Shropshire Safeguarding
Community Partnership

Learning and Development Strategy
2023 – 2026

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Approving Body/Group	Strategic Governing Group
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Contents

Purpose

Shropshire Safeguarding Community Partnership is responsible for safeguarding, community safety and promoting the welfare of children and adults (including those with care and support needs).

The purpose of this strategy is to support and assist agencies in the development and management of a comprehensive training programme within their individual agencies.

This strategy has taken into consideration the latest versions of:

- Working Together to Safeguard Children guidance and the required standards under Section 11 of the Children Act 2004
- Care and Support Statutory Guidance (Department of Health and Social Care)
- Shropshire Safeguarding Community Partnership Strategic Plan and Priorities
- National Institute of Clinical Excellence Safeguarding Information (NICE)
- Social Care Institute for Excellence (SCIE)

The purpose of this document is to provide a framework for safeguarding and community safety learning and development across Shropshire. It is relevant for those who work with children, young people, adults at risk, carers, families, and members of the public from both statutory and voluntary agencies.

Safeguarding Training Principles

Shropshire Safeguarding Community Partnership strongly encourage agencies to arrange/offer-out/attend multiagency training, where staff and volunteers within different agencies come together for training and/or development.
Multiagency training:
- Supports collaborative learning
- Is an opportunity to learn from others skills, knowledge and experiences
- Enables professional challenge between agencies
- Reduces the risk of collusion

Single agency training is carried out by an agency for its own staff/volunteers.

SSCP training pool is a group of multi-agency staff who are supported to deliver quality assured training sessions with resources and materials produced by SSCP Business Unit.

Staff are required to complete the Train-The-Trainer process. Once completed staff become approved trainers who can arrange and deliver SSCP multiagency training.

The purpose of using a pool of staff is:
- To support development of staff to enable them to deliver training packages
- Standardise competency in training delivery
- Ensure consistent messages relevant to safeguarding in Shropshire are communicated
- Increase skills and knowledge

- To make more training widely available

Aim of agencies providing safeguarding training to their staff and volunteers in Shropshire include to:

- Increase the safety of people in Shropshire and minimising harm where it's not possible to stop abuse and crime happening
- Contribute to the development of the workforce
- Preventing, identifying, and minimising harm because of abuse, exploitation, neglect and crime
- Promote alternative ways of learning e.g., shadowing colleagues, observing meetings, taking part in case audits

- Hearing the voice of those affected by abuse and crime

- Work in partnership with other professionals, parents, families and carers

- Develop confidence in cultural competence (the ability to communicate effectively and interact with people across cultures through positive behaviours, attitudes and policies. The word "culture" refers to the beliefs, values, and thoughts of a racial, ethnic, religious, or social group. Competence implies the ability to function effectively) [OBJ]

- Promote effective communication, professional curiosity, a common language and holding difficult conversations

- Improve interagency collaboration, making links and working together to effectively safeguard children, adults and protect communities.

All safeguarding adult, children and community safety training should:

- Be evidence-based (critical application of the best available current and valid evidence for decision making and delivering services)[1]

- Be based on adult learning principles ensuring that the content is transferrable into practice, relevant to organisational requirements and personal goals
- Enable and support the full personal and professional development of others and ensure that all staff/volunteers have equal access to learning and development opportunities
- Be compatible with legal requirements
- Reflect regional West Midlands and local policies and procedures and Shropshire Safeguarding Community Partnership documents
- Aim to produce good safeguarding and community safety practice within agencies/organisations and co-operation in inter-agency working to maximise the benefits offered by services to adults, children and families
- Take account of current local and national research, guidance and findings from statutory case reviews
- Encourage reflective practice and individual responsibility for ongoing personal and professional development
- Proactively address matters of diversity and inclusion and promote understanding of protected characteristics and additional vulnerabilities as outlined in s149 Equality Act 2010.

Children and Young People safeguarding training should:
- Promote the welfare of the child as paramount

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[1] The Oxford Review (2023) *The Essential Guide to Evidence-Based Practice.* Oxford:The Oxford Review.   https://oxford-review.com/evidence-based-practice-essential-guide/

- Place the child at the centre and promote understanding of children's daily lived experiences, wishes and feelings
- Maintain that children have the right to healthy development in all aspects of their lives
- Promote the principles of partnership working with children and their families, especially maintaining a child within their own family if this is compatible with the welfare of the child

Adult safeguarding training should:
- Reference the statutory adult safeguarding principles 14.13
- Promote a Making Safeguarding Personal approach outlining that this is person-led and outcome-focused, engaging the adult in conversations about how best to respond to their situation and the outcomes they want to achieve (14:14[2]).
- Promote understanding of adult's daily lived experiences, wishes and feelings
- Recognise the importance of promoting well-being and the prevention of abuse and neglect as well as the protection principle

Identification of learning and development needs

Agencies will need to identify learning, development, and training needs to:

- Maintain adherence to sector led standards and competencies
- Learning and development needs arising from activities of the Shropshire Safeguarding Community Partnership such as statutory case reviews, multi-agency case file audits or other learning
- Other local reviews for example Learning from Lives and Deaths- people with a learning disability and autistic people (LeDeR), Child Death Reviews, Drug related deaths
- National reviews (individual or thematic) and enquiries or learning from other areas that are relevant to practice
- Single agency audits and training needs analysis
- Service User Feedback
- Annual appraisals and performance reviews

Accessing learning

Learners will be able to access training through their own organisations/employers, through other organisations offering multiagency opportunities, and through the following multi-agency training providers:

- ✓ Early Help for Children and Families Training and events | Shropshire Council
- ✓ Joint Training Multiagency courses | Shropshire Council
- ✓ Shropshire Partners in Care Training
- ✓ Shropshire Partners in Care – Meetings, Forums and Events
- ✓ UCS Shrewsbury CPD (ucshrewsbury.ac.uk)
- ✓ Raising Awareness of Exploitation and Vulnerability Training for Shropshire Practitioners - FREE to ATTEND

Learning can be accessed through published SSCP Learning Briefing's, Multi-agency Case File Audit and Case Review reports. Practitioner events, learning events, and other resources produced by the partnership including policies and procedures. Shropshire

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[2] Department of Health and Social Care (2023) *Statutory guidance Care and support statutory guidance*. London: Department of Health and Social Care. https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance

Safeguarding Community Partnership

Learning and Development Tiers

As illustrated below. employers should as part of their Training Needs Analysis allocate each member of staff/volunteer to either the Induction, Awareness and Universal, or Specialist and Advanced learning and development tier.

Shropshire Safeguarding Community Partnership recognises that staff working in specific sectors will also be required to adhere to their individual sector learning and development requirements in parallel with this document.

For example: the NHS and other health professionals are expected to adhere 'Adult Safeguarding: Roles and Competencies for Health Care Staff' and 'Safeguarding Children and Young People: Roles and Competencies for Health Care Staff.'

Staff working in early years, schools and colleges are expected to adhere to the Early Years Foundation Stage (EYFS), and Keeping Children Safe in Education.

Induction Tier	Target Groups: All staff/volunteers/Shropshire residents
Purpose To enable all organisations to meet their legislative duties in relation to safeguarding and community safety through an induction programme	**Method of delivery** • Access resources which promote discussion, webinars/reading/ • Community safety; adult and child safeguarding videos/e-learning sessions • Direct delivery, stand-alone module or as part of a wider induction session • Familiarise with Shropshire Safeguarding Community Partnership website • One to one conversation/restorative/reflective case supervision • Practice observation • Reflective practice • Sector led induction standards • Shadowing, mentoring, or coaching
Awareness and Universal Tier	**Target Groups:** Staff and volunteers who are supporting or working directly with children, young people, adults, including those with care and support needs and victims of crime.
Purpose • To ensure that staff and volunteers understand their role in keeping individuals and communities safe, and knowing when and where to refer or report • Identifying and responding to emerging themes and trends	**Method of Delivery** • Access resources which promote discussion, webinars/reading/ /videos/ e-learning sessions • Development time: including reading; peer discussion • Familiarise and use Shropshire Safeguarding Community Partnership website • Multiagency or single agency (offered to other agencies when possible) face-to-face/interactive virtual training (ensuring adherence to sector led standards) • One to one conversation/restorative/reflective case supervision • Practice observation • Reflective practice • Shadowing, mentoring or coaching • SSCP learning events

Advanced and Specialist Tier	**Target groups:** Members of the workforce who are involved in: • Assessing, planning, intervening • Taking part in multi-agency processes (including statutory case reviews) where there are safeguarding and community safety concerns. • Undertaking Section 47 or Section 42 safeguarding enquiries.
Purpose • Contribute to the development of the workforce, to increase the safety of people in Shropshire, preventing, identifying and minimising harm because of abuse, exploitation, neglect and crime • Identifying and responding to emerging themes and trends • Increase knowledge, skills and confidence when responding to safeguarding and community safety concerns • Improving legal literacy for staff and volunteers	**Method of Delivery** • Development time: including reading; peer discussion • Multiagency or single agency (offered to other agencies when possible) face-to-face/interactive virtual training (ensuring adherence to sector led standards) • One to one conversation/restorative/reflective case supervision • Participating in relevant forums or practitioner groups • Participating in training the trainer models • Practice observation • Reflective practice • Shadowing, mentoring, and coaching • SSCP learning events and themed conferences • Use and promote Shropshire Safeguarding Community Partnership website throughout your organisation and as part of everyday practice • Use resources which promote discussion, webinars/reading//videos/ e-learning sessions