



Quality Assurance Standards for Training

1. Introduction

- 1.1 Cheshire West and Chester Local Safeguarding Children Board (LSCB) is committed to a culture of continuous learning and improvement. We need to know who needs to be trained, ensure they receive the training and that the training and learning opportunities have made a positive difference to their practice to support and help children and young people. The importance of multi-agency training is reinforced through research and reinstated through local and national practice reviews. Effective safeguarding is underpinned by strong multi-agency working and professionals understanding and acting upon their respective roles and responsibilities in relation to safeguarding children. It must be remembered that individual agencies remain responsible for ensuring that their staff are competent and confident to carry out their roles safely including their safeguarding children responsibilities. Within the Working Together guidance, it is clear that the role of the Local Safeguarding Children Board (LSCB) in the delivery of training is a matter for local determination, but irrespective of who delivers training the LSCB should review and evaluate the quality, scope and effectiveness of single and multi-agency training to ensure it meets local need.

2. The Role of the Learning and Development Sub Group

- 2.1 The Learning and Development Sub Group is responsible for the planning, co-ordination, commissioning and evaluation of high quality multi-agency training to the children's workforce. The group ensures that the learning and development provided within agencies will equip professionals to safeguard children. The core functions of the group include:-
- To develop and review a multi-agency learning and development programmes within the context of local and national policies, research and practice developments.
 - To ensure standards are set for single agency basic training/learning and evaluate the review of single agency provision.
 - To commission the design, planning, organisation and implementation of the training/learning programmes based on priorities, learning from SCRs and reviews of child deaths.
 - Monitor and evaluate the quality and effectiveness of the learning programme.
 - Support, develop and monitor the training pool.
 - To ensure oversight and information about individual agency training that links to the priorities and to consider which could be accessed by partner agencies.
 - To ensure that the learning from serious case reviews is communicated in single and multi-agency training.
 - To ensure that individual agencies focus on how staff in their organisations are achieving and maintain their competencies in safeguarding using a range of learning opportunities.
 - To provide the LSCB with impact evaluation of training on a quarterly basis in order to measure the effectiveness of training.

3. The Role and Responsibility of Agencies

- 1.1 Individual agencies are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Employers should ensure that their employees are aware of how to recognise and respond to safeguarding concerns, including signs of possible maltreatment. This knowledge and expertise should be put in place before employees attend multi-agency training as part of their single agency training plan. Employers also have a responsibility to identify adequate resources and support for multi-agency training by:
- Providing staff who have the relevant expertise to support the HSCB, for example, by contributing to the training pool or being a representative on a sub group.
 - Allocating the time required to complete their multi-agency training tasks effectively
 - Releasing staff to attend the appropriate multi-agency training courses
 - Ensuring staff receive relevant single agency training that enables them to maximise the learning derived from multi-agency training and have opportunities to consolidate learning.
 - Contributing to the planning, resourcing, delivery and evaluation of training.

4. Training and Delivery

- 4.1 The LSCB Learning and Development Offer is overseen by the Learning and Development Sub Group and supported by one part time Learning and Development Officer and a part time Administrator from the Business Unit. The Sub Group comprising representatives from LSCB partner agencies provides oversight of all multi-agency learning and development opportunities provided by the LSCB. It responds to emerging issues identified by the Learning Improvement Framework and case reviews. The group oversees the Training Pool which supports the delivery of the LSCB Training Offer and quality assures LSCB and partner agency safeguarding training.
- 4.2 LSCB offer a blended mix of learning opportunities which include e-learning courses; bespoke single agency training; multi-agency training; briefings; workshops, conferences and events. The content of the programme is based on our training needs analysis; feedback from participants; audits; learning from practice learning reviews and serious case reviews, local and national drivers and particular areas of interest. This range of information provides the basis of our priorities for the programme and our reviewed annually through our Business Plan. The training programme is set for a year and runs from April to March. It is evaluated consistently to ensure courses are effective, appropriate and reflect any issues or developments arising in practice. The programme can be found at [LSCB Training Calendar](#)
- 4.3 The training offer is delivered via a multi-agency training pool comprising of trainers provided in-kind by our partner agencies. All trainers are either safeguarding trainers within their own organisation or practitioners with safeguarding knowledge who have undergone training for trainers' course.
- 4.4 All LSCB training is currently funded through allocation of partner agencies' contributions to a ring fenced training budget. This ensures the sustainability of the training and provides for additional commissioned packages that may be required due to emerging needs within the training period. To further support training the LSCB also operates a charging policy. This is limited to private sector organisations, those that do not contribute to the LSCB, large charities with training budgets, and profit making organisations. A charge will also be levied for failure to attend a session without providing 7 working days' notice. The [LSCB Charging Policy](#) includes details of fees and the cancellation process.

5. Quality Assurance Standards for Training

5.1 In order for us to be able to effectively quality assure safeguarding training the Sub Group will need to agree a set of standards for both single agency and multi-agency safeguarding training which are as follows:

Minimum Standards for single-agency Basic Awareness in Safeguarding Training

1. Accountability within own agency e.g. safeguarding is everyone's responsibility.
2. As outlined in Working Together 2015 definitions and signs and symptoms of the four types of abuse.
3. Knowledge of agencies policies and procedures and know what to do if there are concerns a child is being abused.
4. Understanding of confidentiality and information sharing relating to safeguarding and child protection.
5. Knowledge of how and what to record and how it should be stored.
6. Maintaining a child focus, demonstrating throughout the needs of the child is considered.
7. Have clear aims and objectives outlined.
8. Evaluate training using an appropriate method.
9. Record who has undertaken training, which should be kept up to date and made available to the LSCB when required.

In addition to single- agency Minimum Standards for multi-agency Basic Awareness in Safeguarding Training

1. Consider use of service user experience and an understanding of the rights of the child in developing all courses.
2. Courses to be informed by an active respect for diversity and a commitment to ensuring equality of opportunity.
3. Courses to be regularly reviewed; evaluated and kept up to date to ensure they meet the agreed learning outcomes and are having a positive impact on practice.
4. Courses to be informed by current research evidence, lessons from Serious Case Reviews and local and national policy and practice.
5. Trainers will meet the requirements in the person specification and will have experience and knowledge in the area being delivered.
6. All training will have regular evaluations and impact assessments and will be reported on a quarterly basis through the Learning and Development Activities Report.
7. Courses will utilise a range of teaching methods in order to be responsive to learners needs.

Recommendation: The Learning and Development Sub Group endorse the Quality Assurance Minimum standards for single and multi-agency Basic Awareness in Safeguarding Training.