

# Multi-Agency Safeguarding Training Report 2021-22



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## **Background**

The Havering Safeguarding Partnership strengthens multi-agency arrangements to safeguard and promote the wellbeing of the residents in Havering by providing a comprehensive training and workforce development programme for all professionals and volunteers across the local footprint.

As well as providing comprehensive learning on specific safeguarding themes, training delivered in a multi-agency setting allows for greater understanding of different roles and responsibilities within the multi-agency workforce.

## **Training Levels**

The training is grouped around three sectors, adult safeguarding, children safeguarding and training for all. Within each sector training is then broken down into three levels:

### **Level 1**

Staff in infrequent contact with service users, who may become aware of possible abuse or neglect or who require a basic understanding of safeguarding issues. Responsible for signposting whilst maintaining confidentiality and being able to follow procedure in any safeguarding incident

Jobs roles may include: administrative and business support, receptionists, community centre staff, health and safety officers and volunteers.

### **Level 2**

Those in regular contact or have a period of intense but irregular contact, with service users and may be in a position to identify concerns about maltreatment, abuse & neglect. These staff members have an increased number of responsibilities, this level of training should be levelled to provide them with the necessary skills needed to participate in a safeguarding enquiry and report and record their concerns to assist such enquiries. They will have insight and understanding of key legislation and how it has been shaped through the years. They should be able to effectively communicate with individuals at risk and have knowledge to signpost and report.

Job roles may include: social workers, health workers, carers, teachers, sports coaches, managers in a care setting, employment advisors, welfare rights workers, rehabilitation workers, housing support officers and counsellors. YOT staff and staff in secure settings, disability specialists, faith groups, community groups, play workers and day centre staff & volunteers.

### **Level 3**

Level 3 implies that the individual has an extremely active role in any safeguarding situation and requires the knowledge to help shape the policies & practice in their workplace. At this level those responsible will be able to contribute and manage safeguarding plans for individuals. Training should be appropriate for those who have a direct responsibility for investigating, reporting and recording any safeguarding concerns and be able to act as an effective advocate for a vulnerable child or adult and be able to confidently contribute to inter-agency assessments.

Job roles may include: Social workers, care workers, doctors, GP, nurses and police officers, nursery managers, school nurses, mental health staff, safeguarding professionals, designated safeguarding leads and adult learning practitioners.

Training needs are identified through learning from local, regional and national case reviews, as well through wider research, policy updates, and consultation with safeguarding leads across the partnership on emerging areas of priority.

## Summary

This report outlines the training offer for the safeguarding partnership between April 2021-March 2022. During this period there were a total of 111 courses scheduled, averaging approx. 3 courses a week (term time only). On average, each course can accommodate up to 20 places, during this period we received a total of 1325 registrations for training.

## Courses

	Both	Children	Adult	Total
<b>Total scheduled courses</b>	<b>34</b>	<b>59</b>	<b>18</b>	<b>111</b>
<b>Cancelled courses</b>	<b>1</b>	<b>15</b>	<b>9</b>	<b>25</b>
<b>Went ahead</b>	<b>33</b>	<b>44</b>	<b>9</b>	<b>86</b>
<b>Individual courses</b>	<b>18</b>	<b>22</b>	<b>5</b>	<b>45</b>

Both= training suitable for those working with adults and children.

During this period 18 individual courses were scheduled, with the majority running twice during the period. Due to our level 3 safeguarding children trainer taking long term sick leave, a higher than average number of courses were cancelled. It is also worth noting that all sessions were delivered online during a period of lockdown and high sickness. Low numbers were particularly high during this period; we also saw an increase in delegate cancellation. This is likely the result of covid sickness and increased workloads amongst delegates.

## Attendance

	Total registrations	Act. attendance	Total cancellations	Avg. attendance
<b>ADULT</b>	160	132	28	83%
<b>BOTH</b>	493	396	97	80%
<b>CHILDREN</b>	670	490	180	73%
<b>TOTAL</b>	<b>1325</b>	<b>1,018</b>	<b>305</b>	<b>79%</b>

On average adult courses were slightly better attended than the dual and children sector training sessions. However, on average, each sector reached the expected average of attendance given the fact that training occurred during lockdown and during unprecedented circumstances, which resulted in higher demand on volunteers and professionals working directly with adults, children and families. Children's training sessions had a higher number of cancellations but this is likely due to the fact that there were a higher number of safeguarding children training sessions offered than adults.

<b>Safeguarding training suitable for all sectors</b>				
<b>No</b>	<b>Name</b>	<b>Total registrations</b>	<b>Avg. Attendance per session</b>	<b>% cancellations per course</b>
1	Domestic Abuse	71	26	28%
2	Introduction to Autistic Spectrum Conditions (2 day)	20	20	0%
3	Stalking Awareness	20	19	5%
4	DASH RIC	38	16	16%
5	Suicide and Self-Harm	51	16	6%
6	Coercive Controlling Behaviour	56	14	25%
7	Difficult Conversations, Resilience and Engaging Others	50	14	18%
8	Equality, diversity and inclusion	33	14	18%
9	Motivational Interviewing	30	13	13%
10	Harmful Practices	29	10	31%
11	Modern slavery	46	10	35%
12	Effective case recording	15	7	7%

The sessions above were open to those working with adults and children. The highest attended course was Domestic Abuse with an average of 26 delegates per session. Domestic abuse training has always been a high priority, during lockdown there was an increased demand for Domestic Abuse training as concerns about the increase in cases were noted nationally. The least attended course was Effective Case Recording, this ran twice over the period, on average there was only 7 people per session, however, it had less cancellations than most sessions. This could mean that the course was relevant but may have needed further publicising to attract a bigger audience. Modern Slavery and Harmful Practices had the most cancellations. There could be a number of reasons for this. All three Harmful Practice sessions were close to half term dates, which usually sees a higher level of cancellations due to workloads. Modern Slavery is a full day course, which could mean that due to work pressures, delegates were unable to commit to a full day of training.

<b>Safeguarding children training</b>				
<b>No</b>	<b>Name</b>	<b>Total registrations</b>	<b>Avg. Attendance per session</b>	<b>% cancellations per course</b>
1	Safeguarding Vulnerable Children under 2	33	30	9%
2	Where are the black girls in CSA	24	22	8%

3	Working with and Supporting Boys	24	22	8%
4	Identifying, Analysing & Assessing Risk to the Child L3	38	18	47%
5	Intra-familial child sexual abuse	56	15	18%
6	Local Authority Designated Officer: Effective Investigations	15	15	0%
7	Safeguarding Supervision (2 day)	24	12	50%
8	Adultification	24	12	4%
9	Childhood Trauma and impact into adult	36	11	39%
10	Gangs and Serious Youth Violence	20	10	0%
11	Perinatal Mental Health	46	9	7%
12	Identifying, Analysing & Assessing Risk to the Child L2	21	9	19%
13	Safeguarding children (Level 1)	22	9	23%
14	Child Sexual Exploitation, Child Criminal Exploitation & Missing	73	6	51%
15	Local Authority Designated Officer Awareness	18	6	39%
16	Youth Mental Health First Aid	8	5	38%
17	<i>*Advanced Child Protection</i>		0	
18	<i>*Preparing for Child Protection Conferences</i>		0	
19	<i>*Private Fostering</i>		0	
20	<i>*Child Sexual Abuse Briefing</i>	15		

*\*Data unavailable*

Safeguarding Vulnerable Children Under 2 was the highest attended course, with an average of 30 delegates per session. It was the first time the HSP delivered this session as part of the training offer, which ran once over this period. Feedback has suggested there is a clear need for this type of training and consideration should be given as to how often this training is delivered. It is also worth noting that this is one of the only sessions that is co-delivered by members of the partnership, NELFT and children social care. Child Sexual Exploitation, Child Criminal Exploitation and Missing, had the highest

cancellations with over 50%. These sessions ran monthly over the period which would account for the higher number of cancellations. Identifying, Analysing and Assessing Risk to the Child level 3 also had a high number of cancellations as it includes a cancelled session (16 delegates), this was due to the trainer taking long term sick leave. Unfortunately, there are no records to show the attendance records for the following sessions, Advanced Child Protection, Private Fostering and Child Sexual Abuse Briefing, therefore, attendance cannot be confirmed. The following courses had full attendance, Gangs and Serious Youth Violence and LADO: Effective Investigations.

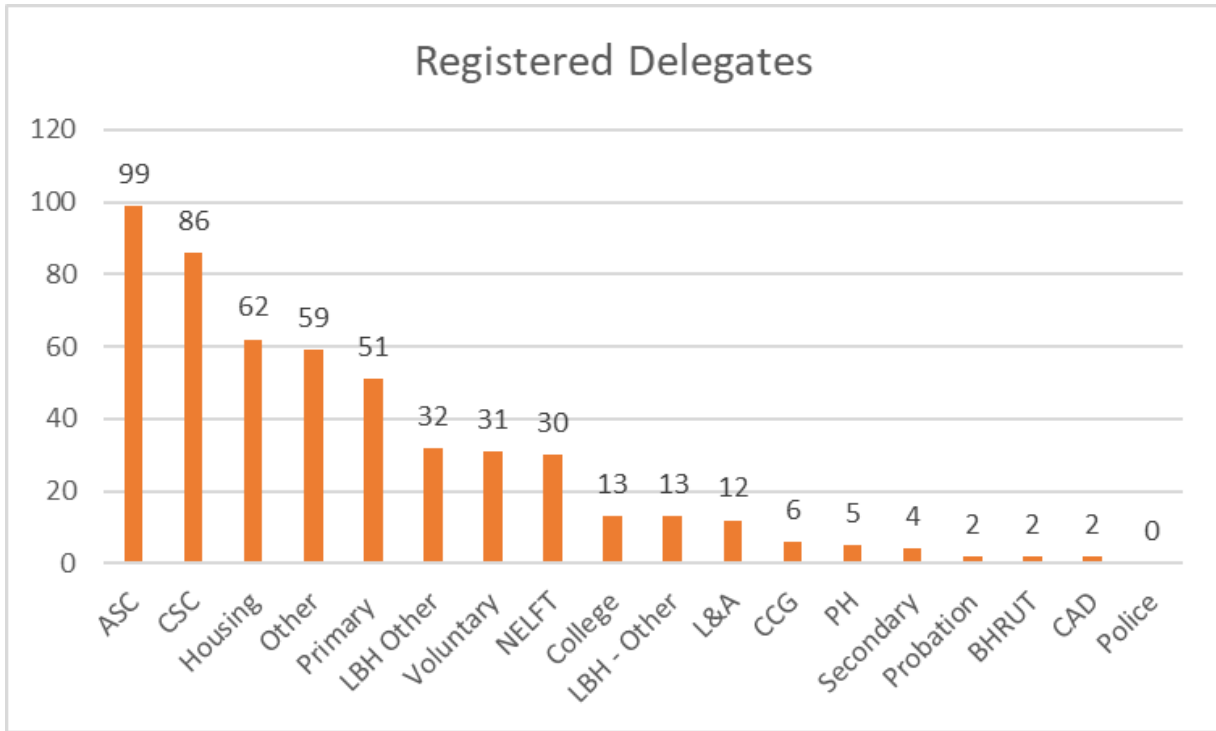
Safeguarding adults training				
No	Name	Total registrations	Avg. Attendance per session	% cancellations per course
1	Safeguarding Vulnerable Dependent Drinkers	68	18	21%
2	Coercive Controlling Behaviour	56	14	25%
5	Safeguarding Adults Awareness (Level 1)	12	12	0%
3	Appropriate Adults (2 day)	19	10	0%
4	Adult Mental Health Awareness	5	5	0%
6	<i>Safeguarding Supervision – cancelled</i>	2	14	N/A

Safeguarding Vulnerable Drinkers had the highest attendance, with an average of 18 delegates per session. However, although attendance was fewer, Safeguarding Adults Awareness, Appropriate Adults and Adult Mental Health Awareness all had full attendance. Adults Mental Health Awareness is offered through Havering Social Care Academy; 5 places are allocated to the HSP. Unfortunately, due to the level 3 trainer taking long term sick leave, both Safeguarding Supervision sessions were cancelled.

### Agency Attendance

Despite having fewer courses available to them, Adults Social Care (ASC) had the highest number of delegate registrations. Children’s Social Care and Housing also make up the highest number of registrations. We have seen an increase in the number of Housing colleagues accessing HSP training over the years, which would suggest there is an increased need for Housing professionals to have a better understanding of how to identify safeguarding concerns, especially in relation to adult safeguarding. This would correlate with local Safeguarding Adult Review findings.

The graph below illustrates that the HSP training offer is widely accessed by a number of agencies across Havering. It would also suggest that the agencies who are not accessing training via the HSP are likely to be attending safeguarding training through their own agencies or may not have the capacity to access additional training.



### Cancellations

The graph below illustrates the percentage of cancellations for each agency. Children Social Care had the highest number of cancellations which would correlate with the them having a high number of registrations. This period saw a high level of cancellations for the training sessions. Delegates who failed to notify of their non-attendance were not charged during this period. If all 66 delegates where charge the £80 non-attendance fee, this would have generated £5,280 in additional income to the Partnership.



## **Conclusion**

It is challenge both nationally and locally to directly link the impact of training to practice. However, it is evident from delegate feedback that the training attended has led to an improved awareness and understanding for delegates attending the training. This awareness is likely to increase the identification of possible safeguarding concerns when they present themselves and give practitioners the confidence to take appropriate action.

To improve understanding of the impact of training on our workforce may require a better oversight from line managers to firstly identify relevant courses through the PDR process and for managers to measure how the course has impacted on individual practice. The introduction of the four stage evaluation process would support this.

The HSP training offer was well received and largely well attended throughout the year. The training offer for 2022-23 is targeted to respond to local and national priorities and the learning identified from local reviews and audits conducted by the HSP. The priority for the training arm of the Partnership is to ensure that the right practitioners attend training at the correct level and that all training is fully attended and highly valued. The training offer will be reviewed throughout the year and changes will be made if required to improve the training offer.

## **2022-23 Training Offer**

The 2022-23 training offer will be delivered online. The offer will focus heavily on the findings and recommendations from local Serious Adult Reviews (SARs) and children learning reviews as well as safeguarding themes identified nationally.

Within adults safeguarding the Partnership have identified the ongoing need for improved understanding around executive decision-making and understanding the legal literacy in cases where capacity is considered. Review findings continue to highlight that practitioners are continuing to face difficulty when implementing the Mental Capacity Act into practice. Following consultation, specialist training will be considered for senior managers across the partnership.

Local reviews across children's safeguarding have identified the need for further training on Child Sexual Abuse and Gang Culture and Serious Youth Violence. Once agreed, the Partnership will consider how we disseminate learning from the reviews to the wider network.

The HSP will also introduce the new learner management system in autumn 2022, this should alleviate the admin function and allow for better reporting of training.