

Safeguarding Boards' Joint Training, Communication and Voice of the User Sub Group

Training Needs Analysis 2016

Introduction

Both boards are committed to delivering a high quality inter-agency training, which supports professionals, volunteers and the independent sector in their work to safeguard and promote the welfare of children, young people and adults at risk¹. It is one of the key priorities of both Safeguarding² Boards' is to ensure that safeguarding and promoting the welfare of children and adults at risk of abuse, remains the focus of any LSCB/SAPB learning and development activity. This includes all agencies of the LSCB, SAPB, voluntary and independent sectors.

Both Boards are the key statutory mechanism³ for agreeing how all organisations in Darlington will cooperate to safeguard and promote the welfare of children and adults at risk in Darlington, and to monitor the effectiveness of that work. This includes multi-agency training, for all professionals in Darlington.

Each year the Boards' undertake a multi-agency training needs analysis (TNA). This forms a significant part of forward planning in respect of the training programme but it is not the only driver for development. All multi-agency working is reviewed and analysed as part of the performance management and quality assurance framework including the learning and improvement framework. The training programme is subject of review and development to ensure it reflects learning from national research, audits and case reviews both locally and nationally.

The joint Training & Communications and Voice of the User sub group is the main mechanism to ensure the quality and consistency of single and multi-agency training through initiatives such as TNAs, agreeing training delivery standards, undertaking quality assurance of the training and by undertaking the pre and post course evaluation process. In January 2016 the sub group agreed the process for and the content of the TNA for 2016.

Methodology

The survey was circulated to Board partners and the wider sector including Schools, Councillors, Child-minders, Care Providers and the voluntary sector. The survey was distributed in January 2016 with the initial closing date set for 31st March 2016. There were

¹ With care and support needs as detailed within the Care Act

² Local Safeguarding Children Board (LSCB) and Safeguarding Adults Partnership Board (SAPB)

³ LSCB, Children Act 2004 and SAPB, Care Act 2014

58 responses to the initial survey. The low response was reported to both Boards where it was agreed the survey would be reissued. This was carried out in April 2016 with the closing date set for 30th June 2016, resulting in an overall response of 290.

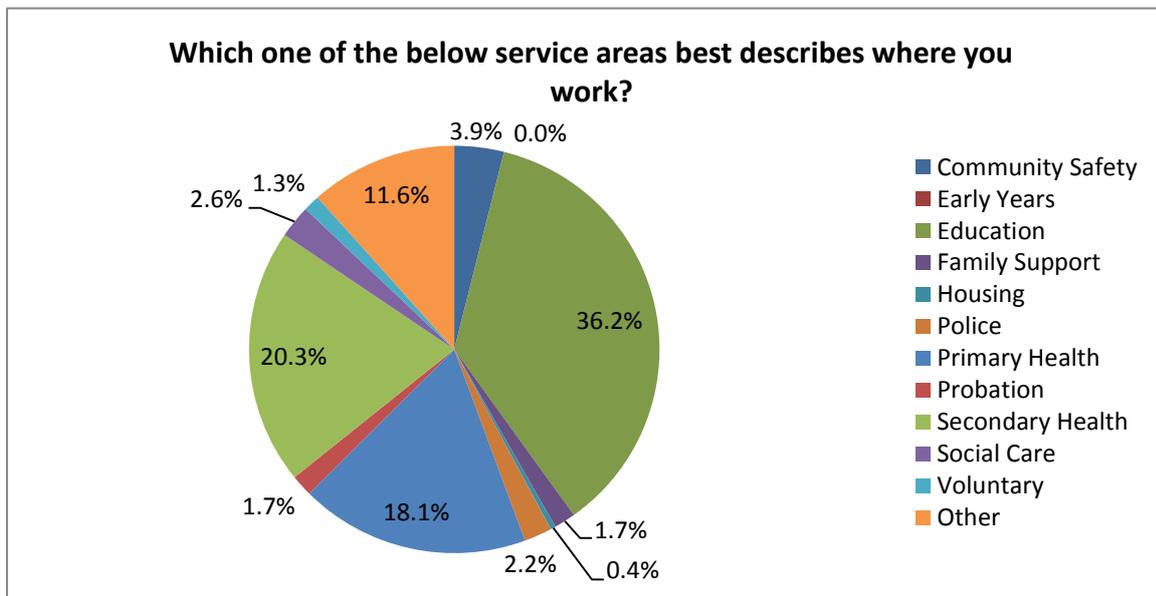
Attached as appendix one is the questionnaire circulated to agencies.

Findings

The respondents were asked to state which one of the service areas best describes where they work.

Chart 1 indicates that a significant number of the responses were received from the Education sector (36.2%), Primary health (18.1%) and Secondary health (20.3%). No Responses were received from early years and only one response from Housing (the survey was circulated to both private and local authority housing companies).

Chart 1



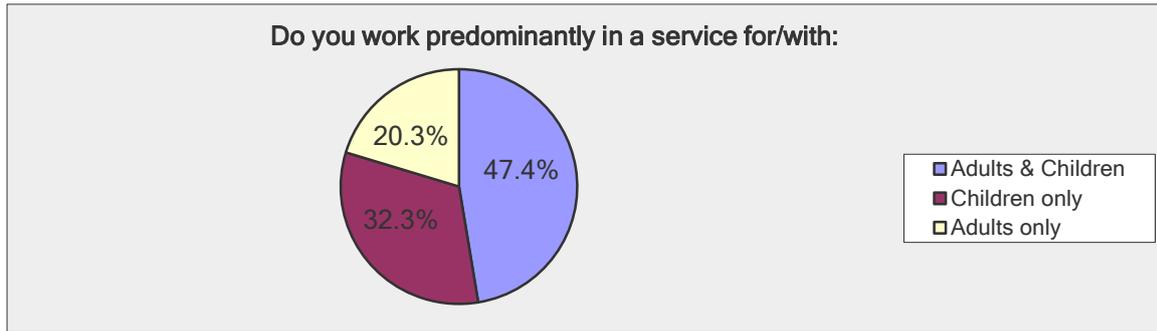
11.6% of respondents recorded 'other', however after reviewing the comments it is clear that the respondents should have selected from one of the options such as Primary or Secondary Health or Community Safety. Fourteen respondents recorded that they work within mental health services which was not included as an option.

Learning Point 1 the Joint Safeguarding Boards' Business Unit will ensure mental health services will be included as a service area in next TNA.

The respondents were asked to state which service area they predominantly work in.

Chart 2 demonstrates that there was a fairly even split over all respondents with 47.4% indicating that that work predominantly with both children and adults.

Chart 2

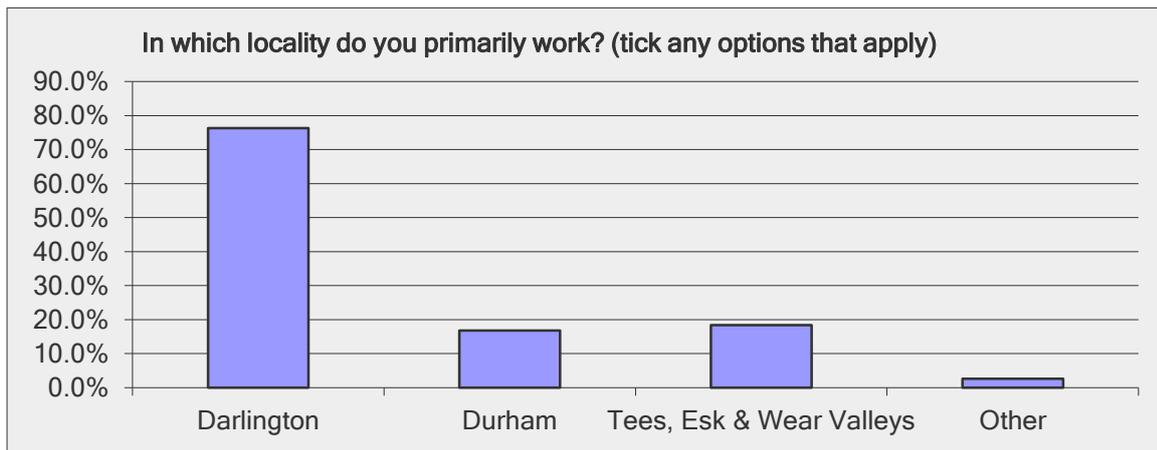


The respondents were asked to identify the locality they primarily work in.

Chart 3 demonstrates that the majority of respondents primarily work in Darlington (76.3%). Other respondents primarily work in Durham or across Tees, Esk and Wear Valleys.

There were two responses from the North Yorkshire area. However, it must be noted that some of the agencies who may predominately work in other areas may also work across Darlington as a number of agencies cover other local authority areas.

Chart 3



The respondents were asked to identify what safeguarding children training courses they have accessed in the last three years.

From the overall figure of respondents (290) a total of 50 people missed the question and did not provide an answer.

Table 1 provides the figures for those who responded to the question. The majority of people have attended the Safeguarding level 1 and level 2 training, with only 12 of those that completed the question stating that they had not accessed any training. The least well attended courses are specialist modules aimed at a smaller number of professionals due to their role and responsibilities.

Table 1

Course accessed	Number of respondents
Safeguarding child level 1	121
Safeguarding child level 2	122
PREVENT (WRAP)	90

Child sexual exploitation	73
Designated lead education	73
Neglect	62
Domestic abuse	53
Bullying/e-safety	49
MARAC	39
Parental mental health	25
Core groups/ICPC	24
Disabled children	8
Managing allegations	3
No training accessed	12

The respondents were asked to identify what safeguarding adult training courses they have accessed in the last three years.

From the overall figure of respondents (290) a total of 50 people missed the question and did not provide an answer.

Table 2 provides the figures for those who responded to the question. The majority of people have again indicated that they have attended the Safeguarding level 1 and level 2 training. A far greater number (65) of those that completed the question state that they have not accessed any training. The least well attended courses are also specialist modules aimed at a smaller number of professionals due to their role and responsibilities.

Table 2

Course accessed	Number of respondents
Safeguarding adults level 1	92
Safeguarding adults level 2	84
PREVENT (WRAP)	46
MCA/DoLS	42
Safeguarding adult (bespoke)	20
Special events/conferences	14
Dementia awareness	13
Train the trainer	10
Formal enquiries	5
Members training	1
No training accessed	65

When asked how training had impacted upon practice, across all respondents the findings were.

From the overall figure of respondents (290) a total of 50 people missed the question and did not provide an answer. Those who missed the question may not have accessed training or they are new to their role. We are unable to analyse this further due to the limited structure of the survey.

Of those that responded to the question 93.1 % stated that the training had an impact on their practice with only 6.9% stated that the training they had accessed had no impact on their practice or they were unsure. This is an improvement from the last analysis where 8%

of respondents stated the training they had accessed had had no impact on their practice. 48.9% of the respondents indicated that the training had a considerable impact on their practice, compared to the figure of 31.9% from the last analysis.

Respondents were also given an option to record additional detail; some of the comments received for those working across the disciplines are outlined as below:

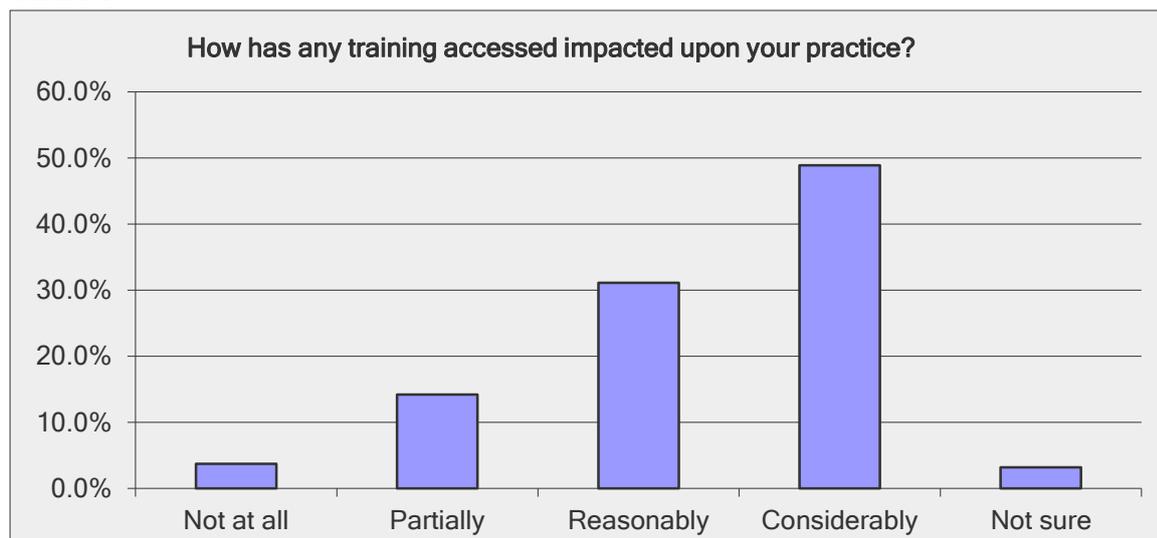
“HUGE increased awareness of issues surrounding child safeguarding issues”

“The training has enhanced my knowledge and enabled me to challenge my own thinking around decisions made within role”

“I am a teacher trainer - I have to be able to embed safeguarding into my practice so need a good understanding. I seek out opportunities to enhance my knowledge above and beyond what the organisation offers”

“I am currently a Student Social Worker so the courses have helped me gain a better understanding of the issues which I may be faced with as a qualified social worker”

Chart 4



The respondents were asked to identify what additional Safeguarding Children training do you feel would be beneficial to include for future training programmes.

From the overall figure of respondents (290) a total of 189 people missed the question and did not provide an answer. The large number who missed the question may be an indication that they were satisfied with the current programme or have identified no gaps in training. Of those who did respond (chart 5) had no suggestions for additional training.

The suggestions provided are very small in number and do not raise any significant issues with the current programme. They do provide some helpful suggestions and it is useful to note that 8 people have identified training around CSE, Sexting and internet safety.

The offer of CSE training currently is:

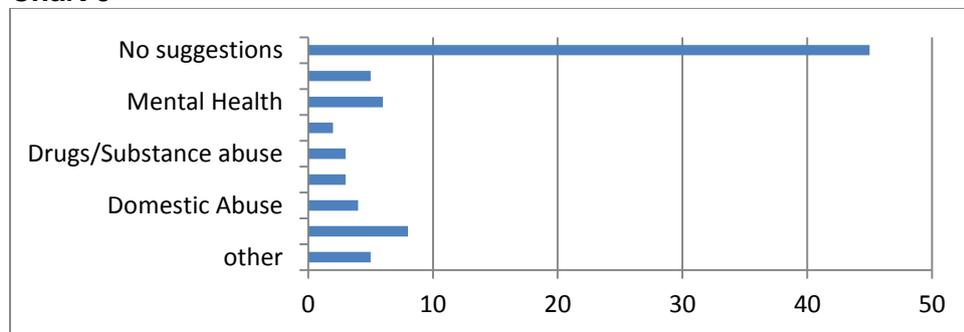
1. Joint Safeguarding Boards' Multi-agency Trainer delivers sexual awareness training to a number of learners and single agency organisations including Durham police,

- taxi drivers in Darlington and those employed in the night time economy of Darlington. And
- Northern Grid facilitates multi-agency training on Safeguarding Children and Young People from Sexual Exploitation and Human Trafficking.

The second bullet point course has not been delivered during 2016 due to circumstances outside of the DSCB control. A further course has been programmed for November 2016; however the group may wish to explore other options to provide a multi-agency course in the future.

Learning Point 2 The Training, Communications and Voice of the User Sub group to consider future CSE and human trafficking training. The sub group to recommend to DSCB and DSAPB of possible options including scope for joint adult/child sexual exploitation training.

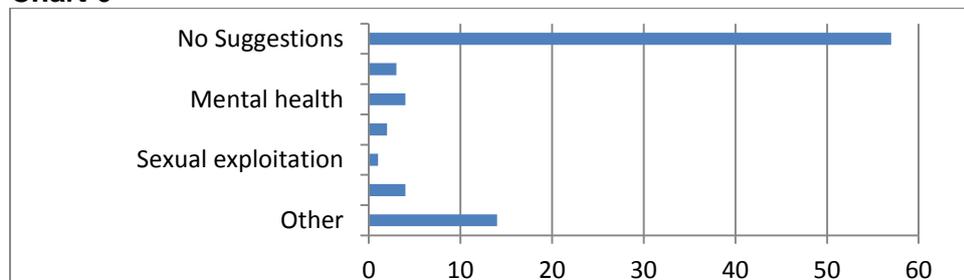
Chart 5



The respondents were asked to identify what additional Safeguarding Adult training do you feel would be beneficial to include for future training programmes.

From the overall figure of respondents (290) a total of 205 people missed the question and did not provide an answer. As with the Safeguarding children question a large number of respondents (57) have not provided any suggestions. A small number of respondents have provided suggestions and do not raise any significant issues with the current programme. The data presented below identifies the largest number of suggestions fall in to the other category with isolated suggestions such as practical parenting, information sharing, secure storage of information, vulnerability, wider knowledge of local agencies and the services available to support vulnerable people.

Chart 6



Child Sexual Exploitation training

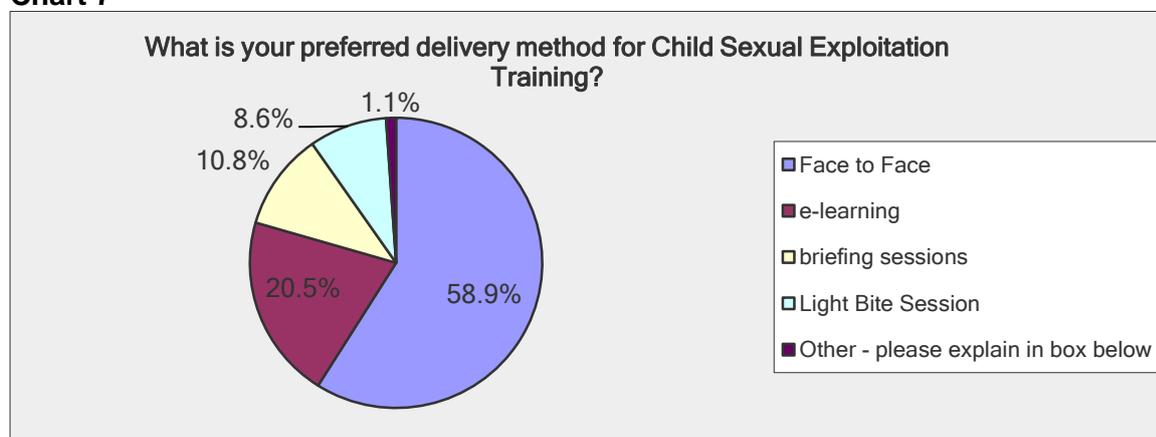
The TNA has gathered information around CSE training. The respondents were asked questions examining method of delivery and the level of training.

They were asked what their preferred method of delivery is.

From the overall figure of respondents (290) a total of 201 people missed the question and did not provide an answer. Of those that did respond, chart 7 demonstrates there is a clear overall majority of people who prefer the face to face learning option (58.9%). E-learning has been selected by 20.5% of respondents which may be a reflection on the limited opportunity those professionals and carers have to access face to face training.

The Boards business unit have recognised this previously and provide access and administer e-learning modules that cover safeguarding awareness, PREVENT and more recently the sexual exploitation module developed in conjunction with the Virtual College. Overall 19.4 % of respondents have identified briefing sessions or Lite bites as their preferred choice of training which again may be a reflection on availability to attend class room based/face to face training.

Chart 7



Respondents were asked to comment on the level of training for child sexual exploitation they required.

Chart 8



Basic awareness – for staff that come into contact with children and families

Intermediate – for staff who work regularly with children and families and have considerable professional and organisational responsibility for safeguarding and promoting children’s welfare and be able to act on welfare concerns

Advanced – for staff who have a particular responsibility for undertaking child protection enquiries and who work with complex cases. Training at this level who hold a professional or organisational authority and a substantial degree of personal responsibility

There was a fairly even split between the levels of basic and intermediate identified with 39.6% stating they required basic level training and 41.8% asking for intermediate level training. Only 18.7% identified a requirement for advanced training.

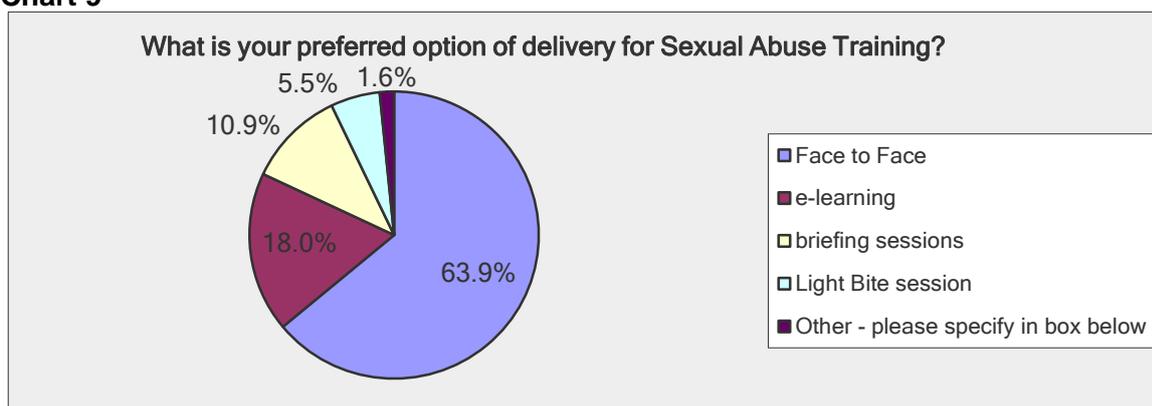
Sexual Abuse Training

Respondents were asked what their preferred method of delivery is for sexual abuse training.

From the overall figure of respondents (290) a total of 58 people missed the question and did not provide an answer.

Chart 9 demonstrates a consistent response in respects to CSE training with the preferred training method of face to face (63.9%) training and 18% opted for e-learning. 16.4% stated that their preferred method of delivery is Lite bites or briefing sessions.

Chart 9



Sexual abuse is a core element of all the Safeguarding children and adults training delivered by the multi-agency trainer at level 1 (Basic awareness) and level 2 (intermediate). The core training is face to face.

The Boards business unit delivers and coordinates the delivery of face to face specialist sexual abuse training in the following way.

- Safeguarding children and young people from sexual exploitation and human trafficking.
- E-safety training
- Working with disclosures of sexual violence, childhood sexual abuse and domestic abuse
- Sexual exploitation

The Multi-agency Trainer administers the access to and evaluation of the North East regional e-learning module on sexual exploitation provided by the Virtual College.

The training provider for E-safety has been unable to attend and provide a number of planned sessions during 2016 which has left a gap in the training available around internet safety and sexting.

Respondents were asked to comment on the level sexual abuse training they required.

The levels identified were 37.6% basic awareness, 40.9% intermediate and 21.5% at advanced level. This too was consistent with the response provided for child sexual exploitation training. It demonstrates that there is a fairly even split of those identifying basic awareness and intermediate being the preferred option with a smaller number asking for advanced training. This would appear to be addressed in the options for training.

The last question addressed the respondent’s preferences for the training delivery methods for their overall identified training needs?

From the overall figure of respondents (290) a total of 58 people missed the question and did not provide an answer.

Chart 10 below demonstrates that the preferred method of delivery is face to face training lasting for half a day (57.7%). This differs significantly with those requesting face to face training lasting a whole day which is only 21.3%. This is likely to reflect the challenges for releasing staff with busy work commitments and caseloads.

There are a number of respondents who identified alternative methods of training as an option with 36.1% selecting e-learning, 32.8% practitioner workshops and 14.2% team briefings which again reflects the difficulties for releasing staff for training.

Chart 10



Conclusion

The report highlights that the respondents for the training needs analysis primarily work in the Darlington locality (76.3%) whilst others work in Darlington but primarily work in Durham and Tees, Esk and Wear valley. The biggest number of learners access the core multi-agency training provided, namely the Safeguarding level 1 and 2 for children and adults.

There is significant attendance on specialist modules such as PREVENT (WRAP), child sexual exploitation, designated leads in education, neglect, domestic abuse, MCA/DoLS and bullying/e-safety.

Of those that responded to the question 93.1 % stated that the training had an impact on their practice with only 6.9% stated that the training they had accessed had no impact on their practice or they were unsure. This is an improvement from the last analysis where 8% of respondents stated the training they had accessed had had no impact on their practice. 48.9% of the respondents indicated that the training had a considerable impact on their practice, compared to the figure of 31.9% from the last analysis.

A small number of respondents identified constructive suggestions to the current programme which suggests in the main that agencies are satisfied with the current programme or have identified no gaps in training. The Sub group are to consider the suggestions in particular in relation to sexual exploitation and make recommendations to Board.

The preferred method of delivery of training is very clearly identified as face to face training. Respondents were very clear in their views on the preferred length of the course with a significant number choosing a half day course or briefing type sessions. This probably reflects on the ability of staff to be released from busy caseloads or work commitments.

When specifically addressing child sexual exploitation and sexual abuse training respondents highlighted face to face learning as the preferred option. E-learning was selected by 19% of respondents overall, perhaps a reflection on the limited opportunity those professionals and carers have to access face to face training. Sexual abuse is a core element of all the Safeguarding children and adults training delivered by the multi-agency trainer at level 1 (Basic awareness) and level 2 (intermediate). The core training is face to face.

The Training needs analyses has been considered in respect of the planning for future training. The training programme for the period covering 1st September 2016 to 31st March 2017 is attached as appendix two.

Recommendations

- The Joint Safeguarding Boards' Business Unit to include mental health services as a service area in next TNA.
- The Training, Communications and Voice of the User Sub group to consider future CSE and human trafficking training. Both DSCB and DSAPB to consider joint adult/child sexual exploitation training.
- The group to consider alternative options for the delivery of internet safety and sexting training and make a recommendation to both DSCB and DSAPB.

Author: Chris Ashford, Boards' Multi-agency Trainer, August 2016

TNA Questions

- Which one of the service areas from the examples provided best describes where you work?
- Do you predominantly work with children, adults or both children and adults?
- In which locality do you primarily work?
- Have you accessed any Safeguarding training in the last three years?
- What Safeguarding children training from the current programme have you accessed in the last 3 years?
- What Safeguarding adults training from the current programme have you accessed in the last 3 years?
- Has the training impacted on your practice?
- What additional Safeguarding Children training do you feel would be beneficial to include in future programmes?
- What additional Safeguarding Adults training do you feel would be beneficial to include in future programmes?
- What is your preferred delivery method for Child Sexual Exploitation Training?
- What level of Child sexual exploitation training would you like?
- What is your preferred delivery method for sexual abuse training?
- What level of sexual abuse training would you like?
- What are your preferences of training delivery methods for your identified training needs?

Appendix Two

September	
2nd	Child Level 1
6th	Adults Level 1
7th	Core Groups and Child Protection Conferences
20th	E-Safety
21st	Adults Level 2
22nd	Designated Safeguarding Lead Role in Education
23rd	Domestic Abuse
October	
5th	Working with disclosure of Sexual violence, Childhood Sexual Abuse, and Domestic Abuse
11th	Child Level 1
12th	Adults Level 1
20th	Adults Formal Enquiries/Investigation
25th	Adults Level 2
27th	Child Level 2
November	
2nd	Adults Level 1
8th	Sexual Exploitation and Human Trafficking
8th	Multi-Agency Working to Safeguard Disabled Children
9th	Child Level 1
22nd	Adults Level 1
29th	Adults Level 2
30th	Adults Formal Enquiries/Investigation
December	
1st	Child Level 1
6th	Adults Level 1
8th	Working with disclosure of Sexual violence, Childhood Sexual Abuse, and Domestic Abuse
13th	Child Level 2
14th	Adults Level 2
January 2017	
10th	Adults Level 1
17th	Child Level 1
19th	Adult Level 2
24th	Designated Safeguarding Lead Role in Education
26th	Formal Enquiries/Investigation
February	
8th	Child Level 1
14th	Adults Level 1
16th	Child Level 2
March	
1st	Child Level 1
8th	Adults Level 1
14th	Domestic Abuse
16th	Neglect
21st	Adults Level 2
23rd	Formal Enquiries/Investigation