



Staffordshire Safeguarding Children Board

Annual Training Report April 2018 – March 2019



Core Business Objectives 18-19 (within SSCB Training Strategy 16-19):

- Our role is to ensure strategic overview of the quality and provision of single and multi-agency training. We will ensure that training needs of all partner agencies are met within the context of local, national policy, procedural developments, SCRs, audit and inspection.
- All SSCB training shall incorporate learning in respect of issues relating to equality and diversity.
- Support the management of the SSCB training pool through recruitments, training and monitoring.
- Evaluate the impact of training on practice, organisations' and outcomes for children, young people and their families.

Outcomes as reported/evidenced by practitioners

- The evaluations from practitioners highlight that they are more responsive to the needs of children and families in Staffordshire (highlighted as an area of good practice in the Ofsted report 2018).
- Practitioners recognise the safeguarding priorities of the Board.
- There is an increased understanding of multi-agency roles and communication between them (Learning from a previous Serious Case Review).
- The strengths of having a broad range of expertise in our multi-disciplinary training team is evidenced in evaluations and remains sustained.
- The updated Child Protection Level 1 Core Slides have continued to be utilised and there is a good response from a wide range of partners.

Delivery in 18-19:

- 181 planned events, 161 events delivered.
- 29 Working Together events
- 23 different training courses
- 2952 participants attended
- 96% of participants felt that the course has given them the necessary knowledge, skills and confidence to help contribute to any assessment of risk.
- 18 E-learning subject packages
- 96% feel the Level one slides have given them more confidence in the subject areas covered in the presentation, to be able to spot any signs and move forward with enquires.

Challenges:

- The SSCB training manager post has previously been removed, and the SSCB Training Co-ordinators have taken on responsibilities, supported by the SSCB Manager
- The Board has consistently maintained its current pool of multi-agency trainers, and it is worth recognising the commitment they make to the Boards training. Future arrangements hope to retain this valuable resource

The Key Safeguarding priorities of SSCB training team 2018/ 2019:

- **Child Sexual Abuse (including child sexual exploitation; child trafficking; missing children; youth violence; and intra-familial abuse).**
- **Neglect including the toxic trio (Domestic abuse; drug and alcohol misuse; and mental ill health)**

To deliver these priorities and our extensive training programme we have utilised our experienced multi-agency partner colleagues. This training pool is delivering excellent training across the year, and informing delegates of local pathways, referral process and knowledge. On occasion and where appropriate, the Boards commissions expertise from external training providers. This assures the Board that training is both robust and of a high standard. Many trainers come with specialist knowledge and with a broader understanding of practice across the country. All practice based learning and key messages from local and national Serious Case Reviews and Learning Reviews plus Domestic Homicide Reviews are embedded throughout all our training and forms a part of the quality assurance process.

Training Events:

Face to Face Training:

Over the past 12 months, the SSCB training team has coordinated 181 multi-agency training events with attendance from 2952 practitioners from across a wide range of agencies.

Our main Level 2 programme - Working Together to Safeguard Children is a 1-day course, with 29 events delivered successfully. This course is aimed at professionals and volunteers who work with children, young people and/or their parents or carers, and who could contribute to assessing, planning, intervening and reviewing the needs of a child where there are safeguarding concerns.

The SSCB training team are alert to the changing needs of the workforce as well as changing priorities and demands for agencies across the county. Therefore, amendments are made to either the courses that are offered or those attending. The team work with individuals to offer alternative dates and courses or e-learning opportunities. Thus, reducing cancellations and ensuring staff are trained to the highest standard.

- 12 events cancelled in advance due to low uptake
- 8 events cancelled due to no trainer availability
- This equates to only 11% cancellation of all courses.

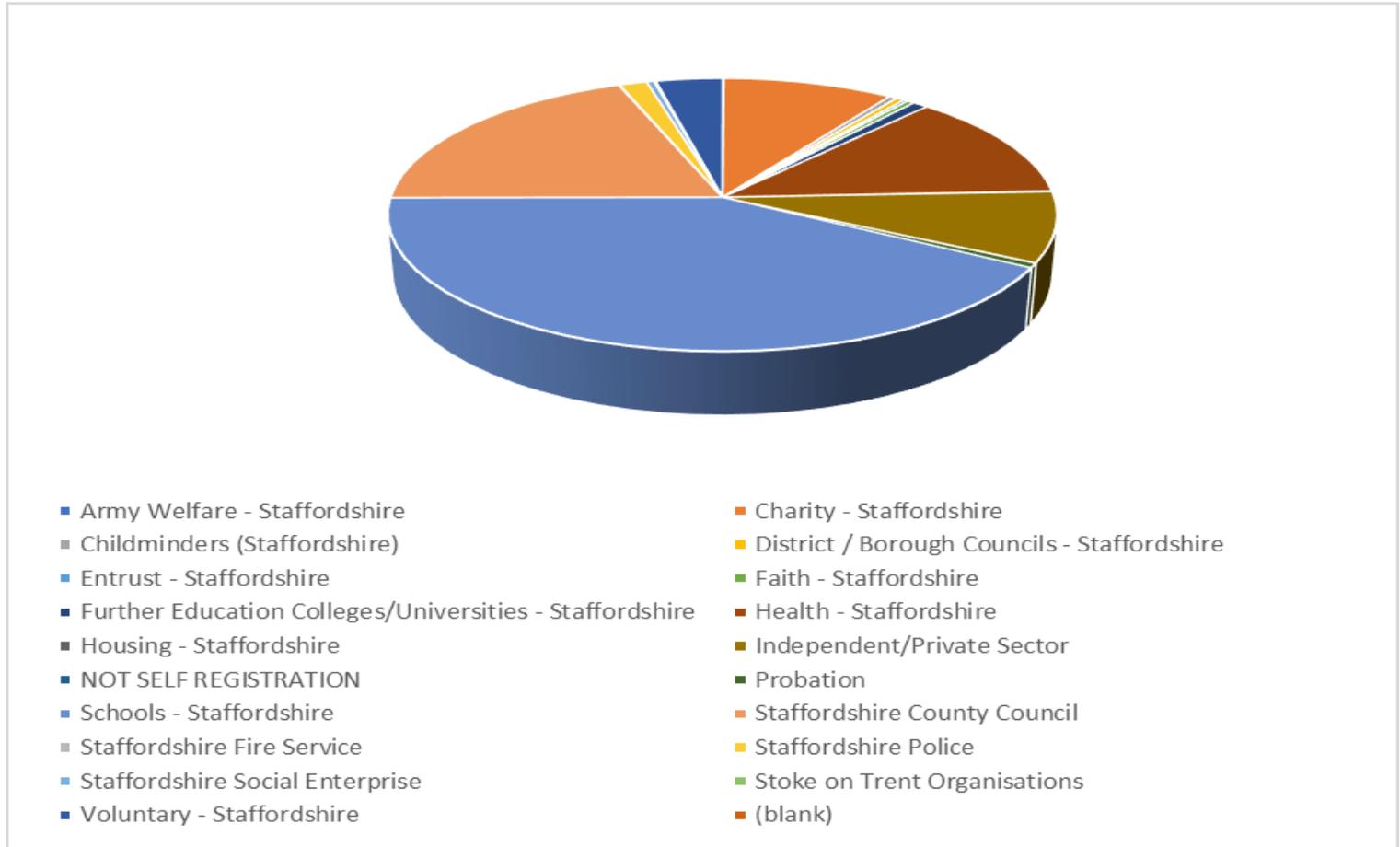
Attendance Breakdown**

Event name	Total No. Attended
Child Sexual Exploitation Multi-Agency Level 3 (2 day course)	79
Children and Domestic Abuse Multi Agency Level 3	88
Designated/ Lead Person Multi Agency Level 4	202
Disguised Compliance Multi Agency Level 3	88
Drug and Alcohol Awareness and the Impact on Children Multi Agency Level 3	34
Fabricated Illness Multi Agency Level 3 Training	147
Forced Marriage, Honour Related Abuse and Female Genital Mutilation Multi Agency Level 3	49
FREE - Partnership/Schools Early Help Awareness including Outcome Star	720
FREE - Safer Sleep Awareness Workshop	4
Free Conference for Designated Leads in Schools	171
FREE- Unintentional Injuries among Children under 5	105
Intra-familial Sexual Abuse Multi Agency Level 3	46
Lessons Learnt from Serious Case Reviews Multi Agency Level 3	139
Level 1 Child Protection Train the Trainer Event	40
Managing Allegations of Abuse Made Against a Person Who Works With Children Multi Agency Level 3 – Lite Bites	10
Medical Assessment in Suspected Child Sexual Abuse/Assault Training	45
Mental Health and Child Protection Multi Agency Level 3	73
Recognition of Neglect and Emotional Harm Multi Agency Level 3	72
Safeguarding the Unborn Child Multi Agency Level 3	56
Safer Recruitment Level 4	55
Safer Sleep Awareness Workshop - Free	42
Understanding Self Harm and Suicide - How to support young people who carry out this behaviour Multi-Agency Level 3	59
Working Together - The Staffordshire Way Multi Agency Level 2	582
Working with Hostile or Uncooperative Families Multi Agency Level 3	46
Grand Total	2952

**Please note, not all courses offer the same number of events

SSCB Training – Attendance Breakdown for Face to Face Courses by Organisation / Agency –

Organisation / Agency	Number of People Attended SSCB Training Per Org / Agency
Army Welfare	2
Charity	275
Childminders	13
District / Borough Councils	13
Entrust	7
Faith	12
Further Education Colleges / Universities	25
Health	370
Housing	2
Independent Sector	245
Police	44
Probation	16
Schools	1232
Staffordshire County Council	572
Staffordshire Fire Service	2
Staffordshire Social Enterprise	12
Voluntary	107
Stoke on Trent	3
Total	2952



Impact of face to face training:

Attendees are asked to provide evidence of the impact of the training both on their practice and on children and families. The evidence shows that a large proportion of the attendees' report an increase in confidence and improved skills. Evaluations are of such a high standard that the Board can evidence where they have felt the training had the most impact on their safeguarding practice.

Post course evaluation

- ✓ 96% of participants felt that the course has given them the necessary knowledge, skills and confidence to help contribute to any assessment of risk.
- ✓ 96% of participants felt confident to professionally challenge other agencies and that they were aware of the SSCB Escalation procedure and where to find it.

After 3 months evaluation

- ✓ 98% of participants said their level of knowledge and skills of child protection and safeguarding has improved as a result of attending the training.
- ✓ 99% of participants said since attending training their confidence has continued to grow when working with child protection/safeguarding issues.

A snap shot of Impact on Practice and Young People

Neglect - More awareness and recognition of risks. enhanced record keeping, immediate response, not letting niggles/hunches go by the way side but building a picture

Level 1 TT - More aware of possible abuse, more confident in knowing what to do, more confident in advising others.

Disability - Better communication with children and parents. Supporting the parents in supporting their children. Recognising risks and challenging behaviour.

Designated Lead - Voice of the child, implementing support required early, More EHA to reduce escalation. changed whole school systems to become more robust and evidence follow up to all issues raised. Can also show a timeline of individual students more clearly

Hostile Families - It has made me aware of non-compliance and raised my awareness of how families can be non-compliant. I have changed my practice in how I approach a situation. Ensuring I listen to other viewpoints

Working Together - My confidence levels is the biggest improvement which then has the knock-on effect to the children and other members of staff. Concerns get dealt with more effectively and communication has improved. The confidence to speak out, strengthened my belief in my own capabilities

Working Together - I have been able to help students and their families to firstly accept the help offered by an agency and to get the help they need, sooner than later. An example was a student of mine had shown signs of Autism and the family had recently been struggling with the issues he was having in school. They needed support and a better understanding of Autism, so they could understand and deal with his recent behavioural issues. A referral was made by me for early help.

Forced Marriage, Honour Based Abuse & Female Genital Mutilation - Have informed all parties in school about FGM to breakdown any misunderstanding as a religious practice, signs to look for and how to make a referral as a criminal offence

Mental Health - Now appointed a mental health first aider for the academy. Our school development plan has a key priority on mental health

Suicide - This training encouraged me to challenge within the work place attitudes about self harm and identify the thresholds for safeguarding referral

Fabricated - As an Education Welfare Worker, I work with children who have a lot of absences from school, which often relates to actual or reported illness. Whilst I was already aware of fabricated illness issues the training course provided me with additional insight into this issue as well as effective ways to challenge parents and other practitioners.

Intrafamilial - Much more awareness of this such abuse in my mind when dealing with all cases and ensuring the child's voice is always captured - they are seen and spoken to.

Early Help - it is easier to implement the safeguarding protocol as I can see where the child needs to develop and implement a practical multi agency procedure that works with the parents as well as the child. The Young person has felt valued and listened to

Children & Domestic Abuse - Awareness of the impact of DV on children has reaffirmed the necessity to take action promptly. I am more likely to bring DV into conversations with clients I am working with as a matter of course, giving victims the opportunity to disclose and perpetrators to become aware of the damaging impact on children and family lives. I work with several young men who have witnessed severe DV. I educate them to know the different types of abuse and the emotional impact it has.

Child Sexual Exploitation - Enabled me to provide more empathetic support. I have the knowledge of some support agencies I could contact to support both me and the customer, the training provided me with information that helped spot signs of CSE and understand the impact it has on victims

Early Help - It has enabled me to dig further and gain more information to make judgements on needs, I was able to find out about previous DV what was previously not declare, questions that I may not have done previously

Lessons from Serious Case Reviews - having completed this training, it has alerted me to the fact that nothing should be taken for granted, that concerns should be explored professionally, that nothing must be assumed. it has highlighted where some dangers may lie by listening to serious case reviews. respecting confidentiality always.

Disability - A vulnerable child has been given a voice and outcomes have improved for them and their family.

Intrafamilial - I work with this family where the child was abused emotionally, parents didn't think there was anything wrong about the way they treated him.

Trafficking - I have a young mother on my caseload who is currently in a mother and bay foster placement. Although now a mother herself the young lady at 17 is still a child herself - because she is now a mother it is easy to overlook the fact that she is still a child and potentially at risk. Having completed the risk matrix I have escalated this young mother who I have found is at risk of CSE

Neglect - I have supported parents to make positive changes for their children and recognise the impact that their behaviour is having.

Working Together - Identification of a child who had a parent in prison without it being knowledge of school

Mental Health - communicating with a parent known to have mental health problems, better relationships between home and school

Fabricated - intelligence gathering, have been in contact with hospitals requesting wellbeing report for young person. Parents adamant YP has a serious health condition, school has authorised leave. Hospital report stated YP will be discharged no concerns

Suicide - one young person was supporting found the app i introduced her to extremely helpful when coping with thoughts of self harm, if i had not been to this training i would not have known it existed. i also had a better understanding of what the client was going through due to this training

Children & Domestic Abuse - I am able to work with both YOI residents and their partners in the community. I was aware that a young Father had committed DV against his partner. On the first visit to her house she told me that she was taking her daughter to see her partner/perpetrator. I advised her that I was going to contact Safeguarding to check if the visit could be implemented and explained the reasons why. Social Services confirmed the visit could go ahead. On release, supervised contact was allowed. I undertook work on building self-confidence/worth with the partner and explained the impact DV has on children. The young woman had started another relationship in which she was verbally abused. She advised that due to the work/information we had done, she ended the relationship. I had also worked with the young Father before his release including work on 'Healthy relationships'. His partner mentioned a 'significant difference' in how he spoke to her and the respect he showed and remorse.

Child Sexual Exploitation - I have challenged other professionals on their decisions around a CSE case where the young person has been chasing the perpetrator and is getting some blame for this

Unborn - I have shared risks and concerns with pregnant women and supported them to make changes for their baby. Reduced risk for unborn babies due to support provided to pregnant ladies

Lessons from Serious Case Reviews - have utilised in a very complex case of child protection, the training enhanced my knowledge of the seriousness of the risks posed to the children in the case and gave me confidence to use the escalation policy appropriately. the case in question was an unborn baby with older sibling who posed a threat to the rest of the family but the social worker and manager in the case were reluctant to act on HV concerns. HV used knowledge, skills and policy to seek support and escalate with the help of Named Nurse who was invaluable in her support both practically and emotionally.



SSCB e-learning: SSCB has been a founder member of Safeguarding Children e-Academy since 2006; through this academy our members can access our e-learning modules

Course Name	Total
Free FGM E Learning	198
1 Delivering Early Help in Staffordshire (This is not Level 1 training)	3011
2017 Refresher - Awareness of Child Abuse and Neglect Core version - Staffordshire	27
2017 Refresher - Awareness of Child Abuse and Neglect Foundation version - Staffordshire	5
2017 Refresher Introduction to Safeguarding Children - Staffordshire	19
2018 Refresher - Awareness of Child Abuse and Neglect Core version - Staffordshire	234
2018 Refresher - Awareness of Child Abuse and Neglect Foundation version - Staffordshire	57
2018 Refresher – E Safety - Guidance for Practitioners Working with Children - Staffordshire	10
2018 Refresher Introduction to Safeguarding Children - Staffordshire	27
An Introduction to Integrated Working (The Early Help Assessment / Lead Professional / Information Sharing) - Staffordshire	18
AN INTRODUCTION TO SAFEGUARDING CHILDREN	41
An Introduction to Safeguarding Children - Staffordshire	168
An Introduction to the Autism Spectrum - Staffordshire	47
Awareness of Child Abuse and Neglect - Core - Staffordshire	1119
Awareness of Child Abuse and Neglect - Foundation - Staffordshire	66
Child Development - Staffordshire	26
Delivering Early Help in Staffordshire - Refresher	790
E Safety - Guidance for Practitioners Working with Children - Staffordshire	61
FREE - Understanding Animal Welfare in Violent Homes	32
Free - An Awareness of Forced Marriage E Learning	64
Hidden Harm - The effects of parental problem substance use on children	87
Keep them Safe: Protecting Children from Child Sexual Exploitation E learning Free	124
Safeguarding Children Refresher Training - Staffordshire	73
Short Breaks for Disabled Children - Staffordshire	7
Think Safe Be Safe Stay Safe	25
Working with Children with Disabilities - Staffordshire	139
Grand Total	6475

Key comments from E-learning system evaluations:

2017 Refresher - Awareness of Child Abuse and Neglect Core version - Staffordshire
 "Was all very good and visual"

An Introduction to the Autism Spectrum – Staffordshire
 "To support the children that I am working with who are under investigation for autism, and to educate parents with accurate information and advice"

ESafety - Guidance for Practitioners Working with Children - Staffordshire
 "I will be fully aware of the risks online in school but also I need to educate my class about the risks when not in school"

Awareness of Child Abuse and Neglect - Core - Staffordshire
 "I liked how there were little tests in each video because they helped me to retain the information given"

Working with Children with Disabilities - Staffordshire
 "To make sure every child is valued"

Awareness of Child Abuse and Neglect - Core - Staffordshire
 "I liked the boxes to record your thoughts as you went through the modules, this encouraged reflection on the learning"

Child Protection Level 1 Core Slides:

I find the slides are very thought provoking and often spark innovative and constructive debate as well as instigating reflection on working practices and responsibilities.

I found these slides invaluable and have allowed me to confidently present to our whole staff

Partner Agencies / Organisations	Number of People Accessed Level 1 Core Slides
?	12
Academy	2
Voluntary / Charity	38
Childminder	87
Community Interest Company	4
District/Borough Council	8
Early Years	142
Entrust	1
Faith	3
Families First	5
Further Education	10
government	1
Health	9
Housing	2
independent	107
Individual	1
MOD	4
Probation Service	4
Outside Staffs	73
Police	17
Prison	1
School	395
SCVYS	2
Social Enterprise	1
Staffordshire County Council	17
The National Memorial Arboretum	1
Grand Total	954

In December 2016 SSCB Training team launched the new Child Protection Level 1 Core Slides for agencies to use to deliver in house Child Protection Level 1 face to face training. 135 extra organisations received the presentation this year. This table shows the uptake from agencies of the Child Protection Level 1 Core Slides since 2016.

96% feel the slides have given them more confidence in the subject areas covered in the presentation, to be able to spot any signs and move forward with enquires.

Lunchtime supervisor brought to our attention that a child had disclosed that mummy and daddy were play fighting all the time and it hurt mummy. She felt that because the Core Slides were delivered by school staff she felt more able to ask questions, understand and feel more confident that Child Protection and Safeguarding was everyone's job.

Concerns regarding Neglect once they had seen all the various ways a child can be neglected/present signs. Also, potential emotional abuse and emotional trauma after discussing behaviours seen in traumatised children. Several CSE concerns and concerns about toxic/unhealthy relationships

Lunchtime staff have raised more concerns as they are now clearer about acting on things pupils say in passing, rather than filtering and discarding these and only acting on direct disclosures. This has led to some essential early help work with families, preventing possible escalation.

child was presenting with low level neglect, staff member felt empowered to build up a record of this so that a referral could be made.

9
V A student nurse based in minor injuries as a placement area concerned about a child with possible NIA, after a teaching session. Raised it with her mentor and consequently they raised it with the police. The child was admitted to hospital X rays showed multiple historical fractures.

What next for 2019-20?

A huge thank you to the multi-agency training team without whom we would be unable to deliver a robust and impact led training programme.

Key areas of development in line with Business Plan 2018-19 are:

- Continuing to maintain our high quality and highly regarded multi-agency training offer
- Ensure that the Earliest Help agenda is cascaded to all partner agencies and supported
- The training programmes are reviewed to ensure they are both legislatively accurate and reflect key learning from current SCRs/LR/DHR
- Evaluation questions are continually developed and restructured for both delegates and trainers to ensure we can successfully measure impact for children and families in Staffordshire.
- Look at new and innovative way of working including the Learner Management System
- Partnership with Stoke on Trent Safeguarding Children Board
- Explore modern digital solutions to enhance and expand the training offer