

### **Success Indicators SP1 4 & SP2 3**

**SP1 North East Lincolnshire has an effective Safeguarding Children Board which meets its statutory responsibilities, promoting a culture of challenge, accountability and shared learning.**

**3 The NELSCB has created a learning improvement culture, learning from best practice, research, SCR and Serious Incidents, together which directly influence and shape practice.**

**4 NELSCB has a local learning & improvement framework with statutory partners.**

### **Learning Development Group-Lead**

#### **Aims**

- To ensure safeguarding learning activities are based on local need, are of a high quality standard (validated if delivered in-house or externally), provide consistent messages and ensure all practitioners are equipped, skilled and knowledgeable to recognise and respond to need and risk.
- To ensure that learning opportunities are available and accessible at an appropriate level to all those managers/practitioners who require them, by using new and innovative learning methods (lunchtime briefings, e learning etc.).
- To ensure any issues with organisational culture, peer support and management supervision and support, preventing the application and transfer of learning in practice are highlighted and addressed through the LSCB.
- To evidence the effectiveness and impact of safeguarding children Learning and Development activities in informing practice and improving outcomes for children.
- To develop horizon spanning practice that will inform the development of learning opportunities and allow managers and professionals to keep informed of changing issues relating to safeguarding children.
- To communicate key safeguarding messages, research, lessons and procedural expectations to agencies/professionals, ensuring a consistent approach to safeguarding children and continuous learning.
- To develop a strength based approach to learning from serious case reviews and learning from significant incidents both nationally and locally.
- To develop or approve quality learning opportunities that will allow for specialist knowledge that may be required by certain professions e.g. GP's, Social workers.
- To ensure that multi-agency learning opportunities are provided to up skill and inform managers and practitioners around LSCB priorities of:
  - Child sexual exploitation
  - Domestic violence
  - Neglect
  - Early help

## Outcomes

The identified outcomes in achieving the identified aims of the Learning and Development sub group are:

- Safeguarding learning activities improve practice leading to improved outcomes for children.
- Professionals and managers within organisations are equipped, knowledgeable, skilled to recognise and respond to need and risk.
- Professional practice is underpinned by continuous learning in safeguarding children, based on a strength based approach and sharing of best practice.
- Safeguarding learning activities meet local need; have a focus on LSCB priorities, identified learning development needs from all agencies.
- Performance activity measures the quality and impact of multi-agency learning and development activities in safeguarding children.

## Meeting Arrangements

The LSCB Learning and Development Sub Group will be chaired by the Learning and Development Team Manager (NELC). Arrangements for meetings will be directly supported by the LSCB Co-ordinator. Administration for this meeting will be provided by the Learning and Development Sub Group Chair.

Members are expected to attend and provide a deputy in their absence. Membership assumes a commitment to participate and support the successful achievement of this Sub Group's objectives. Frequent absences will be recorded and shared with the LSCB Chair.

Meeting frequency will be monthly. All meetings will be timetabled in advance. In addition to the set meetings there is the expectation that members will participate in Task and Finish Groups in taking the priority areas of work forward.

## Reporting

Learning and Development Sub Members - will report to the Learning and Development Sub Group within agreed timescales on the outcomes of multi-agency Learning activities that workers from their organisation have attended and the delivery and take up of Learning events. Any issues should be raised with the Learning and Development Sub group.

Reporting to the LSCB Operational Board - The L&D Sub Group Chair will report on the progress against the identified priorities within the project plan and will identify and highlight any resource challenges which are impacting on the delivery of single or multi-agency learning activities.

Relationship with the LSCB Sub Groups – (Child Death, Serious Case Review, Young and Safe, Safeguarding in Health, Safeguarding in Education, Neglect and Quality Assurance). Any learning needs identified by Sub Groups must be related to the LSCB priorities/functions and presenting issues within NEL and referred through the Operational Board. The L&D Sub Group will determine who are best placed to develop and deliver safeguarding training/briefings based on level of knowledge and expertise which may actively involve Sub Groups.

## Key Areas of Responsibility

Develop an Evaluation Strategy and programme which measure the impact of training on Workforce Development and Practice.

Seek to include the views of children, young people and parents within the evaluation process, in partnership with the wider LSCB, through audits/surveys etc.

Ensure sufficient, high-quality multi-agency learning activities are available and evaluate its effectiveness.

Develop a horizon spanning practice.

Develop a strengths based approach learning from SCR.

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| Celebrate and disseminate local best practice examples.   |
| Extend national and regional networks to support the development of our learning culture.   |
| Refresh 3 year training strategy and incorporate evaluation strategy.   |
| Develop a programme of multi-agency Learning activities that address the key priorities of the NELSCB.  |
| Develop a programme that links to the capability and competency needs of the staff, maximising learning opportunities to acquire and maintain knowledge and skills. |

## Reporting

All Sub Groups will produce a Score Card on a monthly basis to the Operational Board. This will include progress on actions outlined and agreed Performance indicators. Learning and Development Sub Group will report on the following performance indicators.

| Outcomes   | How will we know?  | Source of Information  |
|--|--|--|
| Key professionals know how to identify and respond to signs of neglect and abuse suffered or likely to suffer. | Number of learning events in the period.<br>Numbers of staff attending events, including agency specific events.<br>Number of individual agencies attending Learning events. | Members of the Training and Development Group including Health, CYPS, Police, Education, and YOS. Probation and voluntary agencies training.<br>(I-Trent – NELC L&D records) |
| Training is evaluated and its impact measured.   | Average progression rates in knowledge and confidence, average outcome rates from evaluation forms (LSCB priority training)<br>Number instances of non-attendance.           | All agencies (Learning and Development records collated from learning events)  |
| Training is informed and shaped by the needs of the workforce.   | No of improvements implemented from training evaluations.<br>Number of changes implemented as a result of an annual review of an event.                                      | All agencies (Learning and Development team records from learning events and annual reviews).  |

| The score card will comment on |                           |   |                             |
|--------------------------------|---------------------------|---|-----------------------------|
| How much have we done?         | How well we have done it? | What difference has it made- Voices and views of children, young people and parents/carers? | What else do we need to do? |

## Membership

|                           |   |
|---------------------------|---|
| Debbie Walden             | Learning and Development Team Manager, NELC (Sub Chair)               |
| Emma Wragg                | Learning Advisor (Safeguarding), NELC (Sub Vice Chair)                |
| Helen Willis              | LSCB Co-ordinator   |
|                           | Project Manager, NSPCC  |
| Sharon Wood (if required) | Humberside Police (attend only if required for specific agenda items) |
| Donna Burns               | Locality Team Manager, Integrated Families (NELC)                     |
| Yvonne Tofts              | Specialist Nurse (Safeguarding Children NELC)                         |
| Beckie Smith              | Learning Advisor (Children's Social Care), NELC                       |

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| Richard Painter            | Specialist Nurse, Northern Lincolnshire & Goole Hospitals NHS Trust                        |
| Richard Watson/Annie Darby | Head of Workforce Development, NAVIGO<br>Lead for safeguarding Children and Adults, NAVIGO |
| Ian Coxan/James Steer      | Outdoor Learning Manager, YPSS (NELC)<br>YPSS Practitioner , YPSS (NELC)                   |
| Sarah Impey                | Programme Manager, Creating Strong Communities (NELC)                                      |
| Sue Walton                 | Strategic Lead, Workforce and Service Innovation, Creating Strong Communities (NELC)       |