



Safeguarding
Partnership
Board

TRAINING STRATEGY

2021-2023

DOCUMENT PROFILE	
Short Title	Training Strategy
Document Purpose	To provide an outline of the Safeguarding Partnership Board's training in order to support organisations to determine their training needs. The document also summarises the Safeguarding Partnership Board's strategic priorities.
Target Audience	All professional working with children and/or adults at risk
Author	Strategic Training Group
Publication Date	2021
Review Date	2023
Approval Route	Safeguarding Partnership Board
Contact details	Board Manager, safeguardingpartnershipboard@gov.ie

Contents		Page Number
1	Introduction	2
2	Aims	2
3	Key Policy Drivers	3
4	Roles and responsibilities	4
5	Our Values	4
6	Strategic Priorities	5

1. Introduction

The SPB is committed to providing high quality multi-agency training programmes, which support professionals and volunteers working in local, private, voluntary and independent sectors to safeguard and promote the wellbeing of children and young people and adults at risk. Training is driven by an understanding of the skills, knowledge and abilities that the workforce requires to achieve good outcomes for children, young people, adults at risk and their families.

Children and Adults at risk are best safeguarded when professionals are clear about what is individually required of them and how they need to work together. The SPB is committed to delivering an annual training programme to support multi-agency work and best practice within child and adult safeguarding using multi-agency procedures

2. Aims

Jersey SPB wants all workforces to be confident and competent when working to safeguard and protect children and adults at risk. To do this, individuals must understand their role in Safeguarding whatever their position within the workforce.

The aims of this strategy are to:

- 2.1** Outline how the Safeguarding Partnership Board coordinates and delivers a range of accessible single and multi-agency training.
- 2.2** Support local organisations to determine their safeguarding training needs, and ensure staff have clarity around the level of safeguarding training they are recommended to undertake.
- 2.3** A commitment from organisations to provide a training environment and a culture that values learning where there is a commitment to inter agency collaboration using SPB multi-agency procedures.
- 2.4** To provide a multi-agency competency framework on safeguarding training requirements for all managers and staff to ensure that staff receive the appropriate training according to their level of contact with adults at risk, children and their families.
- 2.5** To develop a quality assurance and evaluation process for all safeguarding training developed and delivered.
- 2.6** To develop a framework to support organisations to measure impact on practice.

The strategy supports training which creates an ethos that values working collaboratively with others (valuing different roles, knowledge and skills), respects diversity (including culture, race, religion and disability), promotes equality and encourages the participation of the client and their family in safeguarding processes as outlined in Working Together 2018 and the Care Act 2014.

3. Key policy drivers

The Children (Jersey) Law (2002) which provides the legislative framework for protecting children in Jersey and also highlights the need for professionals to work effectively together in order to safeguard children and young people. Our local multi-agency child procedures emphasise the need for a shared responsibility in relation to safeguarding children and young people and states that everybody who works with, or has contact with children or young people should be able to recognise and know how to act on concerns that a child may be suffering from, or at risk of abuse.

The SPB Safeguarding Adults training is underpinned by the Care Act 2014. Although the Act does not apply in Jersey, it is used as good practice. The Act places a duty to promote a shared approach by all agencies with responsibility for adult safeguarding to work together to keep adults at risk safe. Therein the Act represents a fundamental shift in the delivery of the adult safeguarding process, whereby emphasis is firmly placed upon promoting the well-being of the individual. The local SPB Multi-Agency Adult Procedures reinforce the need for effective local multi-agency working to form a collaborative partnership between agencies that have contact with adults at risk in need of safeguarding.

3.1 Key policy drivers

3.1.1 Adults

- SPB Memorandum of Understanding
- Regulation of Care (Jersey) Law 2014
- Capacity and Determination (Jersey) Law 2018
- Sexual Offences (Jersey) Law 2018
- The Care Act 2014
- Section 11 Standards Audit
- Domestic Abuse Strategy 2019 to 2022
- Adult SCR recommendations
- Adult SPB reviews

3.1.2 Children

- SPB Memorandum of Understanding
- Children (Jersey) Law 2002
- Section 11 Standards Audit
- The Children Acts 1989 and 2004
- Working Together 2018
- Sexual Offences (Jersey) Law 2018
- Jersey Children's First including the importance of Early Help
- Jersey Care Enquiry 2017
- The Care Commissions OFSTED review of Children's social services 2018
- Children's SCR recommendations

- Children's SPB reviews

4. Roles and responsibilities

The SPB includes representatives from education, health, social care, the police, voluntary and community sector, youth offending, and other organisations that work with children and young people and adults at risk. The representatives have a responsibility to fulfil the requirements for training stated within the memorandum of understanding.

The training strategy group has responsibility for ensuring that a local framework for learning and improvement is in place and when required reporting to the board.

5. Our Values

***'Remember never do nothing when you are concerned. Listen, observe, think, reflect, discuss and challenge.'* SPB annual report 2016**

The SPB training strategy group supports this statement by ensuring training adopts the following values. The training will:

- **Making Safeguarding Personal** – Responding to situations in a way that enhances involvement, choice and control as well as improving quality of life, wellbeing and safety of children, young people and adults at risk and their families.
- **Safeguarding and promoting wellbeing is everyone's responsibility** - Safeguarding is effective when everyone thinks it is their responsibility and each professional and organisation play their full part.
- **Equality and Diversity** - All training is informed and governed by equal opportunities and reflects the diversity and cultural needs of the individuals and organisations, within Jersey, that have responsibilities for safeguarding.
- **Accessibility** - All individuals who work with adults with care and support needs in the statutory, voluntary and independent sectors have access to the training.
- **Interagency Collaboration** - All training promotes the need for inter-agency working, bringing together people and organisations, to effectively safeguard children, young people and adults at risk and their families. Training explains clearly the process for sharing information and concerns with other professionals to the safeguard of children, young people and adults at risk and their families.
- **Evidence Based** - All training will be 'evidence based' containing the latest research, reflective practice and the 'lessons learned' both on a local and where appropriate at national level.
- **Evaluation and Review** - All training is informed by and responsive to identified local needs and will be subject to regular, rigorous review and evaluation.

6. Priorities

PRIORITY 1

Develop online learning modules to offer a variety of tailored learning opportunities for all levels of safeguarding training

How will this be achieved

Matching course content to the SPB training framework.

Identifying key partners who are able to support webinars as part of the online training modules.

Identifying additional software to purchase to support online training.

Success indicator

Online safeguarding courses accessed by the multi-agency workforce with evidence of wide reach across sectors and across all levels of staff competencies in accordance with SPB training frameworks and organisational requirements.

Measure

Number of staff completing online training annually reported to the board.
Feedback from annual training survey.



How will this be achieved

Work with Adult Social Care to develop a training package that can be delivered by pool trainers and organisational champions.

Train pool trainers and organisational champions to deliver the new Adult Safeguarding Procedures within their own organisations.

7 Minute Briefing on Making Safeguarding Personal.

Success indicator

Organisations will be able to implement the new Adult Procedures

Measure

Number of pool trainers and organisational champions trained to deliver the MSP/Adult Procedures training.

Number of attendees trained by pool trainers and organisational champions.

3 month training impact responses

PRIORITY 3

Establish a multi-agency training programme which is evidenced based, trauma informed and relationship based and informed by learning from Serious Case Reviews and SPB partnership reviews and where relevant national developments.
The priority areas will be established by the strategy group on an annual basis.

How will this be achieved

Development of an annual multi-agency training programme which delivers on the key priority areas for learning and will include the following principles:

Share the learning from local and national Serious Case Reviews (SCRs) and Partnership Reviews.

Promote a shared understanding of the tasks, processes, principles, roles and responsibilities as outlined in the SPB multi-agency procedures and where relevant national guidance for safeguarding and promoting the welfare of children and safeguarding and protection of 'adults at risk'.

Improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action.

Sound child and adult focussed assessments, decision making, critical analysis and professional judgement.

Success indicator

The delivery of the annual multi-agency training programme.

Measure

Attendance at multi-agency training.

Feedback from the annual training survey.

A quality assurance and evaluation process reported to the board annually.



PRIORITY 4

Implement a 'Safer Organisation'
Toolkit

How will this be achieved

Develop a multi-agency toolkit to support agencies to be Safer Organisations.
Ensure a greater focus on 'Safer Organisations' in training courses run by the SPB.

Success indicator

Organisations have a greater understanding of what makes them 'safer'.
Organisations use the toolkit to establish policy and processes to become 'safer organisations'.

Measure

Number of organisations using the toolkit annually reported to the board.



PRIORITY 5

Explore a 'Bexley style model' of integrating data, outcomes and training in our approach to Child Neglect

How will this be achieved

Establishment of a Neglect Strategy by the Safeguarding Partnership

Development of Neglect tools by the Safeguarding Partnership to be used consistently across all organisations

Develop a Neglect training module to include the new strategy and assessment tools

Success indicator

Delivery of Neglect training module

Measure

Impact on practice reported to the board by individual organisations annually.