



# Learning and Development Strategy 2021 – 2023



March 2022

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## 1. Introduction

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). This includes ensuring there are appropriate learning and development opportunities for people who work with children, adults, carers, families and the wider community.

The purpose of this document is to provide a framework for safeguarding and community safety training 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. This will help to ensure that everyone is appropriately skilled, competent and confident in carrying out their responsibilities regarding safeguarding and community safety. This strategy is aligned with latest versions of:

- Working Together to Safeguard Children Guidance
- Care and Support Statutory Guidance
- Shropshire Safeguarding Community Partnership Strategic Plan and Priorities
- National Institute of Clinical Excellence Safeguarding Information

This document was produced by the Shropshire Safeguarding Community Partnerships Learning and Development Group.

## 2. Priorities

Our priorities are to:

- 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
- Promote a consistent multi-agency approach to learning
- Provide a comprehensive multi-agency workforce development programme
- Monitor, evaluate and quality assure the provision of training to ensure that it is effective and is being appropriately accessed by the workforce
- Evidence the impact of training on practice
- Provide a range of learning resources including specifically for Training Pool members
- Ensure that the learning from local, regional and national reviews and best practice is used to inform the content of the learning and development programme
- Promote alternative ways of learning e.g. shadowing colleagues, observing meetings, taking part in case audits
- Shropshire Safeguarding Community Partnership have the responsibility to ensure a rolling multi-agency programme of safeguarding and community safety training and events is available

## 3. Principles

We will proactively address matters of diversity and inclusion and promote understanding of protected characteristics and additional vulnerabilities as outlined in [s149 Equality Act 2010](#). Our principles are based on making safeguarding personal:

- Hearing the voice of those affected by abuse and crime
- Partnership working with parents/families and carers
- Developing confidence in cultural competence
- Promotion of effective communication, professional curiosity, a common language and holding difficult conversations
- Improved interagency collaboration, making links and working together
- Evidence based
- Developing legal literacy

#### **4. Charging**

Charging policy will apply

#### **5. Training Pool**

The purpose of using a pool of staff is to support the delivery of the training programme to:

- Support development of staff to enable them to deliver training packages
- Standardise competency in training delivery
- Ensure consistent messages are communicated
- Increasing skills and knowledge
- To quality assure the training offer
- To make more training widely available

The training pool is a group of multi-agency staff who are supported to deliver SSCP training sessions. Once staff have completed the train the trainer process they are approved to deliver on behalf of SSCP for multi-agency sessions or within their own agencies.

#### **6. Quality Assurance and Evidencing the Impact of Learning**

Shropshire Safeguarding Community Partnership and its members have a responsibility to ensure that safeguarding and community safety learning opportunities are of a consistently high standard. We will seek assurance that learning is being transferred into practice and makes a positive difference to people's lives. All learning will be regularly reviewed and developed in line with new and emerging themes, trends and developing situations, local policies and procedures and governmental / legal changes.

- All delegates will complete post course evaluation/s which include questions about the impact the learning will have on practice
- We will use content of evaluations to inform the review of the training content and format
- Full attendance at the training session and completion of the evaluation/s is required for delegates to have access to a certificate of attendance
- As and when identified, thematic impact reviews will be completed
- Observations of trainers will take place
- An annual training report collating attendance, evaluation and the impact of the training on professional practice. This will be shared with the Learning and Development Group and reflected in the Shropshire Safeguarding Community Partnership Annual Report, published online

## **7. Access to Learning**

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

<http://www.safeguardingshropshireschildren.org.uk/professionals-and-volunteers/safeguarding-training/>

<https://shropshire.gov.uk/joint-training/>

<https://www.spic.co.uk/event/>

## **8. Learning and Development Tiers**

As illustrated on the following page employers should as part of their Training Needs Analysis allocate each employee to the relevant tier.

Shropshire Safeguarding Community Partnership recognises that for staff working in the NHS and other health professionals there is an expectation that they adhere to the parallel training requirements and objectives of the 'Adult Safeguarding: Roles and Competencies for Health Care Staff' and 'Safeguarding Children and Young People: Roles and Competencies for Health Care Staff.'

<p style="text-align: center;"><b>Advanced and Specialist Tier</b></p>	<p><b>Target groups:</b> Members of the workforce who are involved in:</p> <ul style="list-style-type: none"> <li>Assessing, planning, intervening</li> <li>Taking part in multi-agency processes (including statutory case reviews) where there are safeguarding and community safety concerns.</li> <li>Undertaking Section 47 or Section 42 safeguarding enquiries.</li> </ul>
<p style="text-align: center;"><b>Purpose</b></p> <ul style="list-style-type: none"> <li>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</li> <li>Identifying and responding to emerging themes and trends</li> <li>Increase knowledge, skills and confidence when responding to safeguarding and community safety concerns</li> <li>Improving legal literacy for staff and volunteers</li> </ul>	<p style="text-align: center;"><b>Method of Delivery</b></p> <ul style="list-style-type: none"> <li>Development time: including reading; peer discussion</li> <li>Multiagency (or single agency) face-to-face/interactive virtual training</li> <li>Multiagency (or single agency) face-to-face training</li> <li>One to one conversation/restorative/reflective case supervision</li> <li>Participating in relevant forums or practitioner groups</li> <li>Participating in training the trainer models</li> <li>Practice observation</li> <li>Reflective practice</li> <li>Shadowing, mentoring and coaching</li> <li>Themed conferences</li> <li>Use and promote SSCP website(s) throughout your organisation and as part of everyday practice</li> <li>Use resources which promote discussion, webinars/reading/ /videos/SSCP or alternative e-learning sessions</li> </ul>
<p style="text-align: center;"><b>Awareness and Universal Tier</b></p>	<p><b>Target Groups:</b> 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.</p>
<p style="text-align: center;"><b>Purpose</b></p> <ul style="list-style-type: none"> <li>To ensure that staff and volunteers understand their role in keeping individuals and communities safe, and knowing when and where to refer or report</li> <li>Identifying and responding to emerging themes and trends</li> </ul>	<p style="text-align: center;"><b>Method of Delivery</b></p> <ul style="list-style-type: none"> <li>Access resources which promote discussion, webinars/reading/ /videos/SSCP or alternative e-learning sessions</li> <li>Development time: including reading; peer discussion</li> <li>Familiarise and use SSCP website(s) and <a href="#">Child</a> and <a href="#">Adult</a> Safeguarding Key Information.</li> <li>Multiagency (or single agency) face-to-face/interactive virtual training</li> <li>Multiagency (or single agency) face-to-face training</li> <li>One to one conversation/restorative/reflective case supervision</li> <li>Practice observation</li> <li>Reflective practice</li> <li>Shadowing, mentoring or coaching</li> </ul>
<p style="text-align: center;"><b>Induction Tier</b></p>	<p><b>Target Groups:</b> All staff/volunteers/Shropshire residents</p>
<p style="text-align: center;"><b>Purpose</b></p> <p>To enable all organisations to meet their legislative duties in relation to safeguarding and community safety through an induction programme, see SSCP outline below to identify the learning outcomes that should be met</p>	<p style="text-align: center;"><b>Method of delivery</b></p> <ul style="list-style-type: none"> <li>Access resources which promote discussion, webinars/reading/</li> <li>Direct delivery, stand-alone module or as part of a wider induction session</li> <li>Familiarise with SSCP website(s) and <a href="#">Child</a> and <a href="#">Adult</a> Safeguarding Key Information.</li> <li>One to one conversation/restorative/reflective case supervision</li> <li>Practice observation</li> <li>Reflective practice</li> <li>Sector led induction standards</li> <li>Shadowing, mentoring or coaching</li> <li>SSCP or alternative e-learning sessions; community safety; adult and child safeguarding videos /SSCP or alternative e-learning sessions</li> </ul>

**SSCP Learning and Development Programme - February 2022**

**Review Date – May 2022**

**SSCP Learning and Development Strategy 2021-2023, Tiers pages 5-6**

SSCP offers Learning and Development opportunities which are based on needs of the workforce, therefore are subject to change.

**Blue font – Available**

**Red highlights - Priority areas**

**Highlighted Yellow – various stages of discussion and development**

**Tier 1 - Induction - What SSCP offers to support this...**

**Target Audience All staff/volunteers/Shropshire residents**

<b>Adult Safeguarding Learning and Development</b>	<b>Children’s Safeguarding Learning and Development</b>	<b>Community Safety Learning and Development For members of the public</b>
		Stop It Now – Based on Brook Harmful Sexual Behaviours - free for parents and carers to access

**Mandatory training as required by the employing organisation.**

**To support this Induction tier SSCP offer includes the following to multi-agency groups of learners, community groups and individuals:**

**SPIC Classroom-based / Online Interactive Live Learning**

- o Adult Safeguarding Introduction

**SSCP websites**

- o Adults and Childrens Safeguarding Information Handouts
- o General safety awareness protecting yourself and your home – information
- o e-learning for example Suicide Prevention, Exploitation etc.
- o Zero Suicide Alliance – 30 minutes to save a life [www.zerosuicidealliance.com/training](http://www.zerosuicidealliance.com/training)
- o **In Development - Child Neglect Animation**
- o In Development - Prevent poster
- o In Development - Chanel panel how it operates and what to expect poster

**Shropshire Council Youtube which hosts SSCP resources**

- o Video – Child Safeguarding process in Shropshire
- o **In Development - SSCP Child and Adults safeguarding process video**
- o **In Development – SSCP Adult Safeguarding process**
- o **In Discussion - Neglect Briefing – proposal - short video hosted on YouTube widened to Raising Awareness of abuse, neglect and exploitation within communities**
- o **In Development - Early Help for children and their family’s**
- o **To be developed video - LADO role – Children Social Care**
- o **To be developed video – Adult - Position of Trust – Childrens Social Care**
- o **In Progress - Tricky Friends Shropshire**

**SPIC You tube Channel**

- o Contains various safeguarding related training under playlists
- o [Safeguarding related training hosted by SPIC](#)

**NB Not available for members of the public!**

- ✓ Restraint Reduction, Verbal Interventions and Safety Interventions™(Previously MAPA)

## Tier 2 - Awareness and Universal - What SSCP offers to support this...

(When Tier 2 is accessed, consider options available in Tier 1 to build on knowledge and skills)

### Target Audience

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.

**Adult Safeguarding Learning and Development**

**Children's Safeguarding Learning and Development**

**Community Safety Learning and Development For members of the public**

To support this Awareness and Universal tier SSCP offer includes the following to multi-agency groups of learners, community groups and individuals:

### Leap into Learning

- **In Development** - Adult and Child Safeguarding in Shropshire
- **In Development** - Community Safety in Shropshire

### Website

- ✓ e-learning - Impact of adverse experiences ACEs ([acesonlinelearning.com](http://acesonlinelearning.com))
- ✓ [Become a Friend Against Scams - YouTube](#)
- ✓ <https://www.friendsagainstscams.org.uk/training/friends-elearning>
- ✓ [Brook Sexual Behaviours Traffic light tool e-learning](#) £30

### Social Care Institute for Excellence - SCIE - videos

- ✓ Mental Capacity Act... You tube videos including
- ✓ Liberty Protection Safeguarding
- ✓ Protecting Your Home
- ✓ Protecting Yourself
- ✓ Hate crime

### Information

- ✓ Midlands Region C&YP Suicide Prevention Training Directory
- ✓ Child Exploitation in Shropshire information, pathway and tools (including Channel Panel)
- ✓ Adult Exploitation information
- ✓ Child Neglect in Shropshire information, pathway and tools
- ✓ Adult Self-neglect in Shropshire information, pathway and tools
- ✓ Domestic Abuse in Shropshire information, pathway and tools
- ✓ Learning Briefings/poster/video from multi-agency statutory reviews and audits

## Tier 2 - Awareness and Universal - What SSCP offers to support this...

(When Tier 2 is accessed, consider options available in Tier 1 to build on knowledge and skills)

### Target Audience

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.

Adult Safeguarding Learning and Development	Children's Safeguarding Learning and Development	Community Safety Learning and Development
<p><b>To support this Awareness and Universal tier SSCP offers the following to multi-agency groups of learners:</b>  <b>Classroom-based / Online Interactive Live Learning</b></p> <p><b>Joint Training</b></p> <ul style="list-style-type: none"> <li>✓ Adult Safeguarding Awareness</li> <li>✓ Mental Capacity Awareness</li> <li>✓ DoLS (Deprivation of Liberty Safeguards) / LPS Liberty Protection Safeguards</li> <li>✓ Preparing for adulthood (incl. Mental Capacity Act (MCA) and DOLS)</li> <li>✓ Supporting adults who hoard.</li> <li>✓ Suicide Prevention Awareness</li> <li>✓ Suicide First Aid – Understanding Suicide Interventions</li> <li>✓ Verbal Interventions and Safety Interventions™</li> <li>✓ Restraint Reduction, Safer online presence for adults with learning disabilities</li> <li>✓ Adult safeguarding for adults with learning disabilities</li> <li>✓ Introduction to Substance Misuse</li> <li>○ <b>In discussion</b> - Young Person Suicide first aid Awareness</li> <li>○ <b>In discussion</b> - Self-harm – CYP Specific</li> </ul> <p><b>Joint Training and Shropshire Partners in Care (SPIC)</b></p> <ul style="list-style-type: none"> <li>✓ Adult Safeguarding Awareness</li> </ul> <p><b>Shropshire Partners in Care (SPIC)</b></p> <ul style="list-style-type: none"> <li>✓ Professional boundaries in adult social care and health</li> </ul> <p><b>SSCP and Joint Training</b></p> <ul style="list-style-type: none"> <li>✓ Children's Safeguarding Awareness</li> <li>✓ Domestic Abuse Briefing (last Briefing in March 2022)</li> <li>○ <b>In Development</b> - From April 2022 Domestic Abuse Briefing (to be increased from 2 – 2.5 hrs) to include all forms of DA including intrafamilial - via video examples/case study and discussion</li> </ul> <p><b>SSCP</b></p> <ul style="list-style-type: none"> <li>✓ Child Exploitation pathway and Protocol (last SSCP briefing in March 2022)</li> <li>○ <b>In Development</b> - From April 2022 All Age Exploitation Briefing (In partnership with West Mercia Police)</li> </ul> <p><b>SSCP and West Midlands Police</b></p> <ul style="list-style-type: none"> <li>✓ Prevent Briefing – delivered by Prevent Officer – Counter Terrorism Policing West Midlands</li> </ul> <p><b>Shropshire Council Early Help</b></p> <ul style="list-style-type: none"> <li>✓ Introduction to Early Help and Thresholds in Shropshire</li> <li>✓ Introduction to Reducing Parental - Conflict 2hrs</li> <li>✓ Reducing Parental Conflict: building confidence and using resources - F2F whole day</li> </ul> <p><b>Shropshire Council Early Help and SSCP</b></p> <ul style="list-style-type: none"> <li>○ <b>In Development</b> - Chronologies, Genograms and Ecomaps (ensure multiagency/adult services input in development)</li> <li>○ <b>In Development</b> – Difficult Conversations/Professional Curiosity (Families/adults/self-neglect)</li> <li>○ <b>In Development</b> - Recording Skills</li> <li>○ <b>In Development</b> – Using Assessments to support Early Help in Shropshire</li> </ul>		

## Tier 3 - Advanced and Specialist - What SSCP offers to support this...

(When Tier 3 is accessed, consider options available in Tier's 1 and 2 to build on knowledge and skills)

### Target audience

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.

**Adult Safeguarding  
Learning and Development**

**Children's Safeguarding  
Learning and Development**

**Community Safety  
Learning and Development**

To support this Advanced and Specialist tier SSCP offer includes the following to multi-agency groups of learners:

### Classroom-based / Online Interactive Live Learning

#### Joint Training

- ✓ Adult Protection and the Law
- ✓ Safeguarding Enquiries
- ✓ Safeguarding for Provider Managers
- ✓ Assessing Capacity - Making best interest decisions
- ✓ PACE (Appropriate Adult Training)
- ✓ Restraint Reduction, Verbal Interventions and Safety Interventions™(Previously MAPA)

#### Shropshire Partners in Care SPIC

- ✓ Adult Safeguarding your role as lead
- ✓ Developing a positive safeguarding culture
- ✓ Safeguarding Adults for Trustees of Charities

#### SSCP

- ✓ Responding to Child Neglect - Graded Care Profile 2 GCP2 (F2F sessions agreed by L&D group) – delivered by NSPCC licensed trainers
- ✓ Child Neglect
- ✓ Child Neglect – Action Learning Sets
- **In Development** GCP2 Refresher – delivered by NSPCC licensed trainers

#### SSCP/Joint Training

- **To be explored** –Children and YP Suicide Prevention

#### Childrens Social Care and SSCP

- **To be Developed Child Protection Conferences/ core groups/ CLA/CIN process/Thresholds/Strategy meetings** – expectations for multiagency responses  
Source existing videos

#### SSCP/Joint Training/Multiagency Task and Finish Group/Shropshire Council Early Help

Will be accessible for target audience at tiers 2 and 3

- **To be Development** to meet workforce needs to enable them to work across different types of abuse as they are often interconnected.

#### Protecting Children and Adults - Managing the challenge (ALL AGE, ALL ABUSE)

To include:

- Roles and responsibilities – recognise challenging to practice
- Assessment practice - Practice Guidance (Exploitation/Domestic Abuse)
- Professional attitudes and use of language in planning and assessment
- Critical moments – Difficult Conversations/ Working with Risk
- Trauma informed practice
- Professional curiosity
- Principles of multiagency working

- Applying legal literacy
- Reflective Practice

**SSCP and Shropshire Council Early Help**

- In Development Assessment Skills for children (and planning)

**Commissioned Training**

- Yet to be Agreed Hearing Survivors Voices
- Yet to be agreed Voluntary Perpetrator Programme – Richmond Fellowship

**Shropshire Council Youtube which hosts SSCP resources**

- In Development - MAPPA Multiagency Public Protection arrangements)
- Need sourcing/Who? MARAC – videos hosted on YouTube/e-learning

	Safeguarding Children	Safeguarding Adults	Community Safety
<b>Challenges/Risks to consider</b>	<p><b>Trainers:</b> Who are they? Experience-Skills/Knowledge (Competency)What is required of trainers? Training Pool</p> <p><b>Provider:</b> SSCP/Joint Training/Other Provider?</p> <p><b>Delivery:</b> Face to face or Virtual? Responsibility of Single or Multi-agency?</p> <p><b>Frequency:</b> Demand and capacity?</p> <p><b>Equipment:</b> What is needed by trainers and learners?</p> <p><b>Cost:</b> How will this be funded?</p>		



### Trainer Observation Form for face to face or online live learning

<b>Trainer Name:</b>	<b>Level of Course and Course Title:</b> Raising Awareness in Safeguarding and Protecting Children
<b>Date of Observation:</b>	
<b>Number of delegates attending:</b>	<b>Observed by:</b>
<b>Online platform: Face to face location:</b>	

**Did the trainer / facilitator:**

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
Create and maintain a safe, learner-centred environment	<ul style="list-style-type: none"> <li>Health &amp; Safety items identified and addressed</li> <li>Greet learners as they join the session</li> <li>Explain how the webinar will work, chat box, hands up etc. and any IT concerns</li> <li>Have ground rules / group responsibility for the learning</li> <li>Check back with the group for understanding, clarity and comfort</li> <li>Convey warmth by smiling, using a friendly tone</li> <li>Address counter-productive behaviour constructively</li> </ul>	1	2	3	4	



### Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
	<ul style="list-style-type: none"> <li>Use non-discriminatory, non-sexist and inclusive language</li> </ul>					
Demonstrate effective presentation skills	<ul style="list-style-type: none"> <li>Speak clearly, concisely and audibly</li> <li>Use relevant, engaging examples / scenarios to emphasise key points</li> <li>Use varied teaching methods to ensure that training is interesting and engaging for all learners.)</li> <li>Use media / technology appropriately and without disruption to flow</li> <li>Present professionally throughout</li> </ul>	1	2	3	4	
Present information fully	<ul style="list-style-type: none"> <li>Identify the link between videos, activities and learning outcomes</li> <li>Keep the group on time and the training on schedule</li> <li>Clearly articulate ideas and content and achieve identified learning outcomes</li> </ul>	1	2	3	4	



### Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
	<ul style="list-style-type: none"> <li>Relevant and appropriate learner resources provided</li> <li>Appropriate references / links to further learning provided</li> </ul>					
Facilitate the learning process	<ul style="list-style-type: none"> <li>Involve the group in finding solutions and answers</li> <li>Respond to conflicts / difference of opinion such that it aids learning</li> <li>Ask open-ended questions</li> <li>Ask one question at a time and allow learners to think and respond</li> </ul>	1	2	3	4	
Monitor and support learner progress	<ul style="list-style-type: none"> <li>Adjust pace to meet learner needs</li> <li>Assess and provide feedback to learners formally and / or informally depending on session requirements</li> </ul>	1	2	3	4	



### Trainer Observation Form for face to face or online live learning

Area	Criteria	Score: 1 = Met Fully 2 = Partially met 3 = Not met 4 = Not applicable				Comments
Demonstrate a commitment to learning and self-improvement	<ul style="list-style-type: none"> <li>• Allow learners to share their own relevant knowledge and expertise</li> <li>• Ask learners for suggestions / follow through with implementing them</li> <li>• Convey a positive attitude about the value of training and learning</li> <li>• Devote full attention to facilitating during the session time</li> </ul>	1	2	3	4	

<b>Overall Training Observation Score</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Trainer comments following feedback</b>				



## Trainer Observation Form for face to face or online live learning

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### Action Plan – agreed actions following feedback

Action Required	By whom	By when	Confirm action taken

Observer Signature: Date: \_\_\_\_\_

Trainer Signature: \_\_\_\_\_

Date: \_\_\_\_\_