Introduction

The Learning and Development (L&D) Sub Group is responsible for ensuring that the LSCB meets its statutory responsibilities with regards to monitoring and evaluating the effectiveness of training, including multi-agency training to safeguard and promote the welfare of children as detailed by Working Together 2013 (P60).

Working Together goes on to say that “LSCBs do not commission or deliver direct frontline services though they may provide training.”. Within Leeds the delivery of multi-agency training remains a function of the L&D Subgroup due to the recognition of the value and impact of multi-agency safeguarding training that is co-ordinated and delivered by LSCBs as outlined within the Carpenter Report Outcomes of Interagency Training to Safeguard Children 2010:

“Training delivered on an inter-agency basis is a highly effective way of promoting a common and shared understanding of the respective roles and responsibilities of different professionals and contributes to effective working relationships”. (Carpenter Report Outcomes of Interagency Training to Safeguard Children 2010).

In order to fulfil its statutory requirements regarding monitoring and evaluating the effectiveness of safeguarding training the L&D Subgroup have developed a Quality Assurance Framework within which to undertake this role.

Limits of a Quality Assurance Framework

The experience of Hull Safeguarding Children Board (Appendix A - Hull Safeguarding Children Board Training Evaluation Project Report.) and The Carpenter report inform us that any form of QA of training is labour intensive, time consuming, has a low response rate, and it is very difficult to measure directly outcomes or impact of the training on the safeguarding children and young people.

For example, the responses from the L&D 2013/14 Quarter 3 Report highlight that staff say they have gained from training an increase in knowledge and confidence, better awareness of safeguarding issues, better understanding, they are sharing information and they now feel
they can put the learning into practice. This may not show direct impact, but provides evidence of distance travelled by staff and the improvement in services to safeguarding children and young people.

Therefore we need to recognise that there are limits to the scope and extent of any QA Framework. It is hard, for example, to demonstrate that attendance at training has a direct impact on outcomes for children and young people and it may be that the L&D recognise that it should "be satisfied with evidence as proof is hard to get".

In addition, there needs to be recognition that there are limited resources within both the LSCB Business Unit and Partner Agencies with which to implement a QA Framework. Therefore the remit of the QA Framework must acknowledge expectations on individual practitioners, partner agencies and the ability of the Business Unit to respond to information provided, and build on the relationships with Partner Agencies to ensure it is embedded effectively.

It is worth noting that safeguarding training is one element in the LSCB Learning & Improvement Framework and that the overall impact on outcomes for children and young people from a wide range of activity is monitored through the Performance Management Framework and the Quality Assurance and Audit Programme. Training contributes, alongside actions from SCRs, LLLRs and multi-agency audits to improving multi-agency working, practice and outcomes for C&YP.

What will be Quality Assured?

The Framework will allow the quality assurance of the content, delivery and impact on outcomes for children and young people of all safeguarding training, including single agency in-house training and LSCB multi-agency training

Quality Assurance Framework

**Single Agency in-house training**

The LSCB will seek assurance from its partner agencies that their in-house single agency training is appropriate through:

- Bi-annual completion of the Section 11 Audit (Standard 5 and accompanying checklists)
- Inclusion of training reports including evaluations of delivery and impact on outcomes for children and young people within the annual safeguarding report to the LSCB
- Dip sampling to include:
  - Consideration of L&D representative involved in LSCB Challenge events
  - Consideration of Training Challenge events
  - Detailed analysis of training materials
  - Observation of delivery of training
• Specific dip sampling of agencies that have completed the LSCB training for Trainers Course and deliver the LSCB Introductory Safeguarding Training.

**LSCB Multi-agency training**

The L&D Subgroup, using Subgroup representatives, will peer review its multi-agency through:

• Quarterly and annual reports including evaluations of delivery and impact on outcomes for children and young people (pilot undertaking impact evaluations through the LSCB website online survey function 2014/5)

• Adoption of West Yorkshire standards and PIAT Standards (appendix 2 & 3)

• Annual LSCB Trainer Observation based on above standards

• Review of introductory training against the West Yorkshire contents checklist (appendix 4)

• Peer evaluation by West Yorkshire LSCB Trainers Group

*St Clair Brown / Karen Shinn, April 2014.*