

# Multi-Agency Safeguarding Training- *New System and Updates* 2022/23 Report



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## Background

Havering Safeguarding Partnership strengthens multi-agency arrangements to safeguard and promote the wellbeing of the residents in Havering.

We provide a comprehensive training and workforce development programme for all professionals and volunteers across the local footprint. This allows for greater understanding of the different roles and responsibilities within the multi-agency workforce, collaborations and sharing.

## Summary

This report outlines the training offer for the safeguarding partnership between April 2022 – March 2023.

During this period there were a total of 83 training scheduled, averaging approximately 10 courses a month with each course accommodating at least 20 places.

## Highlights

Our annual SAB & SCP conference took place on Monday 7th November 2022, highlighting children and adult domestic abuse, with over 90 attendees from start to finish. For more information, handouts and videos please click below:

- <https://online.flippingbook.com/view/32575746/>
- [Safeguarding SAB & SCP Conference Panel Q&A - YouTube](#)



*'Honestly, I learnt so much from attending this conference. I took pages of notes away with me.*

*Thanks to everyone for putting it together. I feel a lot more equipped as a Cllr, as well as more aware of the situation our borough is in.*

*From my days of charity working, I can say that safeguarding is so vital. I was not properly equipped and so am certain people slipped through the net. Havering looks to be setting high standards and y'all should be proud of that.*

*Keep up the good work. Our residents are lucky to have you.'*



– Councillor David Taylor

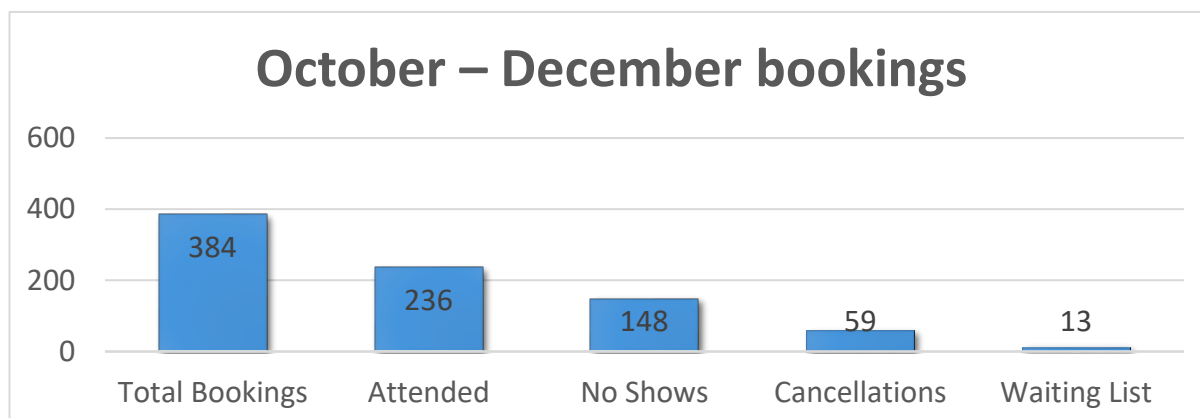
This feedback from Councillor David Taylor highlighted an area of improvement; going forward we need to work closer with councillors in equipping them with the knowledge and experience of safeguarding adults and children. We can do so by sharing practice, trainings, conference and events.

## Data from our new system- Phew (October 2022-December 2022)

Attendance has decreased from 80% in the previous 21/22 report to now 60%.

Potential additional income that could be accumulated using attendance data: 81 'no shows' x £50 cancellation fee = £4,050.

(cancelled training/ incomplete registers are not reflected in this number and is TBC)



Total						
Events:	Bookings:	Cancellations:	Attended:	No Shows:	Attendance %:	No Show %:
34	384	58	236	148	61%	39%

Adults						
Events:	Bookings:	Cancellations:	Attended:	No Shows:	Attendance %:	No Show %:
5	81	13	63	18	78%	22%

Children						
Events:	Bookings:	Cancellations:	Attended:	No Shows:	Attendance %:	No Show %:
12	130	20	89	41	68%	32%

General						
Events:	Bookings:	Cancellations:	Attended:	No Shows:	Attendance %:	No Show %:
17	173	25	84	89	49%	51%

Organisation	Total Bookings	Attended	No Shows	Cancellations	Waiting List
Adult Social Care	49	25	24	13	1
Care Providers - Other	1	0	1	0	0
Care Providers Care Homes	1	0	1	0	1
Care Providers Commissioned	1	1	0	0	0
Care Providers Foster Carer	0	0	0	0	1
Children Social Care	96	63	33	17	6
Education - Further Education	0	0	0	1	0
Education - Higher Education	0	0	0	0	0
Education - Pre-School/Early Years	7	4	3	4	1
Education - Primary School	57	35	22	6	0
Education - Secondary School	23	13	10	0	1
Education Outside of Havering	2	1	1	0	0
Health - BHRUT	5	3	2	0	0
Health - Havering CCG	4	0	4	0	0
Health NELFT	11	5	6	2	0
Health Other	4	4	0	0	0
Housing	27	21	6	4	0
LBH Directorates (Other)	18	12	6	3	0
Learning & Achievement	10	4	6	2	1
Other	40	23	17	4	0
Police	0	0	0	0	0
Probation	15	12	3	2	0
Public Health	0	0	0	0	0
Voluntary / Charities	13	10	3	1	1
<b>TOTAL</b>	<b>384</b>	<b>236</b>	<b>148</b>	<b>59</b>	<b>13</b>

## 389 registered delegates

Delegates organisation type	Registered accounts
Adult Social Care	33
Care Providers – Care Homes	2
Care Providers – Commissioned	1
Care Providers – Foster Carer	1
Care Providers - Other	1
Children Social Care	100
Education - Further Education	1
Education – Outside of Havering	2
Education - Pre-School/Early Years	11
Education - Primary School	67
Education - Secondary School	31
Health - BHRUT	7
Health - Havering CCG	3
Health – NELFT	15
Health – Other	5
Housing	25
LBH Directorates (Other)	20
Learning & Achievement	14
Other	26
Police	1
Probation	6
Voluntary / Charities	17
<b>Grand Total</b>	<b>389</b>

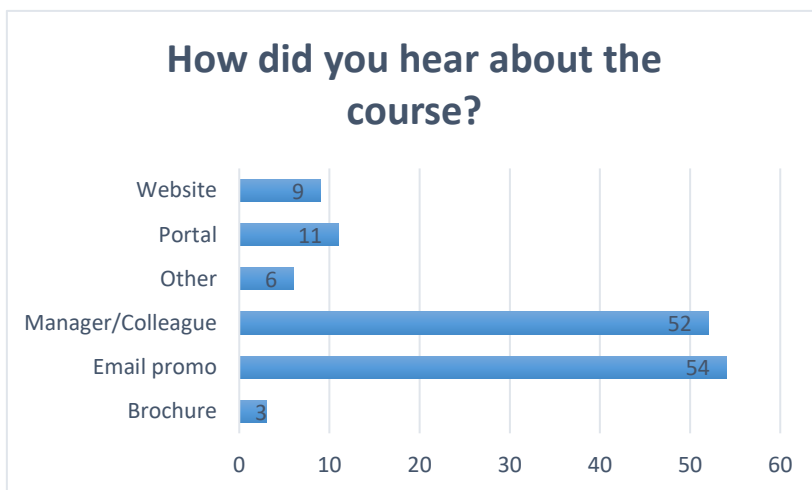
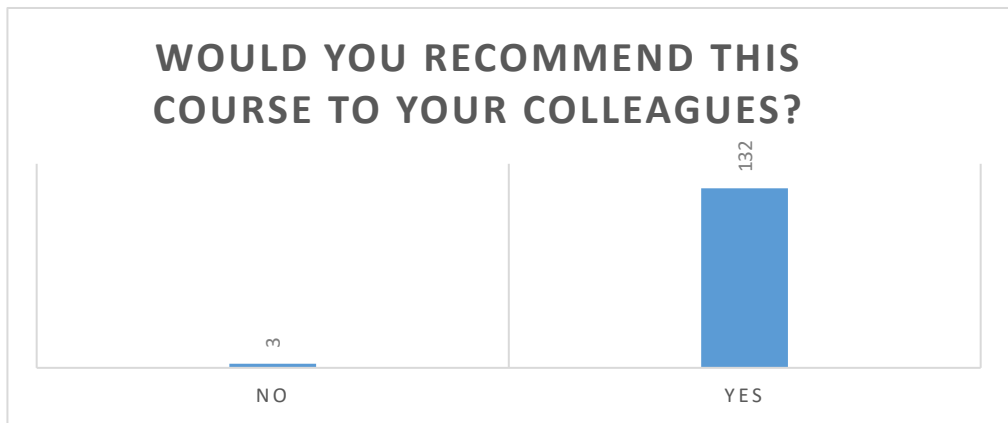
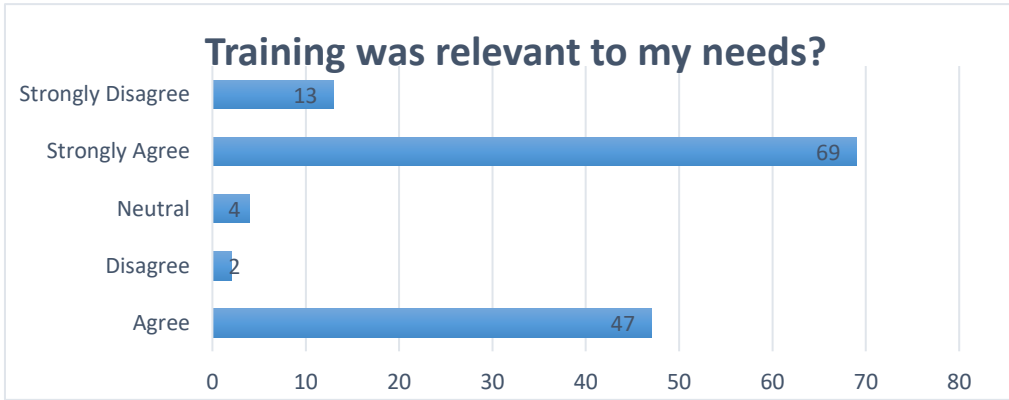
## Attendance Types by Period

(we do not currently have any training during the evening or weekend)

Period	Attendance %
Daytime	100
Evening	0
Weekend	0
Half day	72
Full day	25

**Data from MS forms (January 2022-October 2022)**

**135 responses:**



## Learning from data:

- Our delegates meet the multi-agency purpose, but more organisations can be targeted to balance the attendees and create more awareness
- Most of our sign ups are from emails or managers' recommendations, we can do more promotions on our website and social media
- More bookings for 'children' training compared to 'adults'
- Half-day trainings have higher attendance rate (72%) compared to full day (25%)
- Cancellations and 'no show' rates are very high, we have implemented a cancellation procedure and fee to reduce this and will monitor the impact next year.

## Key Feedback & Recommendations from Delegates

In all my years and all the training, I have had - this is the BEST training I have EVER been on. Shocking, heart-breaking, the case studies touched my heart, the best learning is through case studies.

some more information on how legislation could be used when working with clients subject to coercive control

I think with the number of attendees beyond 20 face to face would have been better to ensure active discussions and learning rather than break out rooms.

As it is a full day training course, I think to have the training offered in-person would be beneficial, as there are small group discussions/activities which may be more effective when carried out in-person. Small Groups could be mixed up or varied more easily to allow working with different colleagues. To help build relationships/connections through being face-to-face may be an advantage of holding this type of training in-person.

The Trainer was excellent at linking back the themes that were being broadly discussed to what is happening locally in Havering, giving data/information on what trends/patters are evident and encouraging attendees to share perspectives on the challenges, experiences, practices and safeguarding issues within their own roles or settings.

The information will help with my understanding of the issue of wider safeguarding of children

The slides were simplistic making it easy to follow the information being given and the scenarios were helpful

The blend between theory and practice. The reminder that our own values and expectations can influence our perception of neglect.

Trainer kept us engaged throughout and used different training methods rather than just reading off of PowerPoint slides

## Learning from feedback:

- More requests for in person training
- Quality assurance process needed to ensure consistent high delivery of training
- Ensure training include local context
- More links to practice and theory
- Use more real life scenarios/ examples
- Use a variety of learning tools, not only PowerPoint
- Share resources and materials, not only signposting

## 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.

The training offer for next year 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 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.

## 2023 Training Offer

The 2023/24 training offer will be majorly delivered online but we are looking at delivering in person training as there is a high amount of interest. 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. We have now started a programme with ICB for MCA Champions (please see attached: [MCA Champion Proposal.pdf](#)).

Local reviews across children's safeguarding identified the need for further training on reporting and referring safeguarding concerns properly. Once agreed, the Partnership will consider how we disseminate learning from the reviews to the wider network.

We have a new booking system (Phew), that has already made a difference to our training, e.g. evaluations are required to be completed before certificates can be downloaded and trainers are able to mark attendance online. Guidance & FAQs documents have been created for support, the website has been modified to be more user friendly and we are doing more communications and promotions via emails and social media (see appendix).

We will continue to make improvements and monitor impact; we have had meetings with our counterparts in other boroughs to share practice, learning and look at future collaborations.



# Appendix

**Documents:**

[Delegates guidance.pdf](#)

[Trainers guidance.pdf](#)

**Communications:**

[Havering Partnership Training - January dates.pdf](#)

[Havering Safeguarding Partnerships Training 18th November.pdf](#)

[December Newsletter](#)

[November Newsletter](#)

**Website changes:**

<b>Website changes:</b>							
<b>Before</b>	<b>After</b>						
	<p><b>Training</b></p> <p>Havering Safeguarding Partnership strengthens multi-agency arrangements to safeguard and promote the wellbeing of the residents in Havering.</p> <p>We provide a comprehensive training and workforce development programme for all professionals and volunteers across the local footprint.</p> <p>This allows for greater understanding of the different roles and responsibilities within the multi-agency workforce, collaborations and sharing.</p> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;"> <p><b>Multi-Agency Training &amp; Events</b></p> </div> <div style="text-align: center;"> <p><b>E-Learning &amp; Resources</b></p> </div> <div style="text-align: center;"> <p><b>Safeguarding Week</b></p> </div> </div> <div style="margin-top: 10px;"> <p style="background-color: #007bff; color: white; padding: 5px; text-align: center;">Annual Training Reports <span style="float: right;">+</span></p> <p style="background-color: #007bff; color: white; padding: 5px; text-align: center;">News <span style="float: right;">+</span></p> <p style="background-color: #007bff; color: white; padding: 5px; text-align: center;">Trainers &amp; Delegates Guidance <span style="float: right;">+</span></p> </div> <div style="margin-top: 20px;"> </div> <p><b>Contacts:</b></p> <table style="width: 100%; font-size: small;"> <tr> <td style="width: 33%;"> <b>Multi-Agency Safeguarding Training</b>  <a href="mailto:Safeguardingpartnerships@havering.gov.uk">Safeguardingpartnerships@havering.gov.uk</a>                      This email is for training enquiries only; we aim to respond within 48 hours.                      Thank you for your patience in advance.                 </td> <td style="width: 33%;"> <b>Safeguarding Children Partnership</b>                      Monday to Friday (9am to 5pm) – 01708 433222                      Out of hours/weekends – 01708 433999  <a href="#">Make a referral online</a>                      Or use the <a href="#">document based referral form</a> and email it to <a href="mailto:smash@havering.gov.uk">smash@havering.gov.uk</a>.                 </td> <td style="width: 33%;"> <b>Safeguarding Adults Team</b>                      Telephone: 01708 433 550                      Email: <a href="mailto:safeguarding_adults_team@havering.gov.uk">safeguarding_adults_team@havering.gov.uk</a> </td> </tr> <tr> <td colspan="3"> <b>Havering Local Authority Designated Officer (LADO)</b>                      Telephone: 01708 431653                      Email: <a href="mailto:lado@havering.gov.uk">lado@havering.gov.uk</a> </td> </tr> </table>	<b>Multi-Agency Safeguarding Training</b> <a href="mailto:Safeguardingpartnerships@havering.gov.uk">Safeguardingpartnerships@havering.gov.uk</a> This email is for training enquiries only; we aim to respond within 48 hours. Thank you for your patience in advance.	<b>Safeguarding Children Partnership</b> Monday to Friday (9am to 5pm) – 01708 433222 Out of hours/weekends – 01708 433999 <a href="#">Make a referral online</a> Or use the <a href="#">document based referral form</a> and email it to <a href="mailto:smash@havering.gov.uk">smash@havering.gov.uk</a> .	<b>Safeguarding Adults Team</b> Telephone: 01708 433 550 Email: <a href="mailto:safeguarding_adults_team@havering.gov.uk">safeguarding_adults_team@havering.gov.uk</a>	<b>Havering Local Authority Designated Officer (LADO)</b> Telephone: 01708 431653 Email: <a href="mailto:lado@havering.gov.uk">lado@havering.gov.uk</a>		
<b>Multi-Agency Safeguarding Training</b> <a href="mailto:Safeguardingpartnerships@havering.gov.uk">Safeguardingpartnerships@havering.gov.uk</a> This email is for training enquiries only; we aim to respond within 48 hours. Thank you for your patience in advance.	<b>Safeguarding Children Partnership</b> Monday to Friday (9am to 5pm) – 01708 433222 Out of hours/weekends – 01708 433999 <a href="#">Make a referral online</a> Or use the <a href="#">document based referral form</a> and email it to <a href="mailto:smash@havering.gov.uk">smash@havering.gov.uk</a> .	<b>Safeguarding Adults Team</b> Telephone: 01708 433 550 Email: <a href="mailto:safeguarding_adults_team@havering.gov.uk">safeguarding_adults_team@havering.gov.uk</a>					
<b>Havering Local Authority Designated Officer (LADO)</b> Telephone: 01708 431653 Email: <a href="mailto:lado@havering.gov.uk">lado@havering.gov.uk</a>							

Home Safeguarding Children Partnership Multi-Agency Training Safeguarding Adults Board

Home > Documents > Multi-Agency Training

## Multi-Agency Training

### Havering Multi-Agency Safeguarding Training Programme

Our safeguarding training is available to all professionals working with adults and children in Havering.

**Multi-Agency Training Programme 2022-23**

To book training please click [here](#)

**Document Details**

Type: **5**

Date: 02/09/2021

Category: **Training**

**Quick Links**

- Home
- Multi-Agency Training News
- Privacy Policy
- Accessibility
- Cookie Policy

**Contact Details**

Havering Town Hall  
Main Road  
Romford  
RM1 3AR

Send us an email

**Connect with us**

Sequences: Training, ...

Training & Events Safeguarding Week External e-Learning Link to Safeguarding Site How-To

Home > Events & Courses

To use this booking system, you will first need to create a user account and once you have done this, you will be able to manage your own bookings, access course evaluations, certificates and access your training history.

### Events & Courses

**Intra-familial Abuse**

THURSDAY 24 NOVEMBER 2022 (10:00 - 16:30)

Venue: Virtual -

Places Available: 28

[More Information & Booking](#)

**Perinatal Mental Health: Mental Health Conditions in the Perinatal Period**

THURSDAY 24 NOVEMBER 2022 (10:00 - 12:00)

Maximum 10 places

By Venue:

By Category:

November 2022

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Home > Events & Courses

Training & Events Delegates guidance and FAQs Adults Board Website Children Partnership Website E-learning & Resources

Home > Events & Courses

To use this booking system, you will first need to create a user account and once you have done this, you will be able to manage your own bookings, access course evaluations, certificates and access your training history.

### Events & Courses

**Self-Neglect and Hoarding**

THURSDAY 8 DECEMBER 2022 (10:00 - 15:30)

Venue: Virtual -

Booking has now closed

[More Information & Booking](#)

By Venue:

By Category:

December 2022

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Home > E-Learning

## E-Learning

Click course to apply

**All**

- Working with Domestic Abuse Perpetrators from Restart
- Suicide Prevention Awareness from learning pool
- Female Genital Mutilation (FGM)
- Prevent and Radicalisation from HM Government
- Awareness of Forced Marriage from HM Government
- Educate against hate from HM Government
- Personal and Professional Development: Resilience from Virtual College
- Personal and Professional Development: Personal Development and Self-Awareness from Virtual College

**Children**

- Learning from Serious Case Reviews Level 1 to 4 from Virtual College
- Safeguarding awareness training for workers who enter people's homes from NSPCC
- Child Sexual Exploitation (CSE)
- Seen & Heard CSE e-learning for professionals
- Children and Type 1 Diabetes from Virtual College

### Pre-recorded Webinars

Click course to apply

**Adults**

SCIE is hosting a series of webinars covering the Mental Capacity Act 2005 (MCA), helping you to understand protecting and restoring power to individuals who

Register now: [Mental Capacity Act virtual training series](#)

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Safeguarding adults training webinar series

View a recorded training webinar on personalising safeguarding. This is the second in a series of webinars to support you and your team to keep adults with care

The recording of the first session, 'What is safeguarding?' is also available to view on the page using the button below.

Register now: [Safeguarding adults training webinar series](#)

**Children**

The National Referral Mechanism for Child Victims of Trafficking

Home > Training & E-learning & Resources

## E-learning & Resources

**Abuse**

**Awareness & Prevention**

**Cultures & Diversity**

**Health & Well-being**

**Multi-Agencies**

**Recorded Training & Events**

**Pages**

- Safeguarding Week 2022
- Abuse
- Awareness & Prevention
- Cultures & Diversity
- Health & Well-being
- Recorded Training & Events
- Multi-Agencies
- E-learning & Resources

### Health & Well-being

**Adults** +

**Children** +

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**Children** -

- Female Genital Mutilation
- Learning from Serious Case Reviews Level 1 to 4
- Child Sexual Exploitation (CSE)
- Spotting the signs of child sexual exploitation
- Child Sexual Exploitation
- Ministry of Justice Job

**Adults** -

- Working with Domestic Abuse Perpetrators
- Female Genital Mutilation (FGM)
- Safeguarding Vulnerable Adults Domestic Abuse - YouTube
- Human Trafficking Foundation

**Pages**

- Safeguarding Week 2022
- Abuse
- Awareness & Prevention
- Cultures & Diversity
- Health & Well-being
- Recorded Training & Events
- Multi-Agencies
- E-learning & Resources

**Events overview:** training title, dates and cancellations

**87 events, 6 cancelled**

<b>Events Overview (Financial Year) April 2022- March 2023 via Spreadsheet</b>				
1.	10	May	2022	MASH and Early Interventions Workshop
2.	19	May	2022	Substance Misuse- Children & Young People
3.	24	May	2022	Safeguarding Adults Awareness
4.	13	Jun	2022	Child Neglect
5.	14	Jun	2022	Inter-agency communication
6.	16	Jun	2022	Coercive & Controlling Behaviours
7.	21	Jun	2022	Safeguarding Children L1
8.	24	Jun	2022	Safeguarding Level 3
9.	28	Jun	2022	Listening to children’s wishes and feelings
10	29	Jun	2022	Safeguarding Adults – Cultural Religious Beliefs
11	30	Jun	2022	Perinatal Mental Health: Risk and Risk Management (Safeguarding)
12	4	Jul	2022	CSE, CCE and Missing Induction
13	5	Jul	2022	Safeguarding Adults: Financial & Material Abuse
14	7	Jul	2022	Safer Recruitment
15	12	Jul	2022	Domestic Abuse
16	13	Jul	2022	Difficult Conversations, Resilience and Engaging Others
17	14	Jul	2022	LADO Effective Investigations
18	21	Jul	2022	Self-neglect and hoarding
19	6	Sep	2022	Mental Capacity & Consent
20	7	Sep	2022	LADO Awareness- (Training cancelled due to low numbers)
21	13	Sep	2022	MCA Awareness - 5 places
22	13	Sep	2022	Harmful Practices
23	14	Sep	2022	An Introduction to Adultification
24	16	Sep	2022	Hate Crime / Prevent
25	20	Sep	2022	Equality, Diversity and Inclusion
26	27	Sep	2022	DASH RIC
27	28	Sep	2022	Substance Misuse (Adults)
28	29	Sep	2022	Perinatal Mental Health: Importance of the antenatal period for health across the life course
29	29	Sep	2022	Safeguarding Children L3
30	30	Sep	2022	MASH and Early Interventions Workshop
31	4	Oct	2022	Domestic Abuse
32	5	Oct	2022	Coercive & Controlling Behaviours
33	5	Oct	2022	Substance Misuse- Children & Young People
34	6	Oct	2022	Gangs and Youth Violence
35	11	Oct	2022	Working with adult survivors of child sexual abuse
36	12	Oct	2022	Safeguarding Vulnerable Dependent Drinkers (Training cancelled due to low numbers)

37	14	Oct	2022	Child Neglect
38	18	Oct	2022	MCA Awareness - 5 places
39	19	Oct	2022	Suicide and Self harm
40	20	Oct	2022	LADO Awareness
41	2	Nov	2022	CSE, CCE and Missing Induction <b>(Trainer cancelled due to diary clash)</b>
42	9	Nov	2022	Safer Recruitment
43	8	Nov	2022	Informed Decision Making & Risk Management
44	8	Nov	2022	Safeguarding Children L1
45	10	Nov	2022	MCA Awareness - 5 places offered from HSA
46	15	Nov	2022	MASH and Early Interventions Workshop
47	24	Nov	2022	Intra-familial Abuse
48	24	Nov	2022	Perinatal Mental Health: Mental Health Conditions in the Perinatal Period
49	1	Dec	2022	Modern Slavery
50	6	Dec	2022	Inter-agency communication
51	7	Dec	2022	Safeguarding Adults Awareness
52	8	Dec	2022	Self-neglect and hoarding
53	13	Dec	2022	Listening to children's wishes and feelings
54	15	Dec	2022	Difficult Conversations, Resilience and Engaging Others – cancelled due to trainer ill and unable to replace same day
55	11	Jan	2023	LADO Effective Investigations <b>(Training cancelled due to low numbers)</b>
56	11	Jan	2023	Safeguarding Adults – Cultural Religious Beliefs
57	12	Jan	2023	Child Neglect
58	13	Jan	2023	Working with and Supporting Boys
59	16	Jan	2023	Exploitation of Vulnerable Adults: Interventions and Motivations
60	17	Jan	2023	Equality, Diversity and Inclusion- email delegates for EM
61	25	Jan	2023	Suicide and Self harm
62	24	Jan	2023	MCA Champion
63	25	Jan	2023	CSE, CCE and Missing Induction <b>(Training cancelled due to change of trainer)</b>
64	26	Jan	2023	Perinatal Mental Health: Fathers and Perinatal Mental Health <b>(Training cancelled due to low numbers)</b>
65	26	Jan	2023	Coercive & Controlling Behaviours
66	30	Jan	2023	Intra-familial Child Sexual Abuse
67	31	Jan	2023	Prevent (WRAP) training with Hate Crime
68	1	Feb	2023	Substance Misuse (Adults)
69	2	Feb	2023	Safeguarding Vulnerable Dependent Drinkers
70	7	Feb	2023	MCA Champion
71	7	Feb	2023	MCA Awareness - 5 places
72	8	Feb	2023	MASH and Early Interventions Workshop
73	9	Feb	2023	Gangs and Youth Violence
74	13	Feb	2023	IN PERSON Safeguarding Children Level 3
75	21	Feb	2023	Domestic Abuse



<b>76</b>	22	Feb	2023	LADO Awareness
<b>77</b>	1	Mar	2023	Harmful Practices
<b>78</b>	2	Mar	2023	MCA Champion
<b>79</b>	7	Mar	2023	Safer Recruitment
<b>80</b>	7	Mar	2023	Safeguarding Children L1
<b>81</b>	8	Mar	2023	Substance Misuse- Children & Young People
<b>82</b>	9	Mar	2023	Difficult Conversations, Resilience and Engaging Others
<b>83</b>	14	Mar	2023	DASH RIC
<b>84</b>	15	Mar	2023	CSE, CCE and Missing Induction
<b>85</b>	16	Mar	2023	Informed Decision Making & Risk Management
<b>86</b>	20	Mar	2023	Mental Capacity & Consent
<b>87</b>	23	Mar	2023	Perinatal Mental Health: Therapeutic relationships and communication skills-interactive case studies