

## **BSCB LEARNING & DEVELOPMENT STRATEGY 2016-19**

### **INTRODUCTION**

This strategy has been formulated by an inter-agency sub group of the Bury Safeguarding Children Board (BSCB).

The BSCB is committed to delivering a high quality inter-agency training programme that supports professionals, volunteers and the independent sector in their work to safeguard and promote the welfare of children and young people.

In order to safeguard and promote their welfare, all those working with children and families must have the knowledge and skills to carry out their own roles and responsibilities. This includes being able to recognise and raise safeguarding concerns. Individuals must also be able to work effectively with others within their own agencies and across organisational boundaries.

The BSCB Learning & Development Strategy is aimed at supporting people working at different levels of responsibility for safeguarding children, to build on or consolidate their knowledge. This is child centered and across the spectrum of safeguarding, from the early identification of need (early help) through Early Help Family Support Plan (EHFSP) processes, to child protection processes and practice, including those children who are looked after away from home.

It aims to achieve:

- A shared understanding of roles and responsibilities across all agencies
- Improved communication between professionals and others working with children, young people and families ensuring the needs and views of children are included
- Effective working together based on sound working relationships and child centered approaches
- Improved assessment and decision making based on a clear understanding of the needs and views of children

The Learning & Development strategy intends to support the strategic aims identified in the BSCB Business Plan 2015 /16. It is also underpinned by Working Together to Safeguarding Children (2015) and the Munro Review of Child Protection: Final Report – *A child-centred system* (2011).

## **STRATEGIC PRIORITIES**

The key priorities for this strategy are:

### **Priority 1**

Ensure all agencies delivering services to children, young people and their families have access to multi-agency safeguarding training. To promote the participation of those agencies delivering services to adults who are parents and/or have child care responsibilities in multi-agency safeguarding training.

## **Key Tasks**

- 1.1 We will ensure that partner agencies have access to clear information about BSCB multi-agency safeguarding training.
- 1.2 We will monitor and analyse agency attendance to assist in the identification of key personnel to attend multi-agency agency training.
- 1.3 We will work collaboratively with workforce development leads from partner agencies to continuously understand those needs.
- 1.4 We will maintain a representative multi-agency training pool and ensure that trainers are provided with the right support to develop their skills.

### **Priority 2**

To ensure that training delivered strengthens the voice of the child and reflects the learning that has been identified either within national policy and research or locally through serious case reviews and critical case reviews.

## Key Tasks

- 2.1 We will deliver an annual multi-agency training programme that reflects the most recent national guidance and research developments to safeguard and promote the welfare of children and young people.
- 2.2 We will ensure that all safeguarding courses discuss learning from serious case and critical case reviews. We will incorporate actions from SCRs into the work plan for the sub group and report progress to the SCR sub as and when required.
- 2.3 We will ensure that the training programme is flexible and responsive to BSCB priorities.
- 2.4 We will develop collaborative arrangements with neighbouring LSCBs through the Greater Manchester Safeguarding Partnership to share learning and resources and training.
- 2.5 We will ensure that the voices and experiences of children are included in every part of the training programme.

### Priority 3

Learning and development opportunities include some targeted support in order to assist partners in meeting their safeguarding requirements.

## Key Tasks

- 3.1 We will support the provision of single agency training to support small organizations to meet their safeguarding training requirements.
- 3.2 We will identify and deliver targeted training to service providers pertinent to their service eg Safer Recruitment, E-Safety, Child Sexual Exploitation (CSE).
- 3.3 We will engage the faith and third sector to ensure access to appropriate safeguarding training.

### Priority 4

To ensure the quality of training is of a high standard and the effectiveness evaluated

## **Key Tasks**

- 4.1 We will scrutinise evaluations from BSCB courses to ensure the relevance, currency and accuracy of course content.
- 4.2 We will improve analysis of the impact of BSCB multi-agency training through the implementation of quality assurance measures reporting findings quarterly to the Learning and Development sub group.
- 4.3 We will improve collaborative quality assurance arrangements with neighbouring LSCBs to evaluate multi-agency training.

## **GOVERNANCE & QUALITY ASSURANCE**

The BSCB has a responsibility to ensure quality of multi-agency training. Training must be consistent and of a high quality. The effectiveness of training will be continually and consistently evaluated.

Measuring the quality and effectiveness of the training will be the responsibility of the Case Review and Learning Sub Group. The Case Review and Learning Sub Group will develop a business plan for the year to implement the overall strategy. The Case Review and Learning Sub Group chair will provide a quarterly report on the progress with the business plan to the BSCB Business Group for scrutiny.