

Solihull SSCP Multi-Agency Training Report 2022/23

Attendance Analysis

Between April 2022 and March 2023, 691 practitioners and members of staff completed SSCP multi-agency training. As demonstrated in Figure 1 below, this number of delegates trained has increased by 45% on last year's figure. This figure also exceeds our pre-COVID figures. Partners had completed a three-year training needs assessment for 2022-2025 and had forecast that they would need 5994 people trained in 2022-23. Their forecast was extremely high in comparison to previous engagement in multi-agency training and enormously overestimated the number of people that could actually be released from their role to attend training in the year.

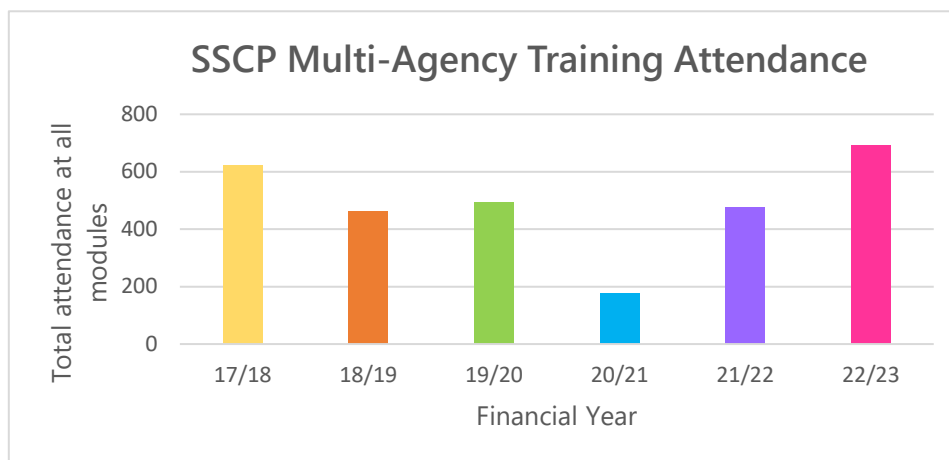


Figure 1

In addition to Modular training courses, the SSCP also held three launch events the Right Help, Right Time, Right Response launch (113 attendees) and the launch of the multi-agency Child Sexual Abuse Procedures (45 attendees). If we were to combine numbers trained in 2022/23 with the number of attendees at SSCP launch events our total would reach 849 practitioners. In terms of attendance by agency, Figure 2 below demonstrates the breakdown of agency attendance. Again, Schools and Colleges make up over half of all delegates attending training.

Figure 2

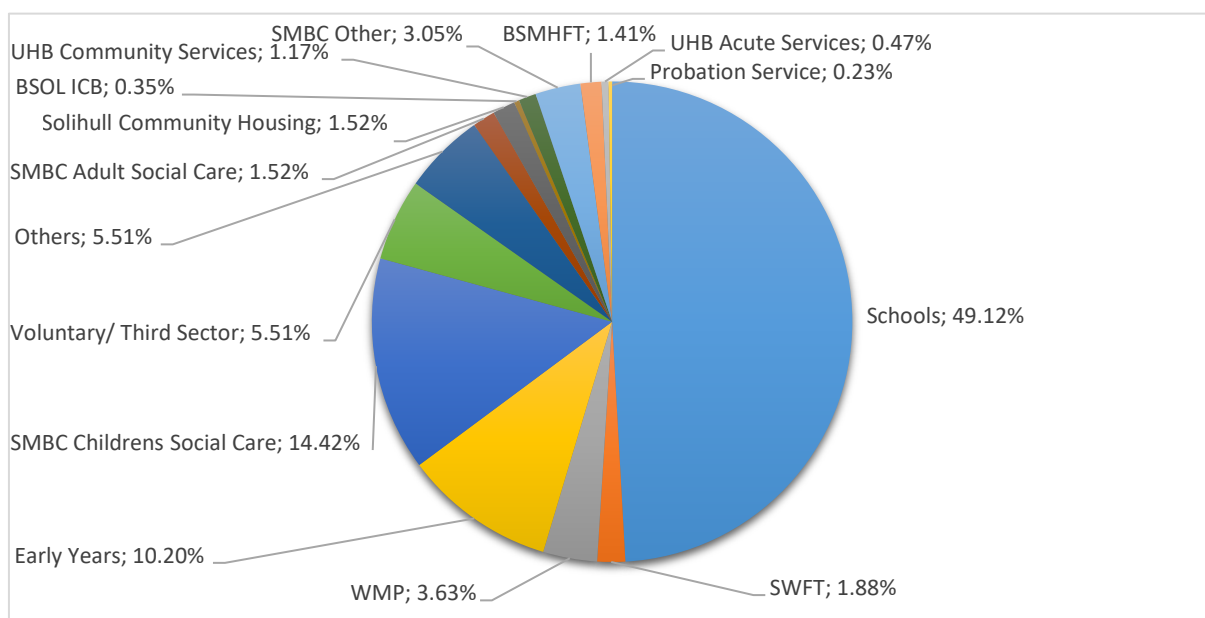


Figure 3 below highlights the modules offered throughout 2022-23 along with the agency attendance.

	SMBC Adult Social Care	SMBC Childrens Social Care	SMBC Other Staff including Elected Members	UHB Acute Services	UHB Community Services	South Warwickshire NHS Foundation Trust	Birmingham & Solihull Integrated Care Board	Birmingham & Solihull Mental Health Foundation Trust	West Midlands Police	Probation Service	Solihull Community Housing	Schools & Colleges	Early Years (non-maintained)	CAFCASS	UK Visas & Immigration	Voluntary/Third Sector	Others (Private/out-of-borough organisations)	Total
Managing Allegations against Staff (3 courses)	0	1	1	0	0	1	0	1	0	0	0	23	6	0	0	4	1	38
Module 1 Early Help (7 courses)	0	5	3	0	1	4	0	0	5	0	0	85	13	0	0	6	2	124
Module 1b Early Help – Recognising and supporting parents in parental conflict (5 courses)	0	13	0	0	0	1	0	0	2	0	0	27	10	0	0	1	1	55
Module 2 - Child Protection: An introduction to multi-agency working (10 courses)	0	12	7	0	2	0	0	0	8	0	0	78	14	0	0	7	7	135
Module 3 - Child Protection: The challenges of multi-agency working (2 courses)	0	0	1	0	0	1	0	0	1	0	0	2	1	0	0	0	2	8
Module 5 – All Age Exploitation Awareness (5 courses)	8	2	2	1	0	1	1	0	0	0	6	15	0	0	0	4	7	47
Module 5.1 - An Introduction to Contextual Safeguarding (3 courses)	2	6	1	0	0	0	0	0	3	0	4	12	0	0	0	4	0	32

Attendance at SSCP Training in 2022-23

Module 5.2 - Parents as partners in tackling Child Exploitation (CE): Working with a supporting parents affected by CE (3 courses)	1	1	0	0	0	0	1	0	1	0	0	6	0	0	0	1	0	11
Module 6 - Neglect: Impact on child development (6 courses)	0	16	3	3	7	0	1	5	4	0	0	23	11	0	0	0	1	74
Module 6(b) Neglect: Domestic Abuse (4 courses)	0	5	0	0	0	2	0	0	3	0	0	19	4	0	0	0	0	33
Module 6(c) Neglect: The Graded Care Profile 2 (7 courses)	0	27	0	0	0	0	0	2	2	0	0	7	7	0	0	1	0	46
Module 7 – Physical Abuse: Impact on child development (1 course)	0	0	0	0	0	0	0	0	1	0	0	5	2	0	0	0	0	8
Module 8 – Emotional Abuse: Impact on child development (3 courses)	0	2	2	0	0	1	0	0	0	0	0	13	7	0	0	0	0	25
Module 9 – Sexual Abuse: Impact on child development (2 courses)	0	1	0	0	0	0	0	0	0	0	0	9	3	0	0	0	0	13
Virtual training – An Introduction to safeguarding for Voluntary & Community Sector Organisations (4 courses)	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	20	5	28
Missing - Welfare Return Interviews (1 course)	0	11	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	14
Total	11	105	20	4	10	11	3	8	30	0	10	326	78	0	0	49	26	691

Module Analysis

Using data from the online training portal, the SSCP can demonstrate and capture the impact of training on practitioners and practice through pre- and post-course evaluation forms.

The post course written evaluations, completed 3 months after training, can be particularly insightful, they are made up of answers to four questions which ask delegates for examples of how the training has impacted them and their teams, knowledge, practice, and outcomes for children they work with. The responses for each module have been summarised below as they help to demonstrate the impact of training with depth and specific detail.

Included under each module sub-heading is also graph. This indicates the rating out of ten each delegate gave before the course for their knowledge, skills, and confidence of/on the content of a module (labelled as 'Stage 1') and after the module (labelled as 'Stage 3'). This data allows the SSCP to quantifiably demonstrate its impact by averaging delegate scores at each stage.

Where there are more pre-course forms completed than attendees, this would be due to delegates cancelling prior to or not attending training on the day. It should also be noted that post course evaluations on each course overall are low however for a number of courses, the 3-month post course evaluation forms have not yet been sent out and therefore not all courses are able to provide post course feedback at this time.

Managing Allegations Against Staff (MAAS)

It is for those with supervisory responsibilities for staff undertaking safeguarding work; managers and strategic leads in multi-agency organisations. This workshop provides an essential grounding for managers to enable them to manage allegations of abuse against staff who:

- Have, or may have harmed a child
- Have, or may have committed a criminal offence against or related to a child/ren
- Have behaved towards child/children in a way that indicates s/he is unsuitable to work with children

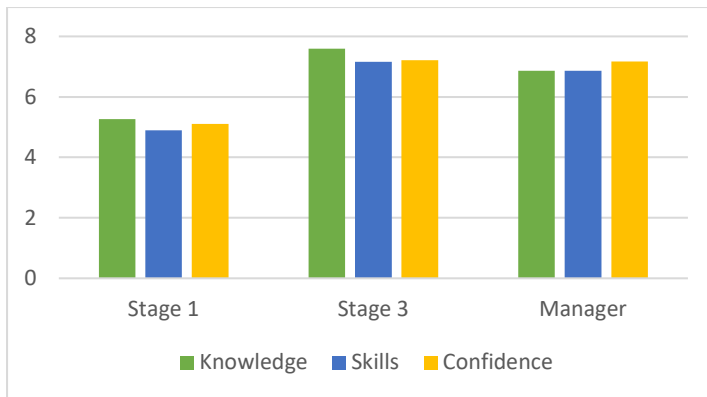
Courses: 3

Attendees: 38

Completed pre-evaluation forms: 47

Completed post-evaluation forms (delegate): 19

Completed post-evaluation forms (managers): 7



The table above demonstrated the increase in knowledge, skills and confidence reported by both delegates and their managers since attending the MAAS course. The evaluations from delegates were very positive with some noting that they have gone on to update their own agencies policies to reflect what they had learnt from the training. Other delegates noted they now have a greater understanding of the role of the LADO.

From a participant; "I was able to use this training when going through the Managing Allegations Policy with staff and felt more confident in answering questions"

From a manager; "The member of staff has provided support us to consider how we manage low level concerns informed by this training"

Module 1 – Early Help

Module 1 is a half-day course designed for those who identify additional needs and carry out early help assessments. The course provides delegates with the knowledge to apply Solihull local thresholds, to respond appropriately to concerns about children with additional needs by effectively interacting with partner professionals and to carry out early help assessments.

Courses: 7

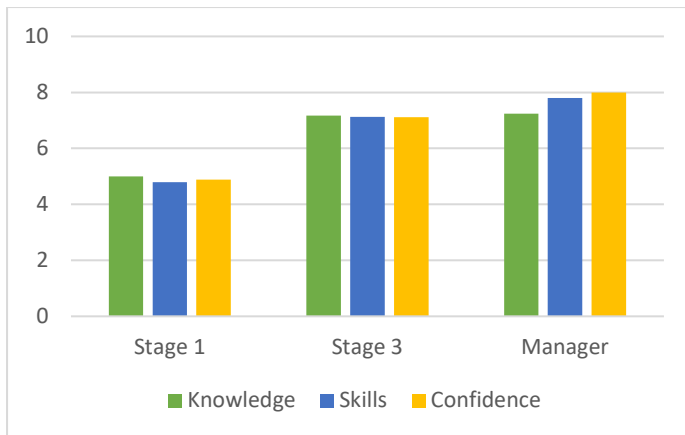
Attendees: 124

Completed pre-evaluation forms: 124

Completed post- evaluation forms (delegate): 46*

Completed post- evaluation forms (manager): 21*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



On average, delegates knowledge, skills and confidence of early help has increased by at least 43% as a result of attending this training module. In the post course evaluations, delegates reported that this module has encouraged them to become more vigilant and professionally curious. A number of delegates reported that this module has provided them with the knowledge and confidence to speak more openly with families and highlighted the importance of record keeping. Delegates report this module has increased their understanding of Solihull thresholds as well as providing them with the knowledge to develop their own single agency guidance around early help.

From a participant; "Following a severe family illness I communicated with relevant parties to secure support for the child, remove as much stress as possible and keep their routine and stability where possible."

From a manager; "They have demonstrated a better understanding of where support from Early help & assessment is beneficial- looking at support for emerging needs and who might benefit from this to prevent further escalation of concerns"

Module 1b Early Help – Recognising and supporting parents in parental conflict

This course explores an individual's role as a front-line practitioner when identifying and discussing parental conflict with parents. This course allows practitioners to recognise the differences between destructive and constructive conflict and the impact this has on child outcomes as well as giving practitioner's confidence in practice when working with parents in conflict situations.

Courses: 5

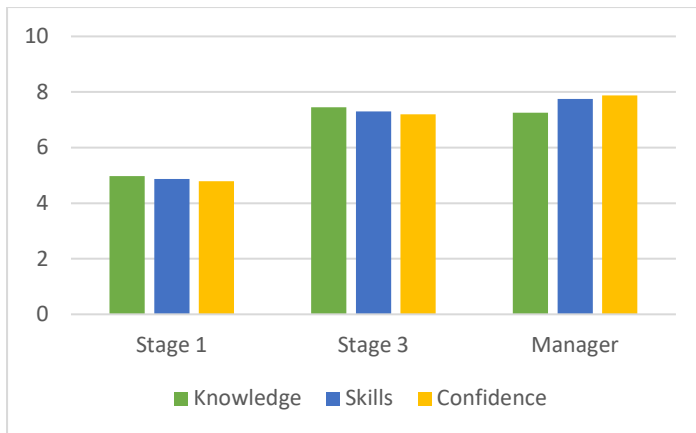
Attendees: 55

Completed pre-evaluation forms: 61

Completed post- evaluation forms (delegate): 20*

Completed post- evaluation forms (manager): 8*

*3-month post evaluations were not sent for 2 courses at the time of compiling the report



The table about demonstrates a clear increase in knowledge, skills, and confidence as a result of professionals attending this module. Delegates noted that this module has made them more aware of the impact of parental conflict on the child’s daily life. In addition, delegates reported that the module has encouraged a change in their vocabulary from ‘what’s wrong’ to ‘what’s happened’ as well as showing the importance of asking open ended questions. The knowledge and skills provided in this module has helped delegates to recognised the early signs of coercion and control as well as the importance of including both parents in communication where appropriate.

From a participant “I have been involved with a family in a matter of days from this course. It has made a significant difference to the child, so much that initial speculation was about possible SEN, but they have now made such progress that this is no longer a concern.”

From a manager; “they have improved confidence in dealing with parents and increased ability to look for triggers.”

Module 2 – Child Protection: An introduction to multi-agency working

Module 2 remains SSCP’s most popular course. This module is aimed at those who identify child protection concerns and make child protection referrals. It enhances competence around sound, evidence informed communications and making child protection referrals; contributing to child protection conferences and core groups; identifying and challenging drift and delay (with specific reference to the complexities of the child’s experience when living with domestic violence, substance misuse and/or parental mental health problems) and using escalation procedures.

Courses: 10

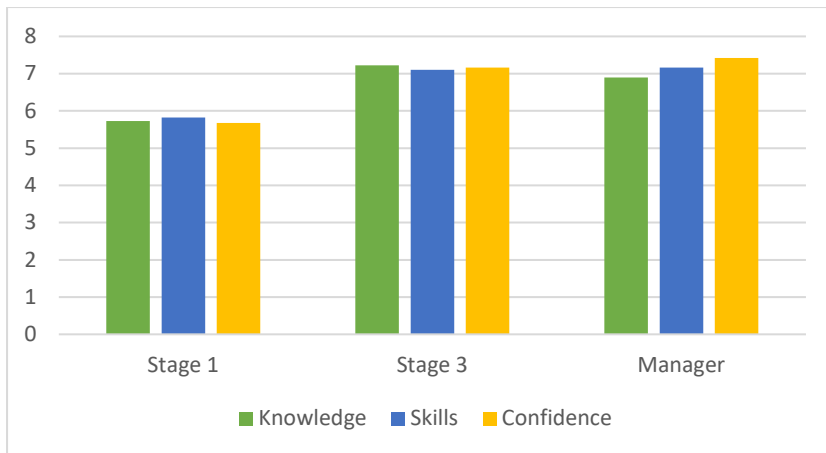
Attendees: 135

Completed pre-evaluation forms: 149

Completed post- evaluation forms (delegate): 58*

Completed post- evaluation forms (manager): 37*

*3-month post evaluations were not sent for 2 courses at the time of compiling the report



Delegates noted an increase in their confidence as a result of attending module 2, this is reflected in the table above. The increased confidence was often in relation to a better understanding of the threshold document as well as being more confident to be part of multi-agency working and be more assertive when talking to other agencies. A number of delegates reported that this module stressed the importance of capturing the voice of the child in all cases and ensuring the child is at the centre of all assessments and plans.

From a participant; "this course helped me to secure services for a child who was suffering neglect."

From a manager; "there was a specific case where this worker was able to challenge and engage with the social worker better from understanding the process."

Module 3 – Child Protection: The challenges of multi-agency working

This module is aimed at those who also regularly attend child protection conferences and core groups and/or supervise or manage those who do, or lead organisations that do. It addresses common concerns that arise from multi-agency working. It covers how to deal with conflict when it occurs, in a respectful and effective manner by using the SSCP's escalation procedure. The module also highlights the importance of ensuring all partners are engaged in order for them to work together to effectively safeguard children.

Courses: 2

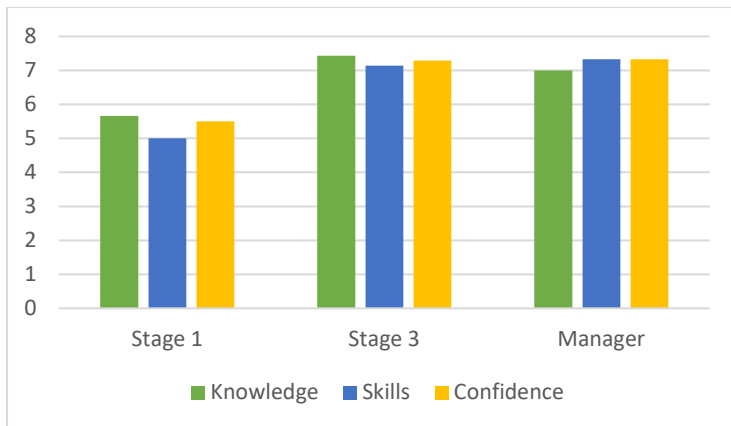
Attendees: 8

Completed pre-evaluation forms: 12

Completed post- evaluation forms (delegate): 7*

Completed post- evaluation forms (manager): 3*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



One manager reported that their staff member has become more confident since attending this module, as a result they have been able to spot concerns early, make referrals at the right time and significantly improve a child's life. It was identified by a number of professionals that discussions around the SSCP's escalation procedures has been very helpful.

from a participant; "I have been able to communicate with other agencies after making a referral and the outcome has been that a child's life has significantly improved since."

From a manager; "the participant is more confident to speak to outside agencies and understands the process more in depth."

Module 5 – All Age Exploitation Awareness

Module 5a is aimed at those who work with children, young people and adults who are responsible to identify and respond to exploitation. The course will equip delegates with the knowledge and skills to know what exploitation is, how to recognise is and how to respond and report exploitation concerns. This module introduces the trauma experienced by those who are victims of exploitation.

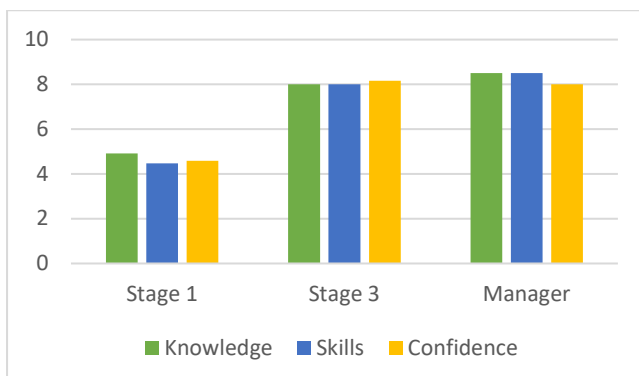
Courses: 5

Attendees: 47

Completed pre-evaluation forms: 59

Completed post- evaluation forms (delegate): 6

Completed post- evaluation forms (manager): 4



The pre and post evaluation scores suggest that professional's knowledge, skills and confidence has increased by at least 62%. Delegated reported that they have more knowledge and skills around identifying exploitation and that this has enabled them to advise their colleagues around exploitation.

From a participant; "This training has enabled a better response to exploitation concerns. Understanding of what happens once a concern has been raised."

From a manager; "the participant has been able to steer and guide their team with cases involving children and young people."

Module 5.1 - An Introduction to Contextual Safeguarding

This module is aimed at those who work directly with vulnerable children and young people in relation to child exploitation. The module helps professionals to develop an understanding and explore ways of responding to young people's experiences of significant harm beyond their families.

Courses: 3

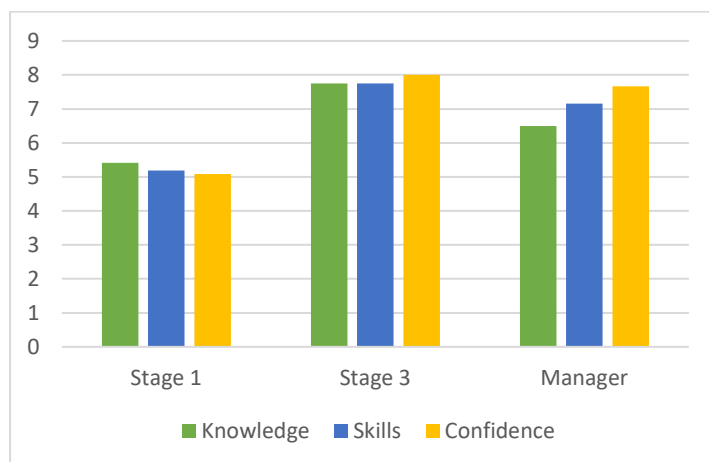
Attendees: 32

Completed pre-evaluation forms: 37

Completed post- evaluation forms (delegate): 8*

Completed post- evaluation forms (manager): 6*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



Delegates reported that this training has improved their service as practitioners are now encouraged to always consider the wider network around the child. A number of delegates have noted that they have recommended this training to their colleagues.

From a participant; "I have ha the confidence to explore young people's concerns and refer to relevant organisations."

From a manager; "This has given the participant the impetus to ask those further searching questions and the confidence to make referrals and ask for further information from partners or the exploitation team."

Module 5.2 - Parents as partners in tackling Child Exploitation (CE): Working with a supporting parents affected by CE

This course aims to look at the impact of Child Exploitation (CE) on the family and explore effective methods of working with and supporting parents and carers affected by CE to help safeguard the child or young person. This module raises the need for understanding traumatic impacts of exploitation on all family members- considers secondary trauma for parents', the impact of grooming, and the importance of relational practice.

Courses: 3

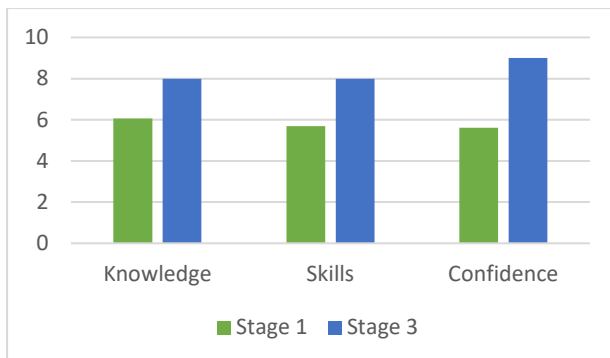
Attendees: 11

Completed pre-evaluation forms: 13

Completed post- evaluation forms (delegate): 1*

Completed post- evaluation forms (manager): 0*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



Only one post evaluation form was completed for this course. This delegate noted that the course has encouraged them to listen to the whole story when working with families which has in turn improved their response to children, young people and families.

From a participant; "I have learnt to listen to the whole story, what is the impact on all of the family, not just those directly involved."

Module 6 – Neglect: Impact on child development

This module enables practitioners to use national research and practice experience to help them understand the impact of neglect on a child’s development, using evidence informed assessment tools and contributions from partner agencies to inform assessments. This module received a quality assurance monitoring from the chair of the neglect subgroup this year.

Courses: 6

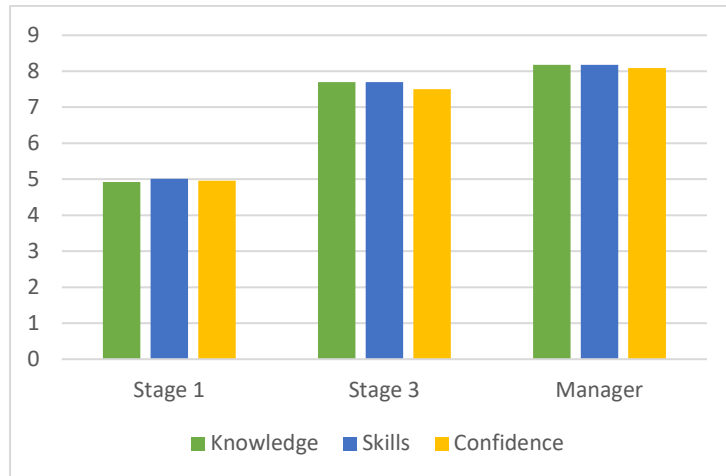
Attendees: 74

Completed pre-evaluation forms: 76

Completed post- evaluation forms (delegate): 20*

Completed post- evaluation forms (manager): 11*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



Feedback on this module has been very positive, delegates have noted that this module is very thought provoking and demonstrated the importance of taking greater consideration of people's life experiences when considering if there is neglect what someone's idea of basic need and the definition of basic needs can be different. Delegates have reported that this module has made them more vigilant. In addition, the consideration of a child's developmental stages and how that links to spotting neglect was greatly received by several delegates.

From a participant; "We had a session with young people about neglect using the information from this course; running interactive activities."

From a manager; "The participant is more aware of cases where neglect is suspected; better able to make assessments & referrals."

Module 6b – Neglect: Domestic Abuse

This module is focuses on the signs of domestic abuse, including coercive and controlling behaviour. Further to this, the course explores some of the many barriers faced by victims of domestic violence. Finally, the impacts of these behaviours on the child are considered and safety plans and assessments are discussed. This module considers coercion and control and trauma bonding. This module received a quality assurance monitoring from the chair of the neglect subgroup this year.

Courses: 4

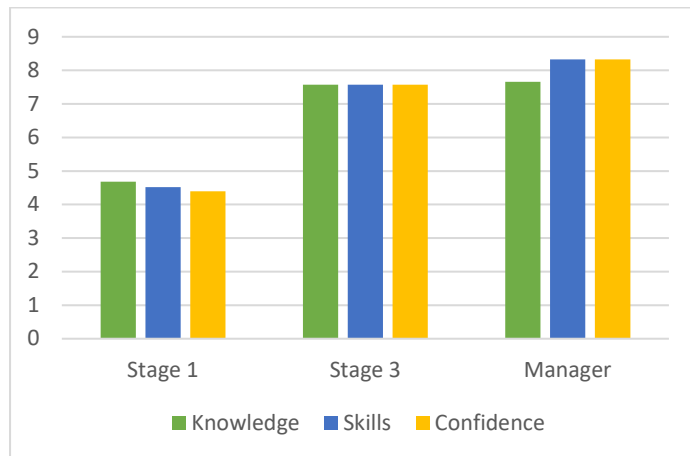
Attendees: 33

Completed pre-evaluation forms: 38

Completed post- evaluation forms (delegate): 7*

Completed post- evaluation forms (manager): 3*

*3-month post evaluations were not sent for 2 courses at the time of compiling the report



This module has allowed practitioners to gain a better understanding of how to spot signs of domestic abuse, understand the impact this has on the child and also a greater understanding of the different screening tools available to professionals. All delegates on this module reported that they now feel more confident and have the necessary skills to respond to concerns of domestic abuse.

From a participant; "I am working with a family fleeing domestic abuse, I am able to support Mum and the child with more knowledge of their experiences".

From a manager; "The participant is keen but inexperienced and would raise concerns frequently via channels that were not always correct, as a result of the training they are able to evaluate the situation fully with a more informed and balanced approach and raise concerns correctly."

Module 6c – Neglect: The Graded Care Profile 2

The Graded Care Profile 2 (GCP2) is a tool designed to provide an objective measure of the care a parent provides to their child/ren. The course is aimed at those who identify and assess early help and child protection concerns and follow a multi-agency approach and/or regularly attend and report to child protection conferences and core groups and/or supervise or manage those who do. The course enables practitioners to understand and confidently use the Graded Care Profile 2 to inform their assessments.

Courses: 7

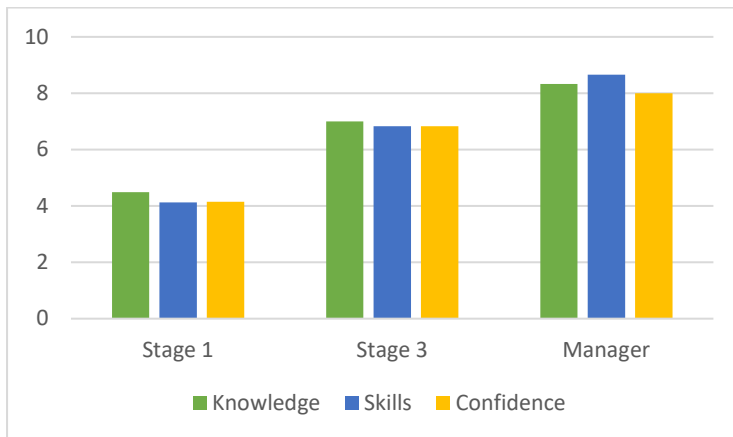
Attendees: 46

Completed pre-evaluation forms: 51

Completed post- evaluation forms (delegate):6*

Completed post- evaluation forms (manager): 3*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



Some delegates have used the post course evaluation form to demonstrate examples of where they have used GCP2, one example included using GCP2 to work with a lone parent who was lacking confidence in their parenting ability. The practitioner was able to use GCP2 to identify strengths with the parent as well as identifying some areas that they may need additional support which has benefitted both the parent and child. Many professionals who have undertaken this training have recommended it to their colleagues.

From a participant; "We have used GCP2 to support a parent who has very little confidence in her parenting skills. It helped her to understand where her skills are and where they need more work and put a plan into place. It has helped her confidence and as a consequence helped her child."

From a manager; "the participant was involved with GCP2 being led by another agency at the time. The course helped to understand the tool and contribute to its use at the time."

Module 7 – Physical Abuse: Impact on child development

By completing this module attendees should be able to spot signs of physical abuse and understand its impact on a child's development. Further to this, they should be able to effectively use evidence informed assessment tools and use contributions from partner agencies to inform assessment.

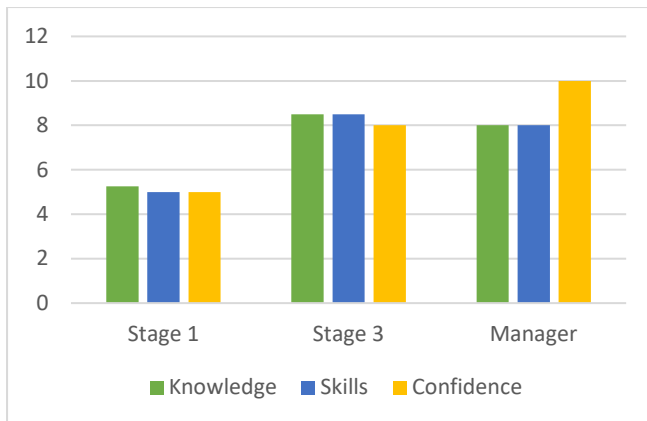
Courses: 1

Attendees: 8

Completed pre-evaluation forms: 8

Completed post- evaluation forms (delegate): 2

Completed post- evaluation forms (manager): 1



Delegates noted that this course has made them more aware of the signs to look out for when noticing potential non-accidental bruising. Delegates now feel they have the knowledge and confidence to be more professionally curious, it has also helped them to ensure they are passing on the right information to other agencies and to MASH.

From a participant; "This course led to identifying an injury that ended up being inflicted by parents that maybe would not have been questioned as defensive wounds before."

From a manager; "the participant has been able to communicate with clarity to parents carers and other professionals their concerns"

Module 8 – Emotional Abuse: Impact on child development

This module will help professionals to spot signs of emotional abuse and understand its impact on a child's development. Further to this, module 8 will help professionals when carrying out or contributing to thorough assessments where emotional abuse is suspected.

Courses: 3

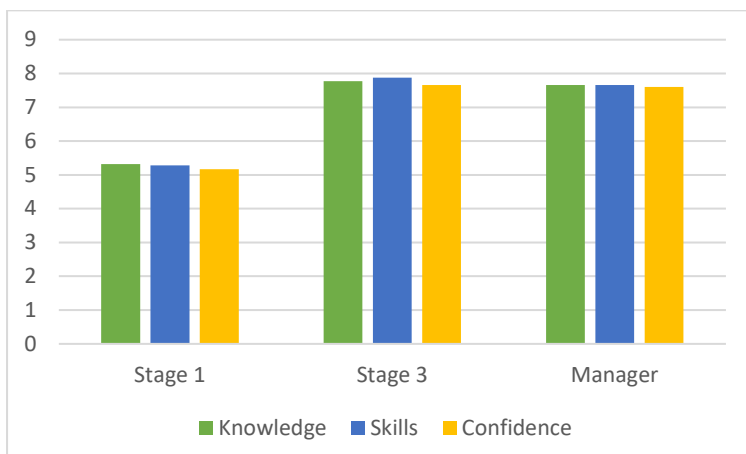
Attendees: 25

Completed pre- evaluation forms: 28

Completed post- evaluation forms (delegate): 9*

Completed post- evaluation forms (manager): 6*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



The increase in knowledge, skills and confidence is demonstrated in the table above. Delegates felt that the course has given them the tools and knowledge to support families and signpost them to extra support if needed. Delegates have a refreshed understanding of thresholds now feel confident in helping their colleagues who may be supporting families with emotional abuse concerns. One delegated reported that the national research used by the SSCP Training Officer was very interesting.

From a participant; "A child often comes asking to speak to me as a trusted adult knowing that I understand what has happened in the family home."

From a manager; "the participants understanding of emotional abuse is helping them to support a child on a daily basis."

Module 9 – Sexual Abuse: Impact on child development

This module will help professionals to spot signs of sexual abuse and understand its impact on a child’s development. Further to this, the module will also look at how professionals can effectively use evidence informed assessment tools and use contributions from partner agencies to inform assessments.

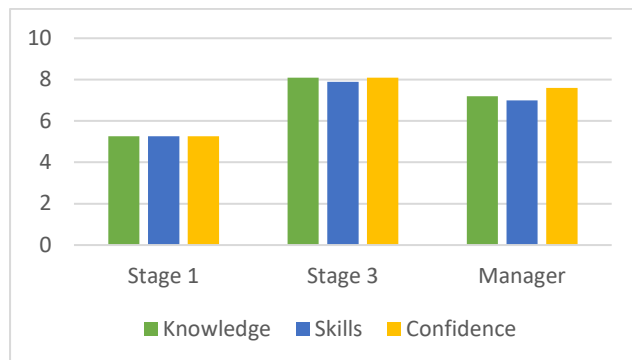
Courses: 2

Attendees: 13

Completed pre-evaluation forms: 15

Completed post-evaluation forms (delegate): 10

Completed post-evaluation forms (managers): 5



Delegates reported feeling highly confident and able to offer peer support following this training. One delegate noted they are now more aware of behaviours which could indicate that a child is at harm, as a result they have feel more confident to ask questions and have more professional curiosity. Another delegate noted that the knowledge gained through the training has enabled them to look at some of the young people they work with and has in turn provoked referrals to MASH which are more specific and informative.

From a participant; "The toolkit has supported a referral to MASH when it was difficult to really pinpoint the problem based on a range of specific behaviours presented by the child."

From a manager; "the participant has more awareness of the signs to look out for an more awareness of the resources available (toolkit)."

Virtual Training – An Introduction to safeguarding for Voluntary & Community Sector Organisations

This course is aimed at those who work or volunteer in voluntary and community sector not for profit organisations for children, young people, and families.

The course offers the following learning outcomes:

- Understand what is meant by safeguarding and child abuse
- Describe different types, signs and indicators of abuse and neglect
- Understand how to respond to concerns about safety and welfare of children and know who to report to
- Understand what the process is for reporting your concerns and recording your observations

Courses: 5

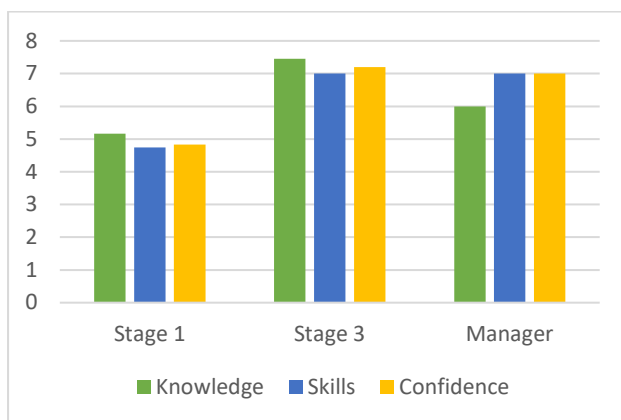
Attendees: 28

Completed pre-evaluation forms: 43

Completed post- evaluation forms (delegate): 11*

Completed post- evaluation forms (manager): 2*

*3-month post evaluations were not sent for 1 course at the time of compiling the report



The feedback on this course was highly positive from professionals across a range of third section agencies. Delegates felt the course has enable them to become more observant of childrens behaviours and aware of potential risks. In addition, delegates felt that this course had given them greater confidence when dealing with disclosures and also enabled the to become more confident in their agencies safeguarding approach.

From a participant "When a child complained if feeling really hungry for two mornings, I checked whether they had had breakfast; On multiple occasions children have grazes, but I check how they have happened an dthat they hav ereceived the appropriate care."

From the manager; "the participant is confident & looking out for signs; they are not afraid to report their concerns. "

Missing – Welfare Return Interviews

This course is aimed at those who may carry out welfare return interviews for children and young people missing from home, care and other settings; this could be those employed to do this role, or those who children/ young people nominate to do their interview.

Courses: 3

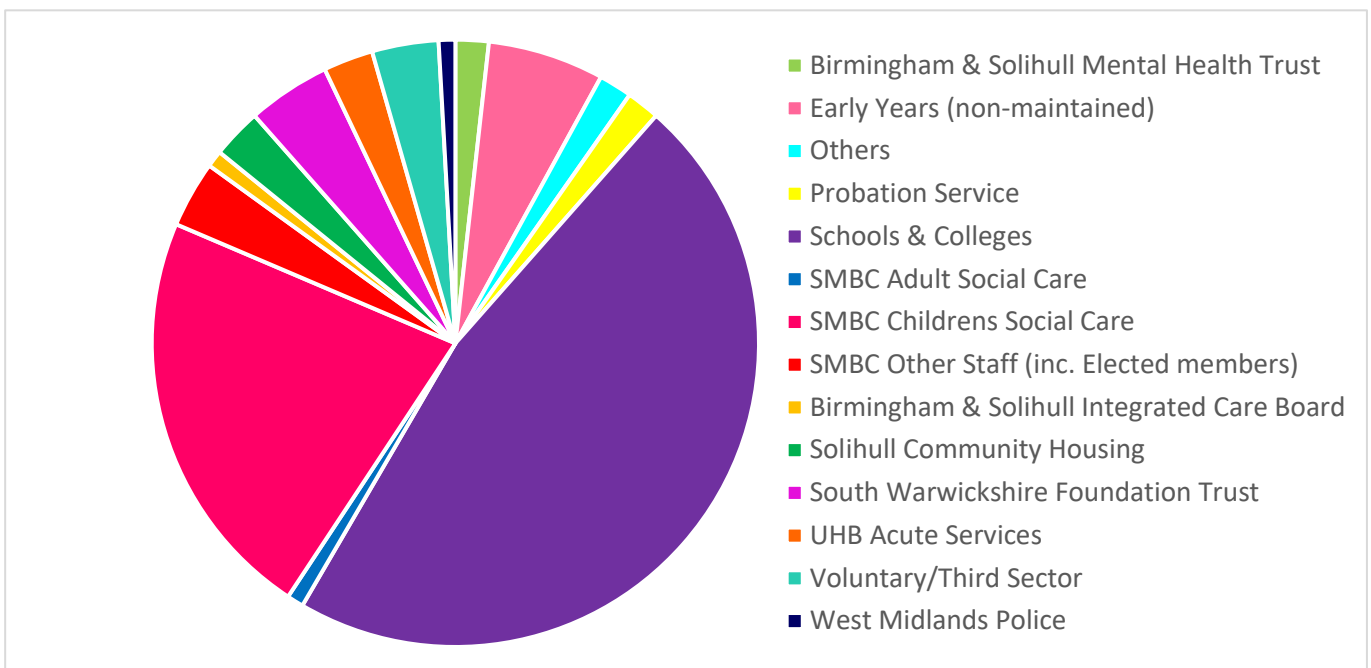
Attendees: 14

No post course evaluations have been submitted for this course.

Launch events

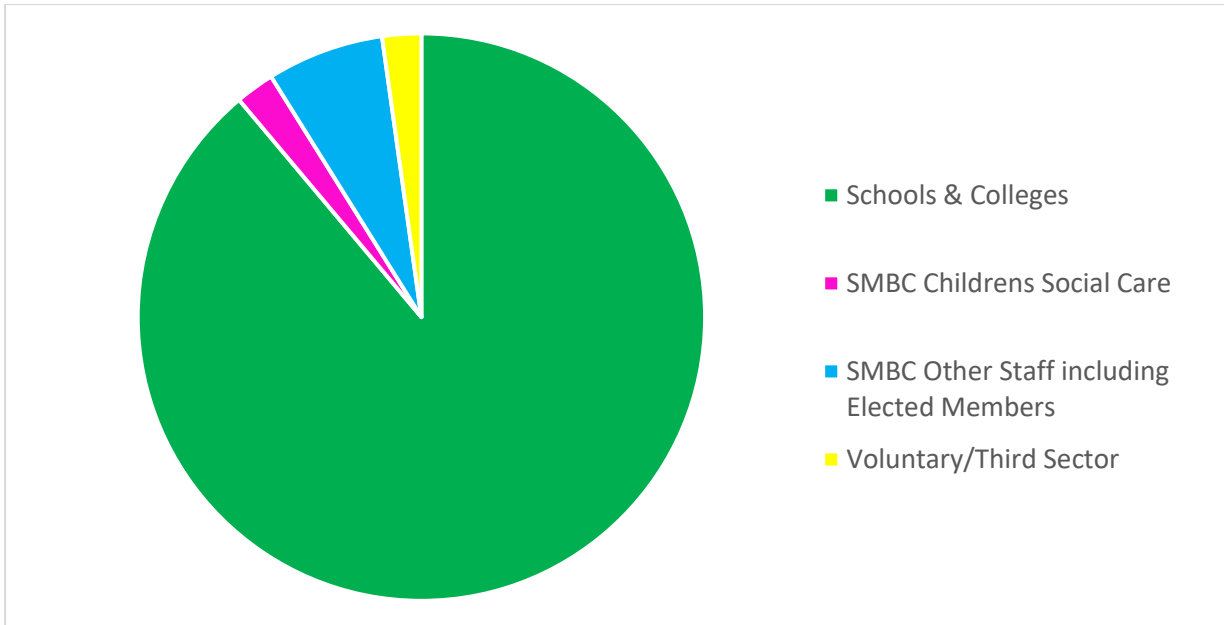
Right Help, Right Time, Right Response Launch

The figure below shows the breakdown by agency of attendees at the right help, right time, right response launch events.



Multi-Agency Child Sexual Abuse Procedures Launch

The figure below shows the breakdown by agency of attendees at the multi-agency child sexual abuse procedures launch.



Joint Learning Activity

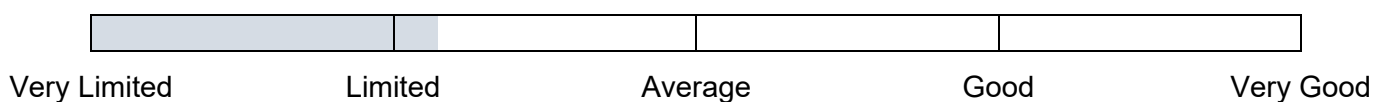
Solihull Safeguarding Childrens Partnership has worked with the Adult Safeguarding Children Partnership, Exploitation Reduction Board and Domestic Abuse Board to develop and deliver a range of webinars for the multi-agency workforce.

In 2022-23 these have included:

Domestic violence protection notices and orders –111 people attended, completing a pre & post evaluation;

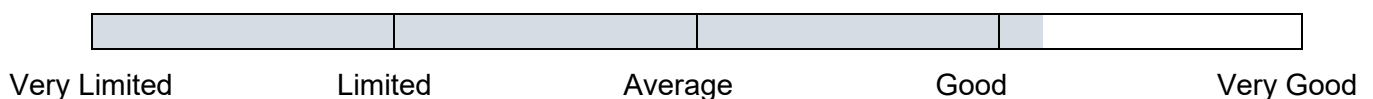
Please rate your skills and knowledge before the training

Very Limited (**11**) Limited (**16**) Average (**11**) Good (**3**) Very Good (**-**)



Please rate your skills and knowledge after the training

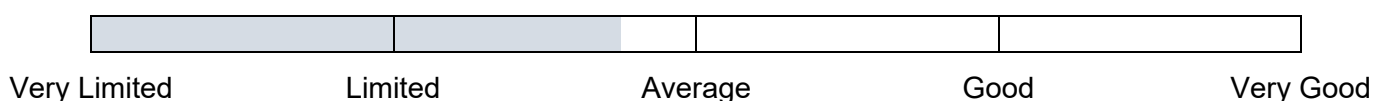
Very Limited (**-**) Limited (**-**) Average (**7**) Good (**21**) Very Good (**13**)



Role of Housing in Tackling Exploitation – 22 people attended completing a pre & post evaluation:

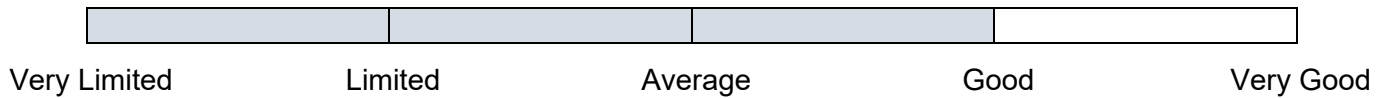
Please rate your skills and knowledge before the training

Very Limited (**-**) Limited (**3**) Average (**-**) Good (**-**) Very Good (**1**)



Please rate your skills and knowledge after the training

Very Limited (0) Limited (1) Average (2) Good (3) Very Good (4)



The Safeguarding Practice Learning Forum

The SCP working with the adult safeguarding board have relaunched the practice learning forum this year.

The Forum provides a 2 way process for learning to be shared with professionals and for concerns to be raised with SSCP & SAB. Further information including terms of reference, presentations and notes from the meetings can be found [here](#)

SSCP Multi-Agency Training Pool

Solihull Safeguarding Partnership directly employ a multi-agency training officer, however delivery of multi-agency training is supported by multi-agency co-trainers. In the summer of 2022 a request was made to the partnership to identify any professionals with safeguarding experience to join the training pool. 5 people came forward, 2 have completed SSCP train the trainer course for multi-agency safeguarding training, 1 has completed part of this course and will complete the course in 2023, with another, 1 withdrew their application because of work place demands.

SSCP multi-agency training delivery was provided with the invaluable support of the following practitioners in 2022-23;

- Gina Godwin – Early Years Provider
- Lusia Blackwell – ICB
- Ceri-Lisa Murland- Probation
- Neil Murray- SMBC Children’s Services
- Lesley Hudson- SMBC Children’s Services
- Sarah Harris- SMBC Children’s Services
- Naseema Ahmed- SMBC Children’s Services
- Hillary Hargreaves- SMBC HRE
- Nicky Thomas- UHB
- Corine Hatton- WMP
- Michelle Quinn- WMP
- Michelle Walton- WMP
- Bhavna Somia- Women’s Aid
- Steph Haase- Women’s Aid

SSCP multi-agency training needs assessment 2023-24.

Given the over-estimation of numbers to attend multi-agency training, a needs assessment was completed in January 2023 to inform multi-agency training for 2023-24. In the needs

assessment agencies were asked if in the next year their service was planning any developments that will require multi-agency training/ awareness raising, the following responses were received:

Person & organisation completing return	What is the development	Who will it be aimed at	When will this need to take place
Children's Services Solihull	Moving away from Signs of Safety to a restorative, family valued approach. Training will be provided by Leeds City Council, however there may be a need to link in with the SSCP going forward		Throughout the year (Spring onwards) the requirement to attend this training may have an impact on the take up of multi-agency training in the first instance whilst it is rolled out in the service
BSOL ICB	We offer training and development to primary care via the GPSLNM which is run bi-monthly by the Designated Team. This covers a wide variety of learning	Primary Care	Bi-monthly
BSOL ICB	Bite sized lunch time sessions offered to GPs and the safeguarding administrators by the Named GP. Training has covered topics such as	Primary Care	Monthly
BSOL ICB	The Designated Team also offer training to primary care on issues such as Child sexual abuse Physical abuse and bruising Exploitation Information sharing	Primary Care	As required
BSOL ICB	IRIS training Domestic Abuse	Primary Care	On signing up to the IRIS programme and refresher training available
BSOL ICB	All staff in Primary care are required to be updated with their safeguarding training in accordance with the Intercollegiate Document for children and adults Primary care staff are responsible for sourcing this training (level 1 - 3) and access via blue stream / skills for health and face to face from the Designated Team	Primary Care	As per intercollegiate document requirements

SCH	Restructure of SCH's Neighbourhood Services Team	Intensive Intervention Officers involved in case management of ASB for safeguarding, exploitation and domestic abuse cases	From April 2023 – once new officers are in place
UHB	We are embedding think family throughout the trust	All staff	Not required
UHB	Revamping all our training packages and TNA	All staff	Not required
WMP	Unknown at this stage as WMP are going through a restructure		
WMFS	WMFS cannot hold a commitment to physically attend training, due to our firefighters being operational they may not be able to be released for full days training. WMFS have internal processes, training and eLearning packages that crews access to keep them up to date on safeguarding issues and highlights areas of concern to look out for when engaging with children and young people and visiting homes. However, to ensure local information is available to crews, learning from the partnership can be sent to be disseminate it through the command via teams.		

In addition, the assessment asked organisations to provide information on any training and development opportunities they would be providing that could be made accessible to the multi-agency workforce, unfortunately no responses were received to this section.

The assessment form included the following statement "multi-agency training is usually provided in the following months; from April 23, May, June July, September, October, November, December January 24, February & March- if you know that there will be high pressure or demand in your services for any of these months, please

indicate this in the number's column", no agency indicates any demand periods when completing.

Analysis of training needs for 2023-24:

Below indicates the multi-agency training need identified through multi-agency training assessments

Module	Number of people	Number of courses
An Introduction to Safeguarding Children (For the Voluntary/ Faith Sector only)		
Module 1 - Early Help	171	9
Module 1b - Recognising and supporting parents in parental conflict	100	5
Module 2 - Child Protection: An introduction to multi-agency working	186	10
Module 3 - Child Protection: The challenges of multi-agency working	107	6
Module 4 - Child Protection: Analysis, judgement and leadership in partnership working	40	2
Module 5a - All Age Exploitation Awareness	107	6
An Introduction to Contextual Safeguarding	89	5
Parents as partners in tackling Child Exploitation - Working with and supporting parents affected by Child Exploitation	57	3
Module 6 Neglect: Impact on child development	77	4
Module 6b Neglect- Domestic Abuse	91	5
Module 6c Neglect- Graded Care Profile 2	68	4
Module 7 Physical Abuse	58	3
Module 8 Emotional Abuse	81	4
Module 9 Sexual Abuse	64	4
Managing Allegations Against Staff	50	3
Totals	1346	73

In addition to the current modules on offer some agencies identified a need for modules that we have previously offered or that were in development:

Module 6e substance misuse	35	2
Module 6.4 working with perpetrators of domestic abuse	34	2
Module 6f Mental health	46	3
Module 5.3 Including contextual safeguarding in individual assessments	44	3

Module 6e & 6f are co-delivered with BSMHF and were withdrawn due to high service demand on their workforce; this is under review, with a commitment to support delivery when conditions allow.

Module 6,4 has now been commissioned, with those attending required to complete Module 6b first to ensure they have a good understanding of coercion & control. Module 5.3 is also now included in the multi-agency training offer.

Organisations were also asked to identify any further multi-agency training they feel should be provided, when and in what format this would be required. Only one agency made a request; this was for clarification around SEND processes and this is currently in development.