**NSCB Multi Agency Training Programme**

**Annual Report 2014-15**

**QUANTITATIVE DATA**

**Headline Statistics:**

* 90 learning events
* 1,547 attendance
* 73.5 days of training delivered
* 4 events cancelled
* 17 delegates per event - average attendance

**Training Delivery - Agency Contributions of Trainer Days (and Number of Trainers)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| YEAR | NCC | NHCT | NTW | Police | Probation | VCS | Commissioned  (funded by NCC) |
| **2014-15** | **62.5 (10)** | **19.25 (6)** | **13 (6)** | **2.25 (2)** | **0.5 (1)** | **5 (2)** | **14 (6)** |
| Comparison with Previous Years | | | | | | | |
| 2013-14 | 64.5 | 22 | 15 | 2 | 0.5 | 3 | 10 |
| 2012-13 | 42.75 | 21.5 | 14 | 1 | 3 | 4 | 33.5 |

**Training Attendance – By Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| YEAR | NCC | NHCT | NTW | Police | Probation | VCS | Schools | GP | Other | **TOTAL** |
| **2014-15** | **785** | **213** | **76** | **16** | **5** | **153** | **179** | **61** | **56** | **1,547** |
| Comparison with Previous Years | | | | | | | | | | |
| 2013-14 | 616 | 250 | 69 | 14 | 11 | 166 | 118 | 114 | 57 | 1,424 |
| 2012-13 | 732 | 317 | 122 | 23 | 27 | 123 | 43 | 44 | 120 | 1,547 |

*NB*

*The NSCB training strategy is based on a contribution of 1 full day of trainer time per 10 free delegate places. Schools, GPs, private providers and national VCS organisations pay pro-rata for all places on the scheduled training programme – charged at £100 per day per delegate. ‘Additional events’ (eg annual conference, DBS Briefings, CDOP events) and the Trainers’ Quality Assurance Forum were exempt from the charging policy.*

**Training Information – By Topic**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Title/Topic** | **Duration** | **Frequency** | **Trainers’ Agency** | **Delegates** |
| **MAIN TRAINING PROGRAMME** | | | | |
| Neglect | 1 day | 4 | NCC/NHCT | 68 |
| E-Safety | 0.5 | 6 | NCC | 103 |
| Emotional Abuse | 1 day | 3 | NCC/NTW | 44 |
| Section 47 Enquiries | 1 day | 2 | NCC/NHCT/Police | 34 |
| Multi Agency Child Protection | 1 day | 7 | NCC/NHCT | 157 |
| **Title/Topic** | **Duration** | **Frequency** | **Trainers’ Agency** | **Delegates** |
| Child Sexual Exploitation | 0.5 | 5 | NCC/NHCT | 82 |
| Self Harm | 0.5 | 3 | NCC | 54 |
| Impact of Domestic Abuse on Children | 0.5 | 3 | NCC | 50 |
| Introduction to Attachment | 0.5 | 4 | NCC | 70 |
| Signs of Safety Briefing | 0.5 | 3 | NCC | 34 |
| Awareness of Safeguarding Children & Adults | 0.5 | 1 | VCS/NHCT | 15 |
| Introduction to Safeguarding in VCS | 0.5 | 6 | VCS | 55 |
| Role of DP in VCS | 0.5 | 2 | VCS | 33 |
| Domestic Abuse Awareness | 0.5 | 1 | NCC/NHCT | 6 |
| MARAC | 0.5 | 3 | NCC/NHCT | 27 |
| Working with Uncooperative and Resistant Parents (Practitioners) | 1 day | 4 | Commissioned | 89 |
| Working with Uncooperative and Resistant Parents (Managers) | 1 day | 1 | Commissioned | 11 |
| Working with Resistant Parents: Embedding Session | 0.5 | 1 | Commissioned | 12 |
| Impact of Parental Mental Health | 1 day | 2 | NTW | 46 |
| Adult Perpetrators of Sexual Abuse | 0.5 | 2 | Probation | 36 |
| Sexual Abuse | 1 day | 2 | NCC/NHCT/NTW | 31 |
| Children who Display Sexually Harmful Behaviour | 1 day | 1 | Commissioned | 22 |
| Safeguarding Children from Extremism | 0.5 | 2 | Police | 38 |
| Fabricated and Induced Illness | 0.5 | 1 | NCC/NHCT | 18 |
| Learning Lessons from SCRs | 0.5 | 1 | NCC | 21 |
| Decision Making in CP | 1 | 2 | NCC | 42 |
| Signs of Safety | 2 days | 2 | Commissioned | 32 |
| Safeguarding Disabled Children | 1 day | 1 | Commissioned | 19 |
| Communicating with Disabled Children | 1 day | 1 | Commissioned | 10 |
| Observing Parent/Infant Interaction | 2 days | 2 | NTW/NCC | 35 |
| Working with Impact of Early Adversity | 2 days | 1 | NCC/NTW | 12 |
| Training for Trainers in Safeguarding | 1 day | 2 | NCC | 12 |
| QA Trainer Development Forum | 0.5 | 1 | NCC | 11 |
| **ADDITIONAL EVENTS** | | | | |
| Domestic Abuse Awareness -  Training for Trainers | 1 day | 1 | NCC/NHCT/VCS | 8 |
| DBS Briefing | 0.5 | 2 | Commissioned | 49 |
| Child Death Overview Process | 0.5 | 2 | NHCT | 30 |
| FII Training for Managers | 0.5 | 1 | NHCT | 13 |
| NSCB Conference: Drug and Alcohol Misuse: Impact on Families | 1 day | 1 | NCC/NHCT/NTW  & Commissioned | 118 |

**Income and Expenditure**

Total cost of training multi-agency programme (venues and commissioned trainers): £22,177

Total income generated (implementation of charging policy): £18,000

**Additional Multi-Agency Learning Events to Support NSCB *(Not included in statistics above)***

Early Help Implementation

* 1 Supporting Families Managers Event (40 delegates)
* 4 Supporting Families Practitioners Events (130 delegates)
* 5 Outcome Star training sessions (102 delegates)

PREVENT Strategy Implementation

* 2 Response and Recovery Events for Senior Managers (24 delegates)

**Reporting against quantitative measures for NSCB Work Plan 2014-15**

*Objective:**Ensure an efficient and effective annual programme of multi-agency safeguarding training and learning is developed and published by April 2014*

*Programme reviewed and revised October 2014*

|  |  |
| --- | --- |
| Measure | Achieved? |
| 85% of all programmes scheduled take place. | 95% of scheduled courses took place and an extra 5% of learning events were provided in addition to the scheduled programme |
| 95% of delegates reporting session met need | 99.5% of delegates recorded that session met need  95% recorded good or excellent against this criterion |
| 95% of delegates reporting session quality as good or excellent | 98% of evaluations rated quality as good or excellent over 2 criteria   1. quality of delivery 2. quality of information & materials |
| >90% Occupancy recorded for all events | 85% occupancy rate across all events |
| <10% Cancellation rate | Cancellation rate of 3.7% |
| <5% No show rate | No show rate of 3.7% |
| >5% sampling carried out of on all learning to assess quality and learning | 100% of course evaluations analysed  Telephone survey of social care managers and safeguarding nurses conducted to evaluate impact on practice. |

**E-Learning**

There were 1,936 e-learning course completions via the NSCB Virtual College contract this year:

* 689 x Introduction to Safeguarding Children
* 889 x Awareness of Child Abuse and Neglect – Core Version
* 27 x Awareness of Child Abuse and Neglect – Foundation Version
* 17 x Awareness of Child Abuse and Neglect – Young People Version
* 1 x Awareness of Child Abuse and Neglect – Core Police Version
* 74 x Child Sexual Exploitation
* 54 x Awareness of Domestic Abuse
* 21 x Parental Mental Health
* 33 x Hidden Harm (Parental Substance Use)
* 19 x Safeguarding Disabled Children
* 24 x Child Development
* 13 x Short Breaks for Disabled Children
* 6 x Think Safe, Be Safe

The cost of this contract (which includes child minder option and self-registration) was £8,000 for 2014-15. This was funded by NCC but is available to all partner agencies and anyone working or volunteering with children/families in Northumberland. With 1936 learners completing courses, the unit cost per user is currently £4. The NSCB has retained membership of Virtual College for 2015-16 and this qualified it for a £2,000 reduction in the cost of purchasing their Section 11 Online Audit Tool.

Approximately 60% of the users are schools staff completing Awareness of Abuse and Neglect to meet their mandatory 3-year basic training.

There is also an e-learning course and a webinar on Private Fostering available via NCC Learning Together learning platform.

**QUALITATIVE DATA**

**Course Review**

In addition to the routine process of updating all training each time it is delivered, the following courses were subject to ‘whole course review’ by the training teams:

* Child Sexual Exploitation
* Self Harm
* Impact of Early Adversity

**New Training Offer**

The following scheduled courses were newly introduced in the 2014-15 training programme:

* Safeguarding Children from Extremism
* Learning Lessons from Serious Case Reviews
* Working with Uncooperative and Resistant Parents – Embedding Session
* Domestic Abuse Awareness *(joint training with Safeguarding Adults Board)*

**Evaluating Impact of Training on Professional Practice**

See separate report (Appendix 1) on local research and findings

**ANALYSIS OF INFORMATION**

* There has been a significant increase in schools’ attendance at NSCB training because the Designated Safeguarding Lead training has been restructured, making Multi Agency Child Protection a mandatory element of their induction to the role.
* Although the NTW figures shows 76 attendances, a large number of these reflect the attendance of a small group of delegates – particularly three newly appointed staff in CYPS and one addictions specialist.
* The drop in attendance by Probation may reflect the restructuring of their service over the past year. From April 2015 we will be reporting Probation and CRC as separate agencies
* We are continuing to explore areas to join up training with Northumberland Safeguarding Adults Board, Community Safety Partnership. The annual conference on ‘Drug and Alcohol Misuse: Impact on Families’ was a good example of this partnership working. Input by Public Health was also very beneficial when planning and delivering the conference
* GPs are on a 3-year rolling programme of safeguarding training which requires them to attend multi-agency training every 3 years. This suggests that the pattern of attendance over the past 3 years should give us a good indicator of how many places they will need each year in the future. There are similar mandatory requirements for some NHCT and NTW staff and monitoring attendance over a 3 year period may also support future planning, although there is evidence that individual workers in these agencies often attend training more frequently than their minimum standards demand.
* The CDOP learning events were delivered jointly to North Tyneside and Northumberland staff but only the Northumberland attendances are recorded above.
* The DBS Briefings were jointly commissioned by the Northumberland Safeguarding Adults Board and NSCB but only the children’s workforce attendances are recorded above

**Training Team – Changes and Gaps**

* The Self Harm training team has been reduced significantly by people leaving or changing job. New members are being sought from NTW’s CYPS and NCC’s Educational Psychologists
* No MAPPA training has been provided because trainers have not been identified
* Adult Perpetrators of Sexual Abuse course no longer delivered by Probation Service as part of their ‘contribution in kind’ to the NSCB. Their trainer, Roger Kennington, is now self-employed and will need to be commissioned as an external provider. Roger provided the last course free of charge to honour the commitment to the programme even though his employment circumstances had changed
* The closure of Cease24 means that we have lost two highly valued co-facilitators for Domestic Abuse and MARAC training this year
* VoiCeS withdrawal from delivering Introduction to Safeguarding for VCS and Designated Person in VCS training will result in a reduction in the NSCB offer in 2015-16

**Single Agency Training - Schools**

The following training was delivered to schools on behalf of the NSCB:

* 14 ‘whole school’ or partnership learning events - mandatory 3-yearly staff training
* 2 Newly Qualified Teacher training sessions
* 10 Designated Safeguarding Lead (DSL) Refresher courses – mandatory 2-yearly training
* 2 DSL Roles and Responsibilities courses – new half-day element of initial DSL training which is also open to school safeguarding governors

**Quality Assurance Process**

The North East Safeguarding Children Training (NESCT) Quality Assurance Framework template is being used as the basis for development of an NSCB framework.

Anne Lambert

NCC Learning and Development Officer

(on behalf of the NSCB Learning and Development Sub Committee)

May 2015