



TRAINING AND DEVELOPMENT FOR INTER-AGENCY WORK

Revised - August 2011

1. Introduction and definitions

1.1 This section provides guidance on the training and development of staff and volunteers to help them safeguard and promote the welfare of children effectively. This includes being able to recognise when a child may require safeguarding and knowing what to do in response to concerns about the welfare of a child.

1.2 Practitioners and managers must be able to work effectively with others, both within their own agency and across organisational boundaries. This is best achieved by a combination of single agency and inter-agency training.

1.3 Single-agency training includes induction and basic awareness raising and is organised and delivered by a particular agency or organisation for its own staff.

1.4 Inter-agency training is for staff from different agencies and disciplines. Training delivered on an inter-agency basis is a highly effective way of promoting a common and shared understanding of respective roles and responsibilities of different professionals, and contributes to effective working relationships. The building of mutually respectful and trusting relationships forms the foundation for partnership working.

1.5 Both single agency and inter-agency training should draw from the principles and practice of current legal framework and guidance particularly The Children Act 2004 and Working Together to Safeguard Children 2010. Training should also take into account the local picture including messages from Serious Case Reviews, policies and protocols between agencies and audits of practice around safeguarding children.

1.6 All training for safeguarding and promoting the welfare of children should create an ethos that values working collaboratively with others, respects diversity (including culture, race and disability), promotes equality and is child centred. It should also promote the participation of families and children in safeguarding processes.

2. Agency responsibilities

2.1 All agencies have a responsibility under s11 of the Children Act 2004 and s175 & 157 of the Education Act 2002 to ensure that their functions are exercised with regard to the need to safeguard and promote the welfare of children.

2.2 Buckinghamshire Safeguarding Children Board (BSCB) requires that agencies and organisations take responsibility for ensuring that their staff and volunteers are appropriately trained to meet the safeguarding needs of children that they may have contact with, either directly or via their parents/carers. This responsibility extends to staff employed through commissioning, contracted services or those working as part of service level agreements and volunteers working with children and families.

2.3 Agencies are required to report, when requested, to BSCB as to how they undertake these responsibilities including induction, introduction and updates for staff. Guidance on content and method of delivery is available from the inter-agency training team.

2.4 Agencies and organisations have the responsibility to train all staff and volunteers in safeguarding children and to ensure appropriate staff undertake inter-agency training.

3. Training Sub-committee, Inter-agency Training Programme and the Training Pool

3.1 The BSCB training sub-committee (TSC) exists to develop and take forward the safeguarding children training strategy. An inter-agency training manager is employed to lead this work and is accountable to the BSCB. There is a recommended training pathway ([www.bucks-lscb.org.uk/ Training](http://www.bucks-lscb.org.uk/Training)) and a robust inter-agency training programme developed and delivered through the TSC and the training pool (<http://www.bucks-lscb.org.uk/welcome-inter-agency-training-programme-2011-12>)

3.2 The inter-agency training pool is a group of experienced practitioners and managers. Agencies are expected, through a partnership agreement, to contribute suitable staff for the training pool. This has the additional benefit of providing skilled trainers linking together single agency and inter-agency training.

3.3 Members of the training pool, in their work, must reflect an understanding of the rights of the child and be informed by an active respect for diversity and the experience of service users, and a commitment to ensuring equality of opportunity.

3.4 Staff with appropriate facilitation skills, specialist knowledge and experience are accepted into the inter-agency pool. If they meet the criteria for joining they then undertake the BSCB training for trainers.

3.5 Most inter-agency training is delivered by the inter-agency training manager and the inter-agency training pool. In addition some specialist courses may be commissioned. The TSC organises an annual Conference bringing in keynote speakers to help inform local practice, with the aim of promoting improved outcomes for safeguarding children from significant harm.

4. Training Needs Analysis

4.1 The BSCB is committed to undertaking an annual training need analysis (TNA) that requires the co-operation of member agencies. Each agency is expected to identify numbers and roles of those requiring inter-agency training courses for the following year. This means making judgements about which level of training is appropriate for each member of staff. It has a dual purpose:

4.2 The information collected is used to plan the inter-agency programme. Agencies that do not identify staff are reminded of this requirement.

4.3. It assists agencies in maintaining their own records for safeguarding children training and helps them to plan for their own training needs so meeting their legal responsibilities.

4.4 The training needs analysis is co-ordinated by members of the TSC and results are reported to the BSCB.

4.5 Attendance on inter-agency training is analysed and compared to the TNA for the same period.

5. Audiences for single and inter-agency training

5.1 Practitioners requiring safeguarding children training will be drawn from voluntary, statutory and independent agencies and organisations. This includes sports clubs, faith groups and other community groups.

5.2 The broad context of training for safeguarding children and promoting their welfare will include aspects of the six areas of expertise set out in the Common Core of Skills and

Knowledge for The Children's Workforce developed by the Children's Workforce Development Council (CWDC).

5.3 Effective child protection is essential as part of the wider work to safeguard and promote the welfare of children. The main focus therefore, of training overseen by the TSC, is to protect children who are suffering, or are at risk of suffering significant harm.

5.4 Once it has been identified that a member of staff requires safeguarding children training the expectation is that their attendance will be prioritised by managers in their agency or organisation.

5.5 The decision about what level/stage of training is required for staff must be based on the needs of the worker in relation to their contact with children and their parents/carers, and responsibility for ongoing work. Within any one agency/organisation or even role there will be individual differences. Please see the BSCB training pathway for further guidance. (www.bucks-lscb.org.uk/ Training)

6. Purpose of inter-agency training

6.1 Inter-agency work relies for its effectiveness on the commitment of agency managers. The BSCB has a mandate to promote this commitment in order to achieve its objectives for safeguarding children. Inter-agency training underpins this commitment.

6.2 The underlying ethos of all BSCB courses is to bring people together to explore not only what they do together, but how and why they need to do it and to help them reflect together on underlying issues of communication, roles and responsibilities and overcoming barriers between them to achieve a shared purpose.

7. Quality assurance and evaluation

7.1 Success factors depend on delivering single agency and inter-agency training to a consistently high standard, and that processes exist for evaluating the effectiveness of that training. The TSC takes responsibility for monitoring standards. For inter-agency training, methods are used beyond immediate course evaluation sheets, including follow up questionnaires and focus groups. Tools developed by Promoting Inter-Agency Training are also used to evaluate the overall standards of the programme.

7.2 Messages from inter-agency training events concerning practice issues should be raised at the audit and evaluation committee of the BSCB in case actions are necessary to improve working together practice.

7.3 The TSC has a responsibility to ensure that both single and inter-agency training is delivered to a consistently high standard, and that a process exists for evaluating the effectiveness of training. Periodically the TSC undertakes an audit, reporting on this to the BSCB. The TSC welcomes requests for advice on single agency training.

7.4 The outcomes of evaluations inform the planning of future training.