

**North Tyneside
Safeguarding Children Board**

Multi-Agency Training

**Annual Report
1st April 2018 – 31st March 2019**

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North Tyneside Safeguarding Children Board Multi-Agency Training Annual Report 1st April 2018 – 31st March 2019

Introduction

In relation to training, Local Safeguarding Children Boards (LSCB's) are responsible for promoting the welfare of children by ensuring that there are appropriate training and learning opportunities for people who work in services that contribute to the safety and welfare of children. This responsibility covers both the training provided by individual agencies for their own staff, and multi-agency training for staff from different agencies to train together. It includes training and learning as a result of the child death review process and Serious Case Reviews (SCRs).

LSCBs also evaluate the quality of training provision and ensure that relevant staff undertake training which is appropriate to their role.

Ofsted (2011) Good Practice in Safeguarding Children Boards

Whilst LSCBs currently have statutory requirements for ensuring that safeguarding training is ***taking place***, North Tyneside Safeguarding Children Board (NTSCB), has also taken responsibility for the planning, organisation and delivery of multi-agency safeguarding training and events.

This report presents an analysis of the training delivered by NTSCB in 2018 – 2019, by presenting the following;

1. How training needs are identified and planned
2. The attendance at training
3. The quality, evaluation and impact of the training provided
4. The contribution made towards the programme by partner agencies
5. The progress and achievements of NTSCB in relation to training
- 6.** The training priorities and plans identified for 2019 – 2020

1. How training needs are Identified and used to inform planning

Training needs and priorities were identified using the following sources, and were used to inform the multi-agency training programme in 2018-2019

- NTSCB Business Plan and priorities
- Working Together to Safeguard Children (2018).
- Learning from local and national case reviews and serious case reviews
- Section 11 audit returns: Standard 5 'Effective safeguarding training'
- NTSCB Training Sub-group members communicating the needs of their organisations through the sub-group.

The NTSCB identified the following priorities, which informed the planning of the training programme for 2018-2019

1. Improve accountability, challenge and communication to develop the effectiveness of the Board
2. Prevent harm and the protection of vulnerable groups
3. The views of children and young people are contributing to learning and best practice
4. Learning and Improvement positively influences multi-agency practice

Working Together to Safeguard Children 2018

Statutory guidance, Working Together to Safeguard Children (2018), states that Multi-agency training will be important in supporting this collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need. To be effective, practitioners need to continue to develop their knowledge and skills in this area and be aware of the new and emerging threats, including online abuse, grooming, sexual exploitation and radicalisation.

Working Together states that practitioners should, in particular, be alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care
- is a privately fostered child

The themes and priorities above were used to inform the multi-agency training programme and were integrated into the courses listed below

Child Protection Multi-agency (full day)	Parental Drug and Alcohol Misuse Impact on Parenting
Child Protection Introduction	Parental Mental Health Impact on Parenting
Child Protection Refresher (half day)	Safeguarding Disabled Children (joint with Northumberland)
Child Sexual Abuse (joint with Northumberland LSCB)	NTSCB Annual Conference: Affects of trauma and neglect
Childhood Neglect	Impact of Domestic Abuse
Designated Safeguarding Person	Fabricated and Induced Illness (FII)
Early Help Assessment	Working with parents of CSE victims

2. Attendance at training between April 2018 – March 2019

In total **876** learners accessed face to face NTSCB safeguarding children training this year. This is the lowest it has been since reporting 8 years ago. The contributing factors to the reduction of this number are likely to be; the replacement of some face to face learning with e-learning, the reduction over time of the number of courses on offer and a reduction in the workforce.

Refresher training

Many practitioners are required to refresh their safeguarding training every 3 years. NTSCB recommends that rather than repeating the half day Child Protection refresher, that practitioners consider one of the other courses on offer in order to develop their knowledge in a more specific area. However, as many of the courses are limited to 'one-off' attendance, there may be limited choice for some experienced practitioners. This is something which the sub-group are monitoring and in the future may be addressed by offering more focused/ one-off learning events.

Signs of Safety training.

In January 2019, the NTSCB Training Sub-group agreed that the two day Signs of Safety training, offered by North Tyneside Council, would meet requirements for multi-agency refresher training, provided the learner had previously completed the Child Protection (full day) training. However, as the Signs of Safety training is delivered by NTC, it is not included in this report. This may have an impact on the data. Signs of Safety should therefore be reported on in future training reports.

E-learning

In addition to face-to-face training, there are an additional 4 e-learning modules. Most recently a joint Safeguarding Children and Adults at Risk module has been introduced and made mandatory for staff new to North Tyneside Council. Learners may use this module to replace the face to face CP Introduction.

The tables on the following page give a detailed breakdown of attendance at face-to-face courses, and e-learning by agency.

The table below shows attendance by agency and by course in 2018 – 2019: total 876

Agency	CP full day	CP Refresh	CP intro	Sexual abuse	Child Neglect	Des' Person	Impact of DA	EHA	FII	Parent D & A	Parent mental health	WW parents of CSE victims	Disabled Children	Annual conf	No.
NTC	62	89	3	15	24	4	43	31	20	20	24	17	4	43	399
NTC Not employee*	12	2	0	2	1	0	5	0	2	1	2	0	2	0	29
Education schools	89	62	0	3	7	5	2	22	6	0	2	0	3	24	225
NHCT	22	14	0	0	0	0	0	0	0	0	0	0	0	5	41
GP	2	9	0	0	0	0	0	0	0	0	0	0	0	0	11
CCG	1	1	0	0	0	0	0	0	0	0	0	0	0	2	4
Private	36	18	2	2	1	12	2	11	0	2	1	0	0	1	88
Voluntary	28	14	3	0	1	2	4	6	0	1	2	1	0	12	74
Health Other**	1	3	0	0	0	0	0	0	0	0	0	0	0	1	5
Total	253	212	8	22	34	23	56	70	28	24	31	18	9	88	876
No. DNA	18	16	1	2	4	3	8	9	4	6	4	2	0	10	87

* = NTC not employee = student ** Health Other = learner did not specify area of work

The table below shows the number of learners who completed e-learning: total 526

Course	No.	Course	No.	Course	No.
An Introduction to Safeguarding Boards within North Tyneside	34	Safeguarding children and adults at risk in North Tyneside	257	Sexual Exploitation E-learning	232
Private	2	Education	4	Education	76
Voluntary	6	Private	29	Private	31
NTC	25	Voluntary	45	Voluntary	10
Health other	1	NTC	131	NTC	105
MAPPA	3	Other unknown	48	Other unknown	9
NTC	3			Health other	1

Analysis of non- attendance

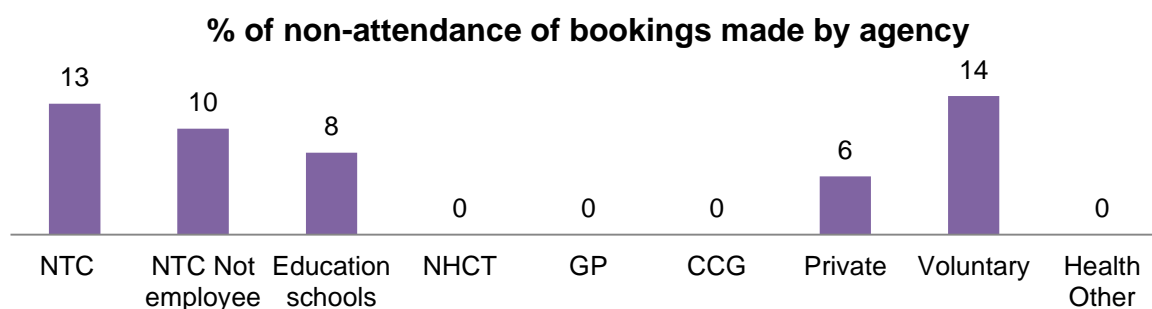
Comparison of non-attendance rates

Over the past eight years there has been a reduction in non-attendance since the introduction of the non-attendance charge in 2012.

	Face to face attendance	Non-attendance	% of Non-attendance
2011-2012 (baseline)	1370	186	14%
2012-2013	1051	105	10%
2013-2014	1309	66	5%
2014-2015	1355	108	8%
2015-2016	1182	86	7%
2016 - 2017	1282	155	13%
2017 - 2018	936	119	11%
2018 - 2019	876	87	10%

Non-attendance

This tells us that the charging policy is working reasonably well, with a reduction from 14% to an average of 9% lost places since it's implementation, and should therefore continue in order to make best use of available resources. All organisations are charged a non-attendance fee of £50 regardless of which agency they are from. Repeated non-attendance is addressed with the service/agency manager in order to make them aware of the issue and hopefully avoid future issues. By agency the highest non-attendance is the voluntary sector, followed by NTC as shown below.



Training for school based staff

All but one of North Tyneside local authority schools and academies are part of the Service Level Agreement (SLA), including all special schools and also 2 independent provisions (81). The Training and Development Officer for Schools, with some support from the Local Authority Workforce Development Team, delivered child protection training to **1843 school staff** in 2018-2019. In addition **336 Designated Safeguarding Leads** attended briefing sessions. Evaluations before and after the training indicated an improved confidence score throughout in regard to keeping children safe. A separate report on training for school staff is available from lisa.wardingham@northtyneside.gov.uk

3. Quality, evaluation and impact of the training

The quality and effectiveness of the training is monitored through:

- Electronic evaluations sent 4 weeks after the training event
- Observations of the trainer's practice monitored against agreed standards

Impact on Practice

Four weeks after training events, learners are asked to complete an evaluation of the training. Overall the impact evaluation is positive, suggesting that the training is meeting the needs of the workforce and is having a positive impact on practice.

Practitioners typically report that the training is re-affirming their current knowledge and skills and increasing their knowledge in new and emerging areas. They are also generally reporting an increase in confidence in dealing with safeguarding issues.

A sample of the responses to the question regarding the impact of training on practice, is listed below. This sample represents the core child protection training including the 'toxic trio', which is a priority of the Board.

Responses to the evaluation are used to inform future planning and to shape the training delivery methods and resources. This helps to continuously improve the quality of the training.

Impact Evaluation from training – delegate feedback

Child Protection (Multi-Agency)

- I felt it was useful to be in training with other professionals from different areas. Sharing advice and experience was invaluable.
- During EHA/TAF reviews I have felt more able to discuss issues with parents/carers and other professionals, regarding welfare of individuals.
- The examples and knowledge from the trainers was great. They were able to provide information with regards to teenagers and young adults which will help me when working with the families in my setting.
- I am a DDSL in a primary School and lead on a number of EHAs with vulnerable families. This training gives me extra confidence in dealing with those often unexpected situations where you need to decide how to manage information you have been told.
- Helped me to understand thresholds in North Tyneside. Gave me more confidence in my ability to accurately assess issues and share information.
- In a case of concern working with a young carer I used the threshold information to aid my decision making.
- I am now aware of certain professional boundaries that are necessary for a healthy staff -client relationship.

Child Protection Refresher

- I am now more aware when considering safeguarding issues and when to escalate. I am more confident in gaining further information to support any 'case' and in discussing sensitive issue with carers
- I found the practice scenario examples useful to learn from. I also liked the '3 houses analogy' and could put this into practice with the children I work with.
- It was good to see that the supporting families processes was covered...and the processes which are followed were explained in detail, I felt other professional will do things differently as they are aware Admin Staff at Riverside have an involvement with the Locality Meeting Processes...and can re-direct/offer help/advice if needed.
- The training has refreshed my previous learning and introduced me to new safeguarding procedures which I had not previously been aware of.

The impact of Parental Mental Health: Issues on Parenting

- To help support parents who may be suffering from a mental health issue
- awareness of issues impacting parents and how to respond appropriately
- Enhanced my knowledge of the effects of Parental mental health on a child/young person
- Awareness of impact...to be further explored during assessments with parents

Impact of Domestic Abuse

- I have discussed the power and control wheel with clients who spoke to me about domestic abuse and helped them to understand risks around when they are distancing from their partner.
- I have a heightened awareness of how my role in making routine enquiries is vital in giving people the chance to disclose abuse.
- I have an awareness of the importance of using the term 'domestic abuse' rather than 'domestic violence' in raising awareness of different types of abuse. I feel that this needs to be emphasised and used more widely across the organisation.
- I now know what partner agencies offer and how to communicate with victims of DV. It was also beneficial in the facts and figures game and the power and control wheel to understand how the smallest of factors can have a huge impact on someone's life.
- Increase use of risk assessment and as a tool to raise awareness of victim's understanding of domestic abuse.

Parental Drug and Alcohol misuse: impact on Children, Young People and Families

- This was excellent in content...made me think about clients we might have concerns about, clearly need to search for health needs in more challenging ways...to provide/direct individuals for support. Time is the essence...families going undetected [and impact on] family dynamics.
- By far one of the best training courses I have been on...will help me to support families affected by drug and alcohol and sign post them to relevant services.

Observations of trainer's practice

The trainers are supported by the Workforce Development Lead and HROD Trainer through regular contact at Training Associate meetings and one-to-one meetings. The meetings are valuable in providing support for trainers and to help develop their knowledge and skills as trainers.

This year, there have been no observations of trainers practice as new trainers have joined the group and need to settle into their role before being observed. New trainers have been observed informally during co-facilitation of training by the Workforce Development Lead and HROD Trainer.. A timetable of observations will be developed for next year when trainers have settled into the role.

4. The contribution towards the programme by partner agencies

NTSCB member organisations make a contribution towards the development and delivery of the training programme. **The NTSCB greatly value the contribution from all agencies and the individual experience, expertise and commitment which the trainers bring to the programme, and extend their thanks for their continued support.**

The contribution to the delivery of multi-agency training by partner agencies is expressed on the following pages. A breakdown by individual trainers and organisation can be seen in Appendix 1.

Analysis of agency contribution and attendance at training

Education (schools) pay NTC, through their Service Level Agreements (SLA's), to ensure they receive training from the Safeguarding Trainer for schools, this also gives them access to the multi-agency training programme and is predominately attended by the Designated Safeguarding Leads in school. The Safeguarding Trainer for schools delivers on the NTSCB multi-agency programme as a contribution from Education. This year, there was an increase from last year in the contribution made from Education (from 6% to 11%) due to a new trainer from Hadrian Park Primary School joining the Training Associates. The percentage of places taken by Education (26%) exceeds the contribution of delivery time (11%), however, NTSCB was keen to encourage schools to attend more multi-agency training to ensure consistency across services.

Private sector agencies and GPs pay to attend training and would therefore not be expected to make a contribution to the delivery of training. Attendance by the Private Sector and GPs as dropped slightly from last year (-1.4% and - 0.5% respectively).

CCG make a financial contribution to the LSCB and also contribute to the delivery of learning from reviews. However, no learning events were held this year due to delays in Serious Case Review reports being published. CCG take up less than 1% of places on training as their needs are met via their own organisation.

Northumberland Tyne and Wear NHS (NTW) delivers the parental mental health course. However, NTW staff do not attend NTSCB training as they tend to access training in Northumberland which is where their service is based.

Northumbria Healthcare Foundation Trust (NHCT). The majority of staff previously reported under NHCT are now reported under NTC, as health visitors and school nurses are employed by NTC, explaining the drop from 8.5% last year to 5%.

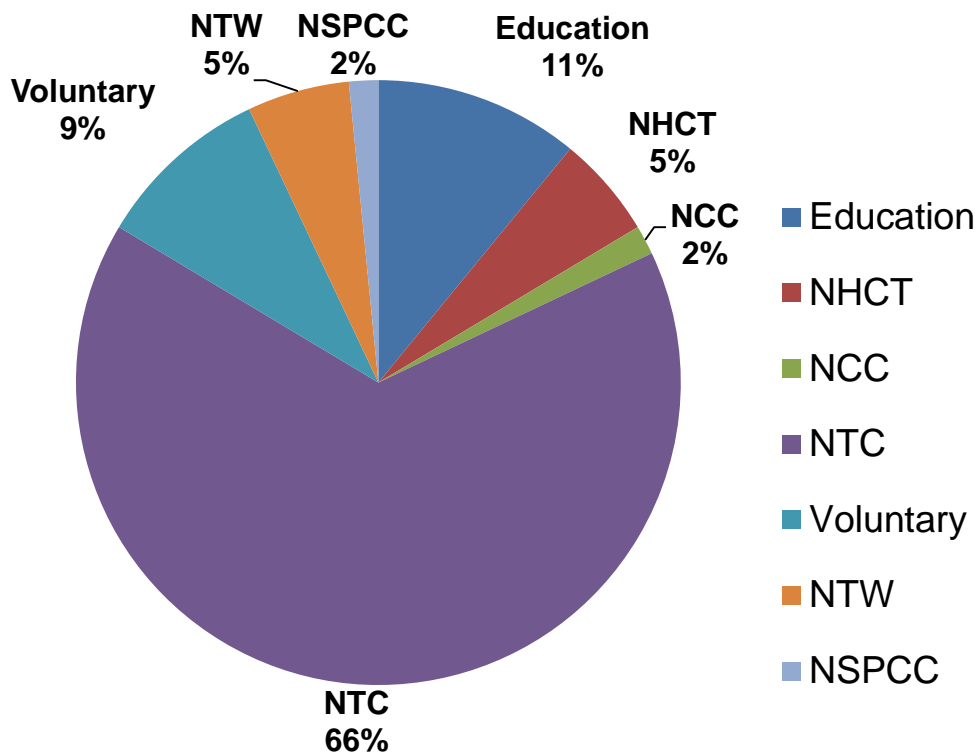
Voluntary sector continue to make a valuable and substantial contribution. This contribution is slightly down from last year (from 11% to 9%). This is due to one trainer who previously delivered a lot of training on the programme, undertaking a Phd and securing part time employment, thus reducing his capacity to deliver. We are pleased to say that this trainer used his experiences with the NTSCB to support his applications and continued to be an active member of the group by providing research data and resources. Another volunteer also secured employment and is no longer able to deliver. This does highlight the risks inherent in over-reliance on non-statutory organisations. However, the contribution to delivery of 9% is still higher than the take up of places at 8%.

North Tyneside Council and the Training Pool

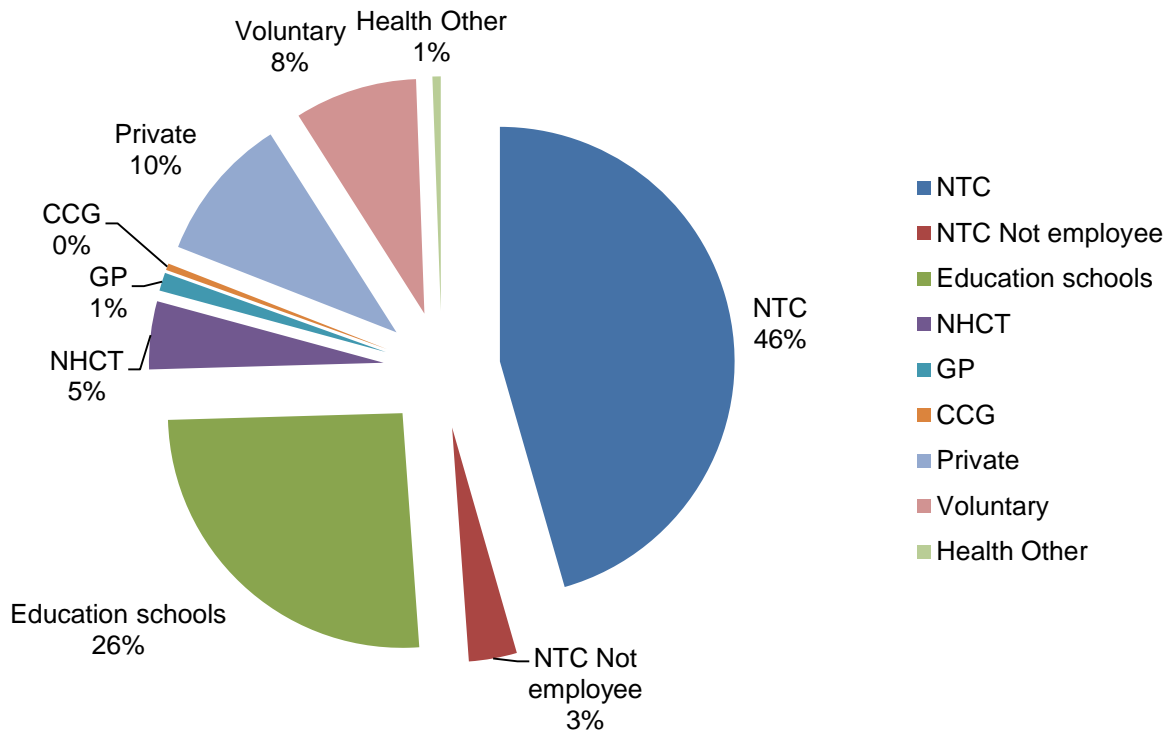
In 2018 – 2019 28 trainers contributed to the delivery of the training programme, which is a reduction of just 1 from last year. However, in this time, 12 trainers left the Associates and 11 new trainers started. This continuous change means more time is needed for induction and support of new trainers from the Training Officer and Workforce Lead. This accounts for the raised contribution from NTC, from 55% last year to 66% this year as the HROD trainer co-facilitated the majority of the training sessions in order to support new trainers. This is a disproportionate amount of delivery compared to places, which

Whilst there has been an increase in the number of trainers in the pool, the majority are unable to deliver more than 1 or 2 days training per year, therefore resourcing the programme continues to be a challenge. There is also a growing number of 'one off' events, where practitioners may be asked to share their knowledge and expertise for a particular topic, such as for the annual conference, however, they are included in the overall number of trainers.

Agency contribution to the delivery of training, expressed as a percentage of time contributed to the delivery in 2018/2019



Attendance by agency, expressed as percentage of places attended at face-to-face training events 2018/2019



5. The progress and achievements for 2018 – 2019 in relation to training

What we said we would do	How we achieved this
Priority 1. Improve accountability, challenge and communication to develop the effectiveness of the Board	
<p>The LSCB is better understood by partners, front line professionals and people who have an interest in the safety and welfare of children and young people</p>	<ul style="list-style-type: none"> • Quality assured reviewed and update training materials for 2019/20 training programme • Ensured training prospectus (2018/2019) and charging policy was reviewed, updated and uploaded to website • Identified key themes from local regional and national case reviews and embedded the learning into training
Priority 2. Prevent harm and the protection of vulnerable groups, including those victims of CSE, FGM, Neglect, those missing and disabled children	
<p>Families receive the right help, from the right people, at the right time.</p> <p>CSE. There is an effective multi-agency response to CSE in North Tyneside.</p> <p>Harmful Practices. Professionals and the community are aware of harmful practices including FGM, forced marriage and honour based violence</p> <p>Neglect The Board will promote the understanding of and the recognition of neglect of children and young people in order to ensure timely and proportionate responses.</p>	<ul style="list-style-type: none"> • Updated and embedded changes to Early Help Assessment. • Developed an e-learning module in sexual exploitation of children and adults • Identified and promoted ,training opportunities and guidance documents for CSE, and FGM, including e-learning and other external sources. through website • Developed Safer Recruitment guidance and promote via LSCB website • Delivered the annual conference with the Focus on Affects of trauma and neglect, including of adolescents

Priority 3. The views of children and young people are contributing to learning and best practice

Continue to develop the voices of children and young people in the work of NTSCB so they influence Board activities.

- Updated training materials to reflect Signs of safety tools (e.g. words and pictures and three houses)

Priority 4. Learning and Improvement positively influences multi-agency practice

Embed our approach to learning and improvement across all agencies who work with children, young people and their families

- Reviewed the multi-agency training programme and made necessary changes to meet the needs of the workforce to inform the 2019/20 programme
- Scrutinise the results of the section 11 audits in relation to standard 5 in order for training sub group to be assured of the quality of single agency safeguarding training for statutory organisations.
- Worked with LSCBs and NESCT to identify resources and develop joint training opportunities with neighbouring authorities to share the learning from serious case reviews
- Developed a mechanism for evaluating the impact of single agency training on practice for non-statutory organisations and developed an action plan for improvement

6. The training priorities identified and planned for 2019 – 2020

What we will do	How we will do this
Priority 1. Improve accountability, challenge and communication to develop the effectiveness of the Board	
<p>The LSCB is better understood by partners, front line professionals and people who have an interest in the safety and welfare of children and young people</p>	<ul style="list-style-type: none"> • Quality assure, review and update training materials for 2020/21 training programme • Ensure training prospectus (2020/2021) and charging policy is reviewed and updated and uploaded to NTSCB website • Identify key themes from local regional and national case reviews and deliver two events/activities over the year • Consider and plan for the implications of the new MASA (Multi-agency Safeguarding Arrangements) on training
Priority 2. Prevent harm and the protection of vulnerable groups, including those victims of CSE, FGM, Neglect, those missing and disabled children	
<p>Families receive the right help, from the right people, at the right time.</p> <p>CSE. There is an effective multi-agency response to CSE in North Tyneside.</p> <p>Harmful Practices. Professionals and the community are aware of harmful practices including FGM, forced marriage and honour based violence</p> <p>Neglect The Board will promote the understanding of and the recognition of neglect of children and young people in order to ensure timely and proportionate responses.</p>	<ul style="list-style-type: none"> • Deliver Adolescent to parent violence and abuse (APVA) training including briefing sessions and workshops • Deliver an Annual conference with the focus on On-line Safety, including links to exploitation of vulnerable young people • Develop a training and implementation plan on child and adolescent mental health • Review and update CSE Training implementation plan for 2020/2021 • Identify and promote training opportunities and guidance documents for forced marriage and honour based violence • Develop and deliver County Lines awareness raising training • Embed affects of trauma and neglect, in appropriate training

Priority 3. The views of children and young people are contributing to learning and best practice	
Continue to develop the voices of children and young people in the work of NTSCB so they influence Board activities.	<ul style="list-style-type: none"> • Ensure the Child's Voice is embedded within any new or reviewed safeguarding training.
Priority 4. Learning and Improvement positively influences multi-agency practice	
Embed our approach to learning and improvement across all agencies who work with children, young people and their families	<ul style="list-style-type: none"> • Review the training programme and make necessary changes to meet the needs of the workforce to inform the 2020/21 programme • Scrutinise the results of the section 11 audits in relation to standard 5 in order for training sub group to be assured of the quality of safeguarding training for statutory organisations. • Review the focus and remit of the regional NESCT group to identify effective working arrangements and links to MASA

Additional considerations for 2019 – 2020

Working Together to Safeguard Children (2018) sets out changes to LSCB's and introduces the new Multi-agency Safeguarding Partners (MAPs), which will be responsible for multi-agency safeguarding arrangements (MASA) in their area.

The lead representatives for safeguarding partners are: the local authority Chief Executive, the Accountable Officer of a Clinical Commissioning Group (CCG), and a Chief Officer of Police.

The transition will be made by September 2019, and will therefore have an impact on planning for the 2020 training programme, which will be identified once the new arrangements have been agreed.

Appendix 1: Contribution by trainers in full day equivalent

Name	Organisation	Days
Lisa Wardingham	Education School Improvement	4
Rowan Reed	Education	3
		7
Mike Vincent	NHCT	1
Naomi Jones	NHCT	0.5
Alison Johnson	NHCT	1
Julie Wanless	NHCT	1
		3.5
Anne Lambert	Northumberland	1
		3.5
Steven Tait	NSPCC	1
		1
Lesley Pyle	NTC/NCC	1
Anita Pears	NTC Early Help	1.5
Anna Trebillcock	NTC Early Help	1
Louise Strachan	NTC Early Help	0.5
Barbara Morris	NTC HROD	8
Karen Wylie	NTC HROD	19.5
Emma Adamson	NTC HROD	1
Rebecca Eden	NTC IRO	1
Cassandra Humes	NTC Safe and Supported	1.5
Helen Bewick	NTC Fostering	1
Julie Shevill	NTC Children's Disability	1
Rachel Hughes	NTC Educational Psychology	1
Jane Pickthall	NTC Virtual School	1
Helen Smith	NTC 0-19	1
Sarah Hutchinson	NTC 0-19	2
		42
Phil Battista	NTW	2.5
Ann Widdas	NTW Recovery Partnership	1
		3.5
Anne Longstaff	Voluntary NT Carers Centre	1
Eric Fletcher	Voluntary Ocean Youth Trust North	3
Helen Thompson	Voluntary PROPS	1
Sarah Collins	Harbour	1
		6

Further information and references

For further information on any aspect of this report, please contact the Children's Workforce Development Lead Barbara Morris by e-mail at Barbara.morris@northtyneside.gov.uk

DfE Working Together to Safeguard Children (2018)
<https://www.gov.uk/government/publications/working-together-to-safeguard-children>

North Tyneside Safeguarding Children Board
<https://www.northtynesidelscb.org.uk/>

North Tyneside Safeguarding Adults Board
http://www.northtyneside.gov.uk/browse-display.shtml?p_ID=541444&p_subjectCategory=421

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