

Role of the LSCB Safeguarding Children Trainer and Line Management Support Required

Purpose and Scope:

- To support the Learning and Development Officer, Safeguarding in the planning and delivery of the annual safeguarding children training programme within the North East Lincolnshire Council's Learning Solutions Team.
- To deliver single agency safeguarding children training within your own organisation and to deliver multi-agency training
- To demonstrate and encourage inter-agency working and knowledge of the issues surrounding child protection.
- To ensure that training is delivered to encompass all aspects of anti-discriminatory and oppressive practice
- To present information in such a way as to actively engage participants in learning about an inter-agency approach to safeguarding children

Qualifications

Professional qualification from one of the LSCB member organisations would be desirable but is not essential.

A Training Qualification would be an advantage but is not essential.

A recognised qualification in the area of safeguarding children would be desirable

Core Skills and Knowledge

Safeguarding Children Trainers will have:-

- 2 years safeguarding children experience
- Completed safeguarding children training to an advanced level
- A sound knowledge of relevant legislation and national policies and guidance
- A sound knowledge of local child protection procedures
- An ability to balance their workload with their safeguarding children training role
- An ability to incorporate good practice examples appropriately into their delivery of training
- Ability to use different presentation media, or a willingness to learn these
- Confidence in knowledge and delivery
- Sensitivity
- Ability to impart knowledge in a way that encompasses a range of adult learning styles
- Sense of humour

Primary Role and Responsibilities

As a Safeguarding Children Trainer, you will be expected to:-

- Plan and prepare for training, scheduling in time to meet with co-trainer to discuss delivery and allocation of training input
- Keep up to date with research, policies and procedures and legislation
- Manage time appropriately during training sessions
- Support participants throughout the learning process
- Adapt the training style to meet the needs of the group
- Provide constructive feedback to the Learning and Development Officer, Safeguarding on any areas of the training that require amendment or update
- Identify and challenge values/practice issues that arise within training appropriately
- Challenge disruptive participants
- Give and receive support and constructive feedback.

You should also be:-

- Reliable
- A good communicator
- A group facilitator
- Empathetic, enthusiastic and informative
- Supportive, open and honest
- Open to challenge
- Non-judgemental
- Objective
- Well prepared yet flexible

Commitment Required by the Safeguarding Children Trainer

- Attend our Training for Trainers course
- Deliver 3 LSCB accredited inter-agency training events per year
 - The majority of our training events are held over a 1 or 2 day period
- To deliver Basics/Level 1 safeguarding children training to your own organisation in addition to the above commitment, as and when required
- Training planning and preparation:
 - Meetings with fellow Safeguarding Children Trainers
 - Time to accustom yourself with the training material prior to delivery
 - Identify appropriate dates for training
 - Liaise with fellow trainers
- Support fellow trainers
- To keep up to date with research and local policy and procedures, including the LSCB Policies and Procedures
- Continually develop own knowledge and skills

On the day of the training event:

- Arrive at the venue in good time
- Prepare the venue
- Clear away at the end of the day

Commitment and Support Required by Line Managers

To enable practitioners to take on the role of Safeguarding Children Trainer highlighted in the above section, the individual will require effective support from their line manager. This will include:-

- Acknowledgement of the value/importance of the training role, allowing the release of the practitioner to deliver safeguarding children training
- Acknowledgement that the skills trainers develop are also valuable in their day to day work
- Caseload/workload support and cover
- Enabling and empowering Safeguarding Children Trainers to attend and participate fully in any Training Pool Development sessions
- Commitment to the need to attend update sessions when required
- Commitment to the need for time to prepare and present training
- To acknowledge that training is a key part of the practitioner's role
- To protect the Safeguarding Children Trainer's time to undertake planned training.

Trainers require varying amounts of time for preparation, depending on which course they are delivering, and how long they have been facilitating it. It is expected that managers will support the Safeguarding Children Trainers' request for time to plan and prepare for their training sessions and the need to liaise with co-trainers.

Quality Assurance and Auditing LSCB Accredited Safeguarding Children Training

It is expected that all Safeguarding Children Trainers will be involved in the quality assurance of training. This will involve periodic monitoring of training and observation of trainers, as per the LSCB Learning and Development and Evaluation Strategy.