuse	16	17	106%	15	2	88%
24/06	A	Safeguarding Children A Shared Responsibility	27	33	122%	31	2	94%
28/06	B/C	Working with Cultural & Economic Diversity	30	26	87%	22	4	85%
		Quarter 1 TOTAL	**141**	**154**	**109%**	**136**	**18**	**88%**
Quarter 2 (July – September 2019)								
01/07	A/B/C	VAWG & Harmful Practices	25	28	112%	23	5	82%
04/07	B/C	Safeguarding in a Digital World	30	33	110%	33	0	100%
11/07	B/C	Child Abuse Linked to Faith & Belief (CPD)	30	32	107%	29	3	91%
16/07	B/C	Difficult Conversations	20	24	120%	20	4	83%
18/07	C	Designated Safeguarding Leads	27	27	100%	25	2	93%
19/07	A	Safeguarding Children A Shared Responsibility	27	31	115%	27	4	87%
22/07	B/C	County Lines	27	31	115%	25	6	81%
12/09	A	REFRESHER Safeguarding Children	27	31	115%	31	0	100%
23/09	B/C	FGM & Breast Flattening (CPD)	30	21	70%	19	2	90%
23/09	B/C	FGM Risk Assessment Tool (CPD)	30	17	57%	15	2	88%
27/09	A/B/C	VAWG & Harmful Practices	25	26	104%	22	4	85%
		Quarter 2 TOTAL	**298**	**301**	**101%**	**269**	**32**	**89%**
Quarter 3 (October – December 2019)								
01/10	C	REFRESHER Designated Safeguarding Leads	27	33	122%	32	1	97%
10/10	A/B/C	Safeguarding Roma People & Communities	25	9	36%	8	1	89%
14/10	C	Safer Recruitment	27	25	93%	22	3	88%
15/10	C	MARAC	27	17	63%	14	3	82%
16/10	B/C	Difficult Conversations	20	22	110%	18	4	82%
17/10	A/B/C	Building Resilience Against Violent Extremism	30	25	83%	23	2	92%
23/10	B/C	Young People & Substance Misuse	27	25	93%	20	5	80%
24/10	A/B/C	Introduction to Mental Health	27	25	93%	18	7	72%
28/10	B/C	County Lines	30	31	103%	21	10	68%
05/11	A/B/C	Safeguarding Children with Disabilities/ SEND	27	28	104%	26	2	93%
06/11	B/C	Child Abuse Linked to Faith & Belief (CPD)	30	30	100%	27	3	90%
12/11	A/B/C	Early Help Assessment (CAF) Training	16	20	125%	18	2	90%
13/11	A	Safeguarding Children A Shared Responsibility	27	32	119%	31	1	97%
21/11	B/C	Safeguarding in a Digital World	30	28	93%	21	7	75%
25/11	A/B/C	Cultural Awareness: Working w/OJ Community	27	21	78%	19	2	90%
27/11	B/C	DVA: Dynamics, Identification & Responses	27	30	111%	22	8	73%
29/11	B/C	Communicating with Children & Young People	27	24	89%	21	3	88%
06/12	A/B/C	Improving Participation in CP Conferences	27	16	59%	12	4	75%
09/12	A/B/C	VAWG & Harmful Practices	25	23	92%	15	8	65%
10/12	A	REFRESHER Safeguarding Children	27	28	104%	23	5	82%
		Quarter 3 TOTAL	**530**	**492**	**93%**	**411**	**81**	**84%**
Quarter 4 (January – March 2020)								
16/01	B/C	Working with Cultural & Economic Diversity	30	24	80%	19	5	79%
23/01	C	Designated Safeguarding Leads	27	30	111%	28	2	93%
27/01	B/C	Impact of Neglect & Emotional Abuse	25	21	84%	14	7	67%
03/02	*A/B/C*	*Enhancing your trauma informed approach*	*Awaiting Register – Data not included*					
04/02	B/C	County Lines	30	33	110%	29	4	88%
07/02	A/B/C	Building Resilience Against Violent Extremism	30	31	103%	24	7	77%
18//02	*B/C*	*FGM & Breast Flattening (CPD)*	*Awaiting Register – Data not included*					
19/02	B/C	Difficult Conversations	20	27	135%	21	6	78%
24/02	C	REFRESHER Designated Safeguarding Leads	27	27	100%	23	4	85%
27/02	*A/B/C*	*Cultural Awareness: Working w/OJ Community*	*Awaiting Register – Data not included*					
03/03	A/B/C	Safeguarding Children with Disabilities/ SEND	27	21	78%	15	6	71%
10/03	A	Safeguarding Children A Shared Responsibility	27	33	122%	26	7	79%
11/03	B/C	Safeguarding in a Digital World	27	25	93%	17	8	68%
		Quarter 4 TOTAL	**270**	**272**	**101%**	**216**	**56**	**79%**
		QUARTER 1 - 4 TOTAL	**1239**	**1219**	**98%**	**1032**	**187**	**85%**

KEY: 80% or greater   Between 60-79%   59% or less

Figure 1b: Breakdown of Serious Case Review Learning Seminar attendance 2019-20 (2 sessions).

Date	Level	LEARNING SEMINAR	Places Available	Places booked	% *	Number attended	Number did not attend	% **
14/06	A/B/C	SCR Learning Seminar – Rachel & X	30	20	67%	18	2	90%
19/06	A/B/C	SCR Learning Seminar – Rachel & X	50	36	72%	33	3	92%
Sub Total			**80**	**56**	**70%**	**51**	**5**	**91%**

Figure 1c: Breakdown of Masterclass/ Seminar attendance 2019-20 (7 sessions).

Date	Level	MASTERCLASSES/ SEMINAR	Places Available	Places booked	% Booked	Number attended	Number did not attend	% Attended
18/06	A/B/C	DVA Seminar	20	17	85%	14	3	82%
17/07	A/B/C	Engaging Perpetrators of DVA	20	19	95%	19	0	100%
11/09	A/B/C	DVA Seminar	20	19	95%	17	2	89%
19/09	A/B/C	Preventing Radicalisation Masterclass	20	15	75%	13	2	87%
02/12	A/B/C	DVA Seminar	20	12	60%	9	3	75%
21/01	A/B/C	Engaging Perpetrators of DVA	20	17	85%	14	3	82%
30/01	A/B/C	Parental Substance Misuse	20	17	85%	13	4	76%
Sub Total			**140**	**116**	**83%**	**99**	**17**	**85%**

Figure 1d: Breakdown of Reducing Parental Conflict training bookings 2019-20 (11 sessions).

Date	Level	REDUCING PARENTAL CONFLICT COURSES	Places Available	Places booked	% Booked
20 & 30/09	A/B/C	Reducing Parental Control (4 Modules)	20	20	100%
11 & 16/10	A/B/C	Reducing Parental Control (4 Modules)	20	18	90%
22/10	A/B	Reducing Parental Control (2 Modules)	20	20	100%
07/11	B/C	Reducing Parental Control (2 Modules MGRS)	20	11	55%
14/11	A/B	Reducing Parental Control (2 Modules)	20	19	95%
04/12	A/B	Reducing Parental Control (2 Modules)	20	19	95%
12/12	B/C	Reducing Parental Control (2 Modules MGRS)	20	9	45%
17 & 20/01	A/B/C	Reducing Parental Control (4 Modules)	20	12	60%
29/01	B/C	Reducing Parental Control (2 Modules MGRS)	20	6	30%
11/02	A/B	Reducing Parental Control (2 Modules)	20	5	25%
20 & 26/02	A/B/C	Reducing Parental Control (4 Modules)	20	13	65%
Sub Total			**220**	**152**	**69%**

Overall the courses have been popular and well attended, particularly in Q1 & 2 2019/20, with 85% of the available sessions booked to 80% capacity or over. Eight sessions (2 SCR Learning Seminars, 2 Seminars and 4 Courses) were booked to between 60 - 79% capacity and three courses were booked to 59% or less. There are a few possible reasons for this which include:

– The room capacity for one of the SCR Learning Seminars is higher than our usual training rooms. This coupled with the shorter booking lead in time could account for the relatively lower take up.
– We have offered a number of popular FGM sessions over the last few years and perhaps saturated demand for these courses.
– There we issues with recording attendance at the Cultural Awareness course which meant that there could have been more people that attended than stated.
– The MARAC and Improving Participation in CP conference sessions are perhaps more niche than some of the other courses offered.

Steps have been taken to try and maximise attendance and minimise drop out on the day including:

KEY: 80% or greater | Between 60-79% | 59% or less

- Regular training bulletins are circulated to the CHSCP mailing list, and circulated to senior leaders for onward dissemination.
- Personalised confirmation emails are sent to each delegate, copied to their line managers, at the time of booking, instructing them to put the date in their diaries & requesting that they cancel their place should they no longer be able to attend.
- Joining instructions and calendar invitations are sent to confirmed delegates one week in advance of the course, these also remind delegates to cancel their place should they no longer be able to attend.
- All courses are overbooked, and a waitlist is also maintained, where demand exists, in an attempt to counter potential drop out on the day to ensure that delegates who cancel in advance can be replaced where possible.

Quarters 3 & 4 saw a greater percentage of drop out on the day which could be as a result of increased workloads, and greater pressure on staff to focus on their day jobs. The increased drop out in March can also be attributed to illness/ concerns relating to the Coronavirus. In 2020/21 we will seek to record the reasons provided by those cancelling before/on the day as well as trying to follow up with those who were no shows on the day.

Demand for the Reducing Parental Conflict courses was initially quite strong but tailed off during the year. I believe this is in part because we were offering too many sessions in one year. The different module options were also confusing. It was agreed towards the end of the year that the funding received for these courses could be carried forward to 2020/21. As such the final two courses scheduled for March were cancelled. These will be delivered next year alongside the delivery of a train the trainer course to build future sustainability and their e-learning package.

2019-20 DELEGATE INFORMATION:

Borough worked in:

Of the 1182 delegates who attended a CHSCP Training sessions in 2019/20:

60% work in Hackney,
9% in the City of London, and
31% in both Boroughs.

Of the 209 delegates who failed to attend their training session:

73% work in Hackney,
4% in the City of London, and
23% in both Boroughs.

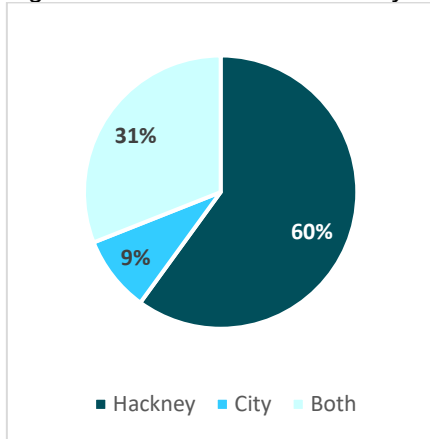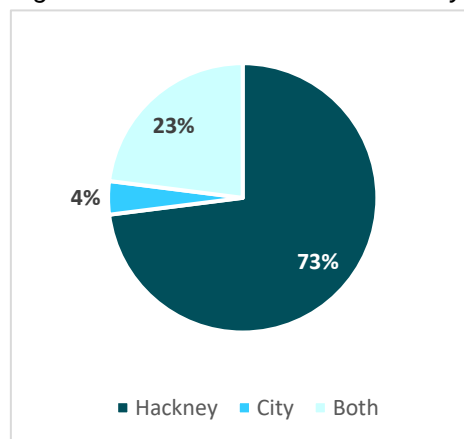*Figure 2a: 2019/20 attendance by borough*

Figure 2b: 2019/20 non-attendance by borough

The proportionately greater number of Hackney staff failing to attend training sessions could be, in part, owing to the high case loads and work pressures faced by Hackney Children & Families staff during this period.

Although overall training attendance from across the boroughs remains relatively stable, attendance per course can vary widely. Overall there has been an increase in those working in both boroughs with a corresponding decrease in those working in only Hackney or the City but this is most likely attributed to more accurate reporting of where delegates work.

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Figure 2c: Year on year comparison where attendees work

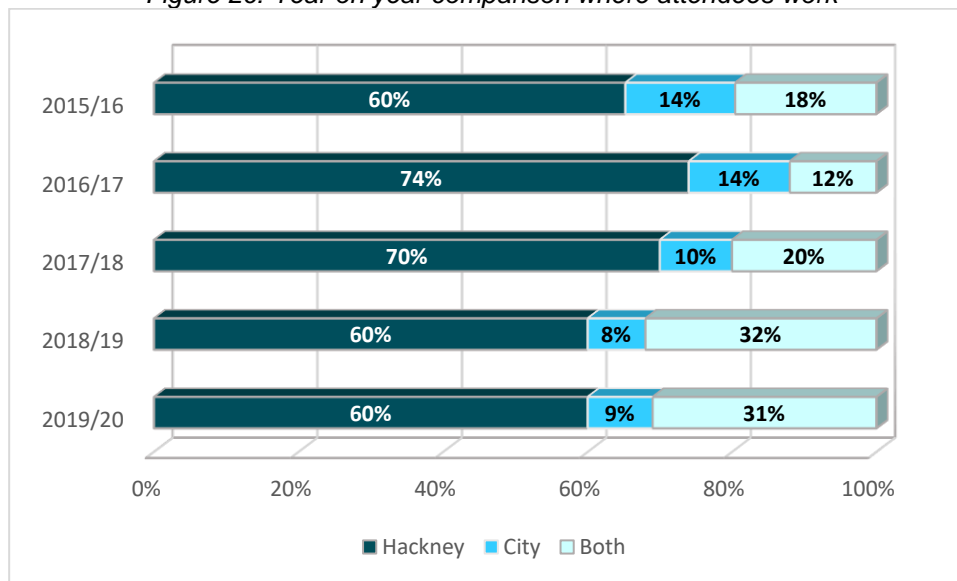| Year	Hackney	City	Both
2015/16	60%	14%	18%
2016/17	74%	14%	12%
2017/18	70%	10%	20%
2018/19	60%	8%	32%
2019/20	60%	9%	31%

■ Hackney ■ City □ Both

Figure 2d: Shows CHSCP year on year training attendance by quarter, and borough worked in.

Year	Quarter	ATTENDANCE						ATTENDED						NON ATTEND					
		Maximum places available	No of confirmed attendees	%	Attended	%	Non Attend	Hackney	%	City of London	%	Both	%	Hackney	%	City of London	%	Both	%
2017-18	Q1	109	119	109%	105	88%	14	67	64%	21	20%	17	16%	9	64%	3	21%	2	14%
	Q2	236	237	100%	207	87%	30	148	71%	12	6%	47	23%	23	77%	2	7%	5	17%
	Q3	384	340	89%	269	79%	71	187	70%	24	9%	58	22%	52	73%	6	8%	13	18%
	Q4	256	224	88%	190	85%	34	137	72%	18	9%	35	18%	26	76%	2	6%	6	18%
TOTAL		985	920	93%	771	84%	149	539	70%	75	10%	157	20%	110	74%	13	9%	26	17%
2018-19	Q1	151	115	76%	103	90%	12	55	53%	6	6%	42	41%	9	75%	0	0%	3	25%
	Q2	414	341	82%	289	85%	52	154	53%	25	9%	110	38%	35	67%	1	2%	16	31%
	Q3	374	338	90%	289	86%	49	190	66%	18	6%	81	28%	34	69%	5	10%	10	20%
	Q4	617	551	89%	443	80%	108	280	63%	38	9%	125	28%	71	66%	6	6%	31	29%
TOTAL		1556	1345	86%	1124	84%	221	679	60%	87	8%	358	32%	149	67%	12	5%	60	27%
2019-20	Q1	241	227	94%	201	89%	26	98	49%	24	12%	79	39%	13	50%	2	8%	11	42%
	Q2	358	354	99%	318	90%	36	183	58%	28	9%	107	34%	22	61%	1	3%	13	36%
	Q3	550	504	92%	420	83%	84	269	64%	35	8%	116	28%	66	79%	1	1%	17	20%
	Q4	310	306	99%	243	79%	63	161	66%	20	8%	62	26%	52	83%	5	8%	6	10%
TOTAL		1459	1391	95%	1182	85%	209	711	60%	107	9%	364	31%	153	73%	9	4%	47	23%

In 2019/20 overall attendance is improved on that of 2018/19 and comparable to that of 2017/18. Limiting the number of course available to book throughout the year, increasing course bulletins and communications have helped to ensure courses are being filled to capacity wherever possible.

This has not, however, resulted in a similar reduction in the number of people dropping out on the day of the course

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Figure 3: Shows year on year breakdown of delegates who attended CHSCP training by agency:

Agency	2017/18		2018/19		2019/20		% Trend*
	Number	%	Number	%	Number	%	
Cafcass	0	0%	0	0%	1	0.1%	→ ↑
City & Hackney CCG	5	0.6%	10	0.9%	13	1.1%	↑ ↑
CoL Children's Centres/ Nursery	9	1.2%	4	0.4%	8	0.7%	↓ ↑
CoL Corporation	14	1.8%	23	2%	22	1.9%	↑ ↓
CoL Housing	4	0.5%	5	0.4%	6	0.5%	↓ ↑
CoL Police	4	0.5%	15	1.3%	0	0%	↑ ↓
CoL Schools & Further Education	21	2.7%	22	2%	43	3.6%	↓ ↑
CoL Other	3	0.4%	3	0.3%	3	0.3%	↓ →
ELFT – Adult Mental Health	14	1.8%	55	4.9%	52	4.4%	↑ ↓
ELFT – CAMHS	11	1.4%	36	3.2%	32	2.7%	↑ ↓
ELFT – Forensics (prev Specialist Addictions)	7	0.9%	3	0.3%	19	1.6%	↓ ↑
Health Other	32	4.2%	5	0.4%	20	1.7%	↓ ↑
Homerton University Hospital	27	3.5%	123	10.9%	100	8.5%	↑ ↓
LBH Children's Centre/ Nursery	42	5.4%	40	3.6%	70	5.9%	↓ ↑
LBH: Children & Family Services	146	18.9%	241	21.4%	320	27.1%	↑ ↑
LBH: Hackney Learning Trust	30	3.9%	32	2.8%	17	1.4%	↓ ↓
LBH: Health & Community Services	8	1%	21	1.9%	10	0.8%	↑ ↓
LBH Neighbourhoods & Housing	33	4.3%	25	2.2%	14	1.2%	↓ ↓
LBH Schools & Further Education	92	11.9%	74	6.6%	78	6.6%	↓ →
LBH Other	21	2.7%	14	1.2%	10	0.8%	↓ ↓
London CRC	0	0%	0	0%	3	0.3%	→ ↑
Metropolitan Police	7	0.9%	4	0.4%	3	0.3%	↓ ↓
National Probation Service	10	1.3%	11	1.0%	34	2.9%	↓ ↑
Public Health	7	0.9%	20	1.8%	3	0.3%	↑ ↓
Voluntary & Community Services	137	17.8%	125	11.1%	92	7.8%	↓ ↓
Whittington Health	9	1.2%	6	0.5%	8	0.7%	↓ ↑
Other	78	10.1%	207	18.4%	201	17%	↑ ↓
TOTAL	**771**	**100%**	**1124**	**100%**	**1182**	**100%**	

KEY: ■ 80% or greater ■ Between 60-79% ■ 59% or less

- There have been no attendees from the City of London Police in 19/20.
- Increases seen in attendance from London Metropolitan Police in 2016/17 (24) has not been maintained in 2017/18/ (7) 2018/19 (4) and 2019/20 (3).
- 2019/20 saw the first training attendance from Cafcass (1) and London CRC (3), and a significant increase of attendance from the National Probation Service (34).
- Agencies that have seen year on year increases in the proportion of staff attending CHSCP training include:
  - City & Hackney CCG.
  - East London Foundation Trust (combined).
  - Hackney Children & Families Service.

- Agencies that have seen year on year reductions in the proportion of staff attending CHSCP training include:
  - Hackney Learning Trust
  - Hackney Neighbourhoods & Housing
  - Hackney Other
  - Metropolitan Police
  - Voluntary & Community Services

 (although some of these changes may be owing to more accurate recording of the agency worked in)

2019/20 EVALUATION & IMPACT OF TRAINING

As part of the learning and improvement framework, the CHSCP seeks participant's evaluation of the courses to identify impact on practice and future learning needs. To support the CHSCP in determining the impact of multi-agency training evaluations are completed in 4 stages:

STAGE 1:	On the day evaluation – all participants are asked to complete an evaluation form at the end of the course attended.
STAGE 2:	Post course evaluation (Part 1) – all participants are contacted 8-12 weeks after the course and asked to complete a short online evaluation form
STAGE 3:	Post course evaluation (Part 2) – A random selection of participant Line Managers will be contacted 8-12 weeks after the course and asked to provide details on the participant's confidence, knowledge and practice following the course.

Data from Stages 2 and 3 is still being compiled. Below is an overview of the on the day evaluations received from delegates in 2019-20.

On the day evaluation: training courses, masterclasses and seminars:
There are eight courses for which we are yet to receive evaluation data. The following data is therefore based on 965 responses from delegates who attended a course, masterclass or seminar in 2019-20.

Q1. Asks whether delegates were made aware of the aims & outcomes of the course BEFORE attending the training?
94% of delegates who completed a post course evaluation form stated that they had been made aware of the aims and objectives of their course in advance of the training session. 5% stated they had not been made aware and 1% did not respond. Aims and objectives are included in the joining instructions provided to delegates in advance of the course. Those who claim not to have received these have either not read the joining instructions or could be delegates who had not registered in advance of attending the course.

Q2 & 3. Ask how delegates would rate their knowledge of the subject BEFORE and AFTER the training?
BEFORE the training 38% claimed their knowledge was **POOR** (8%) or **SATISFACTORY** (30%). 37% remarked that it was **GOOD**; and 19% **VERY GOOD** and 6% advised it was **EXCELLENT**. **AFTER** 98% stated that it was **GOOD** (19%), **VERY GOOD** (57%) or **EXCELLENT** (22%). (0% claimed it was **POOR**; 2% stated it was **SATISFACTORY**). This demonstrates a clear impact of the training provided.

Q4. Asks delegates how well the training met its overall learning objectives? 96% stated that it was **GOOD** (14%) **VERY GOOD** (40%) or **EXCELLENT** (42%). (0% claimed it was **POOR**; 3% stated it was **SATISFACTORY**; and 12% did not answer the question).

Q5. Asks how well delegates felt that equality & diversity issues were considered during the training?
86% stated that it was **GOOD** (20%) **VERY GOOD** (37%) or **EXCELLENT** (30%). 2% claimed it was **POOR**; 8% stated it was **SATISFACTORY**; and 5% did not answer the question.

KEY:		80% or greater		Between 60-79%		59% or less

Q8. Asks whether delegates feel that the training will enable them to practice more effectively? An overwhelming **96%** stated that it would. **1%** stated that it wouldn't and the remaining **3%** did not answer the question. This is really excellent feedback and a clear demonstration of the positive effect of the training delivered.

Q10. Asks delegates how they would rate the trainers' facilitation skills, teaching style and knowledge? An overwhelming **97%** stated that they were **GOOD** (9%) **VERY GOOD** (31%) or **EXCELLENT** (57%). Of the remaining 3%, 2% stated the trainers' were **SATSIFACTORY** and 1% did not answer the question. This includes both internal and external trainers and is really excellent feedback and a testament to the skill and expertise of our trainers.

Q11. Asks how useful delegates found the teaching materials? **95%** stated they were **GOOD** (19%) **VERY GOOD** (36%) or **EXCELLENT** (40%). Of the remaining 5%, 2% did not answer the question and 3% stated the training materials were **SATSIFACTORY**. Again this includes both internal and external training.

(Questions 6, 7, 9 and 12 are qualitative questions. Further analysis of the feedback provided in these surveys will be carried out and the details will be shared with the trainers, to inform future training delivery as well as included in the final annual report).

On the day evaluation: Serious Case Review Learning Seminars:
Below is a summary of the feedback received on the day of the learning seminars. This is based on responses from the 50 of the 51 delegates who attended one of the two Serious Case Review Learning Seminars.

Q1. How did delegates rate the content of the learning seminar? Of those who answered the question **100% stated that it was GOOD** (7%) **VERY GOOD** (33%) **or EXCELLENT** (60%).

Q4a. Asked delegates whether the event has increased their knowledge/ understanding of the subject? Of those who answered the question **100% stated that it had**.

Q4b. Asked whether what delegates had learned would be useful to them in their work? Of those who answered the question **100% stated that it would**.

Q4c. Asked whether delegates will share what they have learned with others within their organisations? Of those who answered the question **100% stated that they would**.

Q4d. Asked whether delegates will share what they have learned with others outside their organisations? Of those who answered the question **90% stated that they would**.

Q4e. Asked whether the learning from this event would help them to safeguard children & young people more effectively? Of those who answered the question **100% stated that it would**.

Q5. Asked how they would rate the facilitator's skills, teaching style and knowledge? Of those who answered the question **100% stated that they were GOOD** (4%) **VERY GOOD** (25%) **or EXCELLENT** (71%).

Further analysis of the feedback provided in these forms will be carried out and the details will be shared with the facilitators, to inform future Learning Seminar delivery.

KEY: 80% or greater   Between 60-79%   59% or less

The CHSCP Annual Safeguarding Conference was held on Wednesday 4th March 2020 at the Guildhall. The theme of this year's conference was Safeguarding & the Digital Thread with a specific focus on youth produced imagery, social media apps and offenders and technology.

The conference was attended by a total of 167 delegates. This breaks down as follows:
- 229 delegates originally booked to attend the conference
- 24 cancelled before the date of the conference.
- Of the remaining 205 potential delegates:
  o 153 (75%) attended the conference;
  o 52 (25%) did not attend the conference, nor did they cancel their booking.
- A further 14 delegates attended without having previously booked a place.

Attendance:
Of the 167 delegates who attended the conference:
- 25% work in the City of London,
- 25% work in the London Borough of Hackney and;
- 50% work in both the City of London and London Borough of Hackney.

BOROUGH WORKED IN	ATTENDED	%	WITH PRIOR BOOKING	%	WITHOUT PRIOR BOOKING	%
City of London	42	25%	34	22%	8	57%
LB Hackney	42	25%	41	27%	1	7%
Both	83	50%	78	51%	5	36%

This represents a significant change from the previous conference which saw 18% attend from the City of London, 57% from Hackney and 26% from both City of London & Hackney. This could be in owing to more accurate recording of the Borough worked in, and increased attendance from Health agencies that work across both boroughs.

The conference was attended by a range of delegates from across the partnership as follows:

### Conference attendance by Agency Type
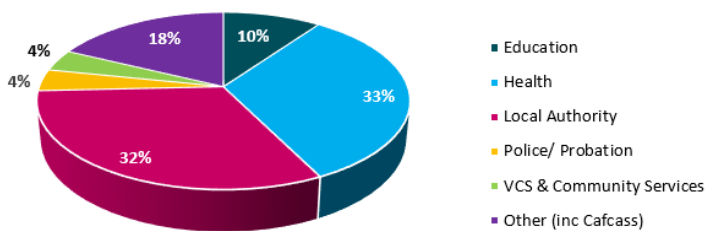
- 33% work for Health agencies
- 32% work for Local Authorities
- 10% work within Education settings
- 4% work for Police or Probation services
- 4% work for Voluntary and Community Services
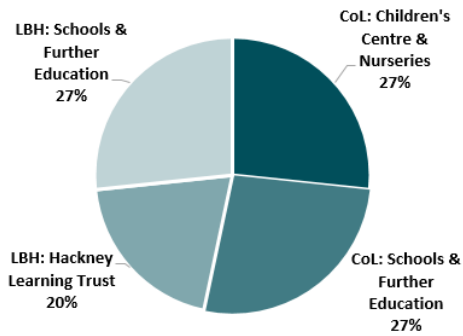- 18% work for 'Other' Agencies including Cafcass.
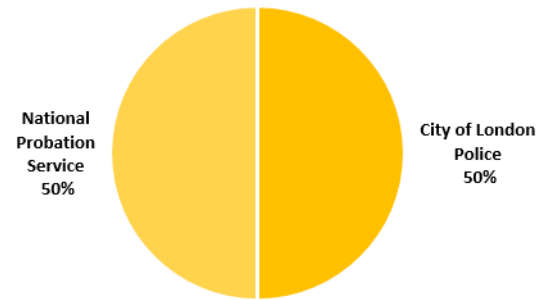
Local Authority Attendance Breakdown
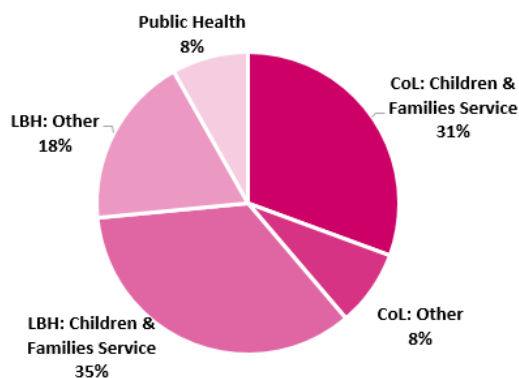
Health Attendance by Agency

KEY:	80% or greater	Between 60-79%	59% or less
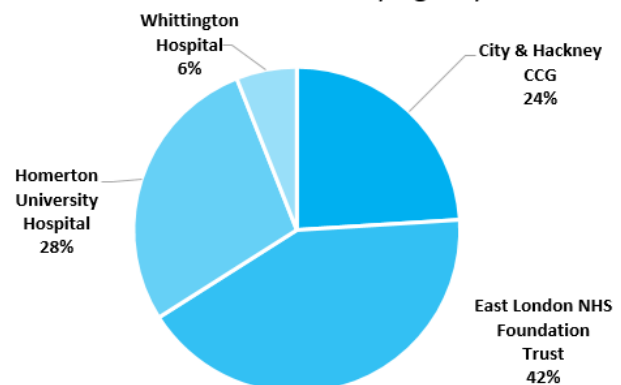
Education Attendance Breakdown

Police/ Probation Attendance Breakdown

AGENCY	ATTENDED	%	WITH PRIOR BOOKING	%	WITHOUT PRIOR BOOKING	%
CAFCASS	8	5.2%	8	5.8%	0	0.0%
City & Hackney CCG	12	7.8%	12	8.6%	0	0.0%
CoL: Children's Centre/ Nursery	4	2.6%	2	1.4%	2	14.3%
CoL: Corporation	15	9.8%	10	7.2%	5	35.7%
CoL: Housing	1	0.7%	1	0.7%	0	0.0%
CoL: Police	3	2.0%	3	2.2%	0	0.0%
CoL: Schools & FE	4	2.6%	3	2.2%	1	7.1%
CoL: Other	3	2.0%	3	2.2%	0	0.0%
ELFT: Adult Mental Health	15	9.8%	15	10.8%	0	0.0%
ELFT: CAMHS	4	2.6%	3	2.2%	1	7.1%
ELFT: Forensics	2	1.3%	2	1.4%	0	0.0%
Homerton University Hospital	14	9.2%	13	9.4%	1	7.1%
Health Other	0	0.0%	0	0.0%	0	0.0%
LBH: Children & Family Services	11	7.2%	10	7.2%	1	7.1%
LBH: Children's Centre/ Nursery	0	0.0%	0	0.0%	0	0.0%
LBH: Health & Community Services	1	0.7%	1	0.7%	0	0.0%
LBH: Neighbourhoods & Housing	2	1.3%	2	1.4%	0	0.0%
LBH: Hackney Learning Trust	3	2.0%	3	2.2%	0	0.0%
LBH: Schools & Further Education	4	2.6%	4	2.9%	0	0.0%
LBH: Young Hackney	6	3.9%	6	4.3%	0	0.0%
LBH: Other	6	3.9%	6	4.3%	0	0.0%
London Ambulance Service	0	0.0%	0	0.0%	0	0.0%
London Community Rehabilitation Company	0	0.0%	0	0.0%	0	0.0%
London Metropolitan Police	0	0.0%	0	0.0%	0	0.0%
National Probation Service	3	2.0%	3	2.2%	0	0.0%
Public Health	4	2.6%	4	2.9%	0	0.0%
VCS & Community Services	6	3.9%	4	2.9%	2	14.3%
Whittington Health	3	2.0%	3	2.2%	0	0.0%
Other	19	12.4%	18	12.9%	1	7.1%
TOTAL	153	100%	139	100%	14	100%
Speakers	5		5		0	
Support Team	9		9		0	
OVERALL TOTAL	167		153		14	

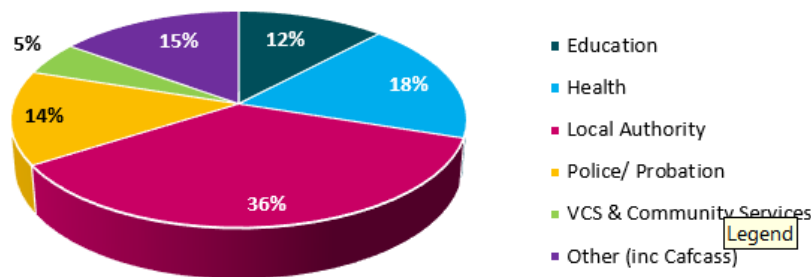| KEY:	80% or greater	Between 60-79%	59% or less

Non Attendance

Of the 76 delegates who booked but did not attend the conference:
- 18% work in the City of London,
- 45% work in the London Borough of Hackney and;
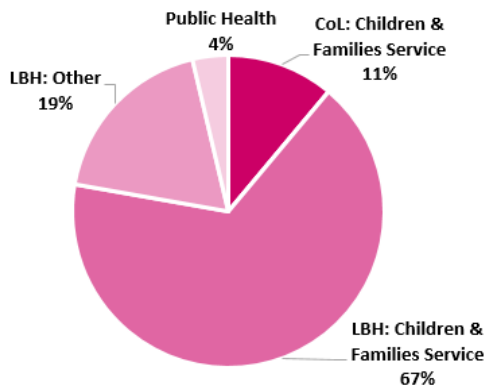- 37% work in both the City of London and London Borough of Hackney.

BOROUGH WORKED IN	DID NOT ATTEND	%	CANCELLED BEFORE	%	NO SHOW	%
City of London	14	18%	4	17%	10	19%
LB Hackney	34	45%	8	33%	26	50%
Both	28	37%	12	50%	16	31%

Disproportionately more delegates from Hackney either cancelled their attendance or did not attend on the day. This may be as a result of high workloads and work pressures. Further breakdown of Agency Non-Attendance can be found below.
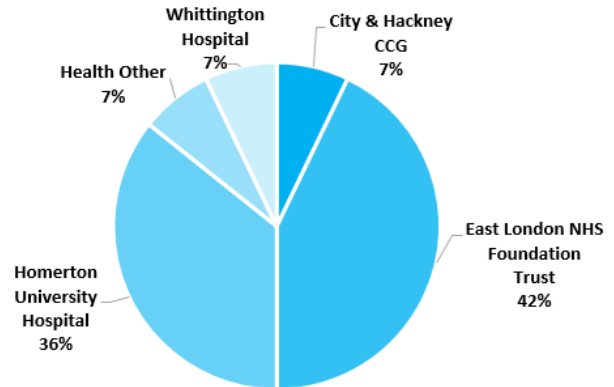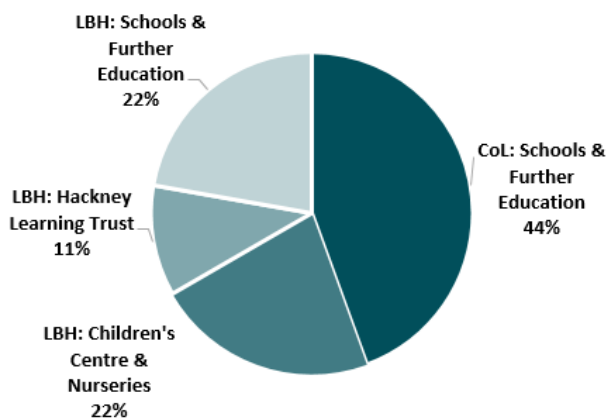
Conference Non-Attendance by Agency Team

- Education — 12%
- Health — 18%
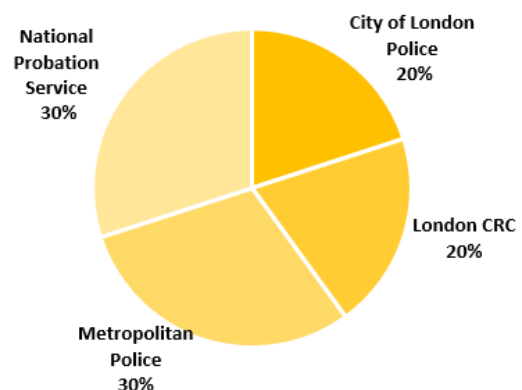- Local Authority — 36%
- Police/ Probation — 14%
- VCS & Community Services — 5%
- Other (inc Cafcass) — 15%

Local Authority Non-Attendance Breakdown

- Public Health 4%
- CoL: Children & Families Service 11%
- LBH: Other 19%
- LBH: Children & Families Service 67%

Health Non-Attendance by Agency

- Whittington Hospital 7%
- City & Hackney CCG 7%
- Health Other 7%
- East London NHS Foundation Trust 42%
- Homerton University Hospital 36%

Education Non-Attendance Breakdown

- LBH: Schools & Further Education 22%
- CoL: Schools & Further Education 44%
- LBH: Hackney Learning Trust 11%
- LBH: Children's Centre & Nurseries 22%

Police/ Probation Non-Attendance Breakdown

- National Probation Service 30%
- City of London Police 20%
- London CRC 20%
- Metropolitan Police 30%

| KEY: | 80% or greater | Between 60-79% | 59% or less |

| AGENCY	NON ATTENDANCE	%	CANCELLED	%	DID NOT ATTEND	%
CAFCASS	4	5.3%	3	13.0%	1	1.9%
City & Hackney CCG	1	1.3%	1	4.3%	0	0.0%
CoL: Children's Centre/ Nursery	0	0.0%	0	0.0%	0	0.0%
CoL: Corporation	3	4.0%	1	4.3%	2	3.8%
CoL: Housing	0	0.0%	0	0.0%	0	0.0%
CoL: Police	2	2.7%	2	8.7%	0	0.0%
CoL: Schools & FE	4	5.3%	0	0.0%	4	7.7%
CoL: Other	0	0.0%	0	0.0%	0	0.0%
ELFT: Adult Mental Health	1	1.3%	1	4.3%	0	0.0%
ELFT: CAMHS	5	6.7%	1	4.3%	4	7.7%
ELFT: Forensics	0	0.0%	0	0.0%	0	0.0%
Homerton University Hospital	5	6.7%	2	8.7%	3	5.8%
Health Other	1	1.3%	0	0.0%	1	1.9%
LBH: Children & Family Services	11	14.7%	2	8.7%	9	17.3%
LBH: Children's Centre/ Nursery	2	2.7%	1	4.3%	1	1.9%
LBH: Health & Community Services	0	0.0%	0	0.0%	0	0.0%
LBH: Neighbourhoods & Housing	3	4.0%	1	4.3%	2	3.8%
LBH: Hackney Learning Trust	1	1.3%	0	0.0%	1	1.9%
LBH: Schools & Further Education	2	2.7%	0	0.0%	2	3.8%
LBH: Young Hackney	7	9.3%	2	8.7%	5	9.6%
LBH: Other	2	2.7%	1	4.3%	1	1.9%
London Ambulance Service	0	0.0%	0	0.0%	0	0.0%
London Community Rehabilitation Company	2	2.7%	0	0.0%	2	3.8%
London Metropolitan Police	3	4.0%	0	0.0%	3	5.8%
National Probation Service	3	4.0%	2	8.7%	1	1.9%
Public Health	1	1.3%	1	4.3%	0	0.0%
VCS & Community Services	4	5.3%	0	0.0%	4	7.7%
Whittington Health	1	1.3%	0	0.0%	1	1.9%
Other	7	9.3%	2	8.7%	5	9.6%
TOTAL	75	100%	23	100%	52	100%
Speakers	1		1		0	
Support Team	0		0		0	
OVERALL TOTAL	76		24		52	

This year's conference saw attendance from Cafcass and the National Probation Service maintained. Although there were no delegates attending from Metropolitan Police or London CRC on the day, both agencies did make bookings. There were no bookings from the London Ambulance Service.

KEY: 80% or greater   Between 60-79%   59% or less

Delegate Evaluations

115 delegates (69%) completed an evaluation form. Of which:
- 92% felt the conference met their expectations of the day, 4% felt it partially met their expectations and 3% did not answer the question.
- 93% felt that learning from the conference would impact upon their safeguarding practice. The remaining 7% did not answer the question.

Did the conference meet your expectations?   **Will Learning Impact Safeguarding Practice**
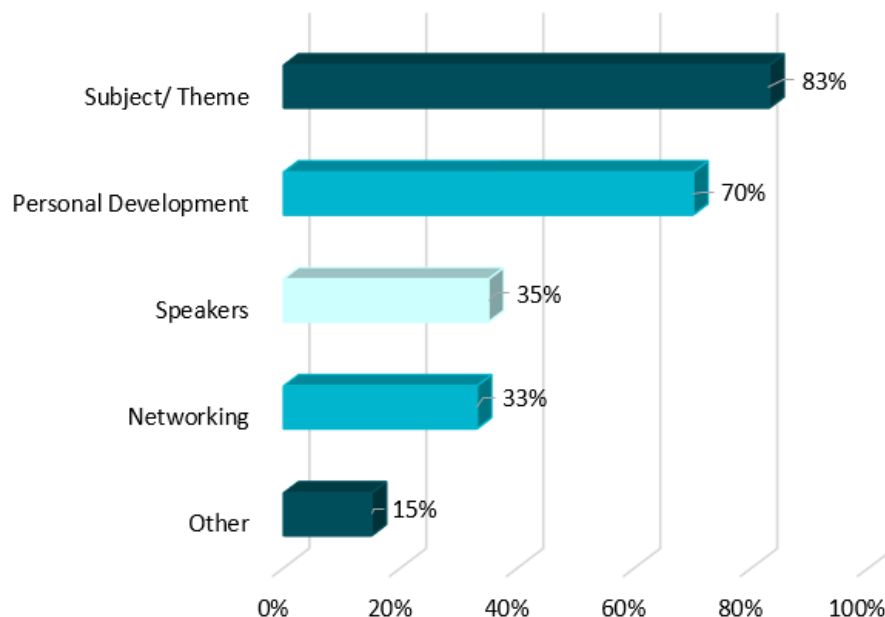
4%   3%

92%
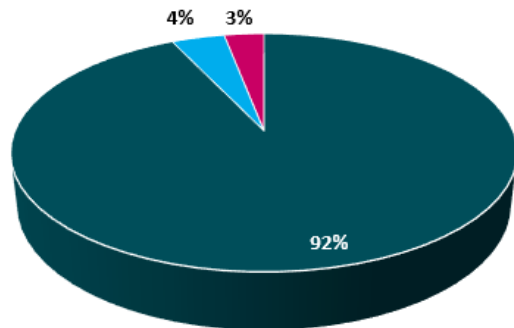
■ Yes   ■ Partially   ■ No response
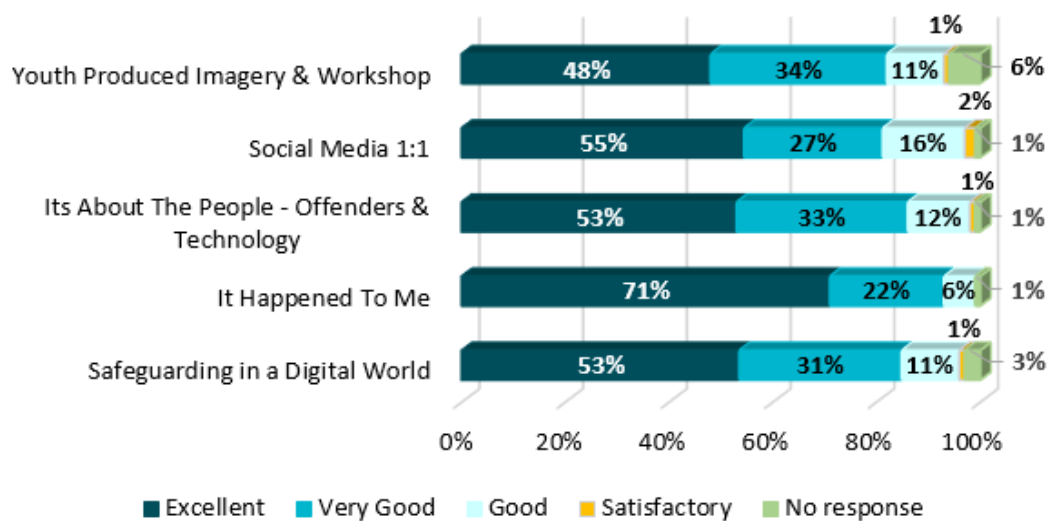
7%

93%
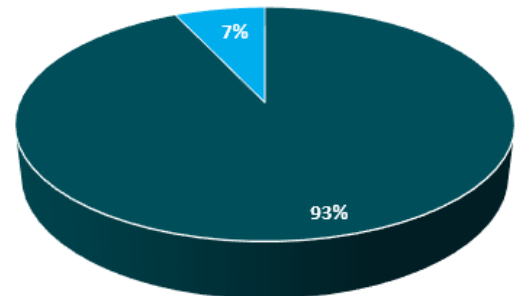
■ Yes   ■ No response

The most popular reason for attending the conference was the subject/theme of the conference (83%), followed by personal development (70%).

Delegate reason for attending the conference

Reason	Percentage
Subject/ Theme	83%
Personal Development	70%
Speakers	35%
Networking	33%
Other	15%

Overall the conference was very well received with over 95% of the delegates that completed an evaluation form rating the conference sessions as either Excellent (56%), Very Good (29%) or Good (11%). By session this breaks down as follows:

| **KEY:** | | 80% or greater | | Between 60-79% | | 59% or less |

Delegate ratings by conference session

Session	Excellent	Very Good	Good	Satisfactory	No response
Youth Produced Imagery & Workshop	48%	34%	11%	1%	6%
Social Media 1:1	55%	27%	16%	2%	1%
Its About The People - Offenders & Technology	53%	33%	12%	1%	1%
It Happened To Me	71%	22%	6%		1%
Safeguarding in a Digital World	53%	31%	11%	1%	3%

■ Excellent   ■ Very Good   ■ Good   ■ Satisfactory   ■ No response

Megan Hinton's 'It Happened to me' session was particularly well received with 93%. Delegate comments included:

- *Megan Hinton was an exceptional young woman.*
- *Megan's story was particularly inspirational - what an amazing advocate for young people showing a great level of resilience and passion.*
- *Megan helped me to see that just being there, listening and understanding is enough to initiate an appropriate response to young people impacted.*
- *Hearing Megan's story created a realness to the young people that we support.*
- *Megan's resilience & thoughtfulness was inspiring.*
- *Megan was very thought provoking, inspirational and moving.*

When asked how training will impact on their safeguarding practice, responses included:

- *I will be more curious about how the young people I work with use online platforms, and to have more open conversations with young people regarding their online behaviours.*
- *I have gained awareness of the many social media platforms and will consider the language we use when investigating/ supporting a Safeguarding incident.*
- *I am now more aware of social media platforms & dangers and have increased awareness of potential avenues for exploitation.*
- *The conference has allowed me to think more broadly about social media, young people's use of digital technology and its impact. It has impacted on the way I will approach this subject matter with both young people/ children and parents.*
- *A greater understanding of the online social spaces young people have access to and how this can impact on the risks they may take to be liked/ approved of.*
- *I am more aware of the risks to young people involving the internet. This has been a good reminder about never victim blaming.*
- *It reiterated the importance of my job and the changing tides & trends that impact on our job and how we need to ensure that we consider online safeguarding always and promote curiosity & challenge in our practice.*
- *I now have a better understanding of the law and social media/ digital offences related to young people.*
- *The conference was a good reminder that we do not work alone but as part of a multi-agency discipline.*
- *It will definitely change the way I approach safeguarding issues at my place of work through better understanding of vulnerability & pathways of harm.*
- *I will ensure that this is included in all Safeguarding Training that I deliver.*
- *I have heard from a victim perspective - what goes online doesn't have to stay online - hope is an important message.*

KEY:	80% or greater	Between 60-79%	59% or less

- *An increased knowledge of the impact of social media on the younger generation & the pressure to become involved in sexting and sharing images. Increased awareness sharing information in a supportive manner, safeguarding procedures.*
- *Discussions around reframing language around victim vs perpetrator gave me lots of food for thought.*
- *Offending behaviour patterns and how easily young people can be groomed despite safeguarding strategies in place.*
- *I am now more informed on this topic and am in a better position to challenge some myths, behaviours, belief and attitudes linked to child protection - today has reignited my passion for this topic.*
- *Raised awareness of how social media can be used to groom people and abuse.*

The majority of the comments were positive, for example:
- *Very good and eye opening Safeguarding Conference. Very well presented.*
- *Excellent Day - I like the way the scenarios were done - this part of the training can be dull.*
- *An informative session regarding safeguarding & digital thread.*
- *I was very impressed with the quality and information given by the speakers.*
- *The programme was well organised - scenarios brought cases to life. I will attend again as it was very insightful.*
- *Excellent learning day, update of knowledge and practice*
- *It was a brilliant conference - thank you!*
- *Well organised conference. Lot of valuable information without being overloaded. Good pace. Excellent venue & refreshments.*
- *Great course, great venue & content wonderful quality refreshment & lunch. Thanks*
- *Thank you - appreciate training opportunities & support from the partnership at lots of different levels.*
- *It was a good presentation. I found it useful, loads of different learning styles, examples, audio, videos, case studies etc.*
- *Scenarios at the end were really helpful.*
- *Brilliant day perfectly organised & presented.*
- *This was a superb conference.*
- *Thoroughly enjoyed the conference, Very informative, great speakers who were clear & concise.*

Aside from comments about the room being cold, suggested areas for improvement included:
- *This is such an important relevant topic and I think that it would be much more beneficial if this was delivered as training in a more practical sense and in smaller groups rather than conference setting.*
- *More real lived experiences please – they are so powerful.*
- *More regular safeguarding forums for professionals in City & Hackney.*
- *It would be good to have more discussion among delegates & information sharing.*
- *Wider training for all front line staff on online safeguarding.*
- *It would be good to have more training on managing these risks*
- *Advice & guidance on how Social Workers can use Facebook and other platforms in their assessments - when is it a breach of data protection?*
- *More discussion on impact of digital/ media on younger people.*
- *Would have been useful to have the correct answers for each of the scenarios, still not clear of process to be followed in each case.*
- *Some training/ discussion around how to create safe boundaries for young people & how we use/access to technology & social media would be useful. How can we be creating safer environments without young people thinking we don't understand or are out of date?- have a young person speak?*

KEY ACHIEVEMENTS 2019-20

In 2019/20 the CHSCP and TLD Sub Group have:

- Responded to established learning priorities by:
    - Updating the CHSCP Core Safeguarding training presentations, which have been very positively received by delegates.
    - Enhancing & increasing the number of Safeguarding Children with Disabilities/SEND courses delivered.
    - Improving the training offer in relation to FGM, Breast Flattening and Cultural Awareness training.
    - Maintaining an enhanced offer in relation to Exploitation, including Young People and Substance Misuse, County Lines, and Safeguarding in a Digital World.
    - Delivering at least one Safer Recruitment course in the City of London.

- Supported delivery of the Reducing Parental Conflict training (funded through Department for Work and Pensions).
- Implemented alternative ways to try to maximise training take up and minimise the numbers of people dropping out of the course without cancelling their place.

RECOMMENDED ACTIONS FOR 2020/21

Recommended actions for the 2020/21 include:

- To respond to partner learning priorities by:
    - Adding Adverse Childhood Experience (ACE) training to the training programme.
    - Consolidating Reducing Parental Conflict Training through roll out of e-learning and train the trainer sessions.
    - Add Gender and LGBQT+ Training sessions.
    - Develop internal Criminal Exploitation and Toxic Trio training offers.

- Identify new potential trainers to join the CHSCP training pool and consider whether a further Train the Trainer course is required.
- Further develop the internal pool of trainers to deliver courses on behalf of CHSCP through strengthening the support offered to internal trainers by reinstating the trainer's forum and trainer shadowing/ buddying system.
- Explore further e-learning training opportunities to enhance the CHSCP training offer.
- Implement and promote a City & Hackney Safeguarding Children Partnership App and develop the range of e-Learning available through the App.

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Date:	May 2020

KEY:		80% or greater		Between 60-79%		59% or less