



Knowsley Safeguarding Children Board (KSCB)

**Multi Agency Training Update and
Evaluation
2017 - 18**



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**Sarah Herron: KSCB Training Officer
April 2018**

1. Introduction

The safeguarding children board is committed to providing a comprehensive and effective training programme to professionals and volunteers across the borough of Knowsley. It is informed by the identified priorities of the board and influenced by lessons deriving from local serious case reviews, audits and national safeguarding agendas. This year, the focus has remained on the themes of Domestic Abuse, Child Exploitation and Neglect in line with the identified priorities of the board. Practitioners have had the opportunity to access online modules, face to face training courses and 60 and 7 Minute briefings.

2. Development



Recognising Child Sexual Abuse - ½ Day

This course has now been updated to reflect the current agenda on Child Sexual Abuse and is now an integral course within the KSCB annual training programme. Local statistics concerning the number of children on child protection plans under this category have increased and recent findings from local audits have highlighted there has been practitioner improvement in recognising the signs of Child Sexual Abuse. This has emphasised the need to continue with the delivery of this course, to further improve practitioner understanding. This training is delivered by the KSCB Training Officer, Designated Doctor for Knowsley and an experienced Social Worker.

"It is evident that trainers, who delivered the course, had extensive knowledge on the subject matter and made a very difficult subject easier to discuss and explore." "Very useful to have a specialist doctor to refer to real life experiences"



Professional Challenge

NWIAT, the North West Inter Agency Trainers group identified a training need regarding challenge. Lack of 'challenge' has been identified as a concern from a number of serious case reviews, practice learning reviews and audits across the North West LSCB's. A task and finish group was set up to create a training package and a train the trainer event was delivered to LSCB Training Officer's and other identified professionals. Areas have chosen to deliver the course in full or include some aspects of the training in embedded courses such as Working Together.



Advanced Sexual Abuse - 2 Day

Steve Bore, a social work consultant, was commissioned to complement the launch of the Sexual Harmful Behaviours Protocol. The course focused on perpetrators and offenders, trauma and the impact on children.

"A fantastic facilitator with amazing subject knowledge and experience." "I have shared the risk assessment tools with other social workers. The research was extremely useful...dispelling some of the myths around motivations and patterns of sex offenders that I had."

"The training has allowed to me to complete assessments with a different approach, I have been working with children who have been victims of sexual abuse and I know understand what to say and how to approach subjects, I am also going to be assessing a child who is the perpetrator of sexual abuse, I have been using the handouts to plan my assessment."

Joint Children and Adult Alerters Training

Further amendments have been made to the safeguarding scenarios in line with recent local and national agendas. Scenarios remained focused on Domestic Abuse, Child Exploitation, Adults with Learning Disabilities and Institutionalised Abuse.

"Myself and my team attended the Alerter Training this morning, and I would like to thank you for booking us onto it and if possible pass on our thanks to everyone involved – it was thoroughly enjoyed, worthwhile and presented in a way that put people as well as process at the forefront of the subject matter."

60 Minute and 7 Minute Briefings

60 Minute Briefings have proven popular amongst multi agency practitioners. Agencies have volunteered to deliver briefings or have been contacted by us when an emerging issue or subject has come to light. The following have been delivered:

- Thresholds Guidance and the Engagement Toolkit
- The Impact of Debt On Families
- Inappropriate and Harmful Sexual Behaviour
- Multi-Agency Child Exploitation Process
- Human Trafficking and Modern Slavery

"We have implemented awareness sessions with our young people in our youth centre and we now have an awareness of potential warning signs of human trafficking and modern slavery"

"Due to working with young people managing risk in respect of being exploited is vital, now understanding this process is important. The new process has enabled a consistent approach to dealing with exploitation, whether it is sexual or criminal."

"The 60 minutes training on Dangerous dogs was very informative. It was good to have the contact details of the dog handlers so that we can contact them with any concerns....We will include this information in our next childminder network and in our pathways training for new childminders."

7 Minute Briefings are published on the KSCB Website [here](#) and have proved extremely popular. Agencies are including 7 Minute Briefing in their internal newsletters, manager's updates and utilising them in team meetings. A number of agencies display them in staff areas. These are just some of the themes that have been covered and a number of editions have launched new policies and procedures:

- Welfare Reform
- Safer Sleep
- Private Fostering
- Supporting Children Affected by Domestic Abuse
- Knowsley Engaging Families Toolkit
- Graded Care Profile 2
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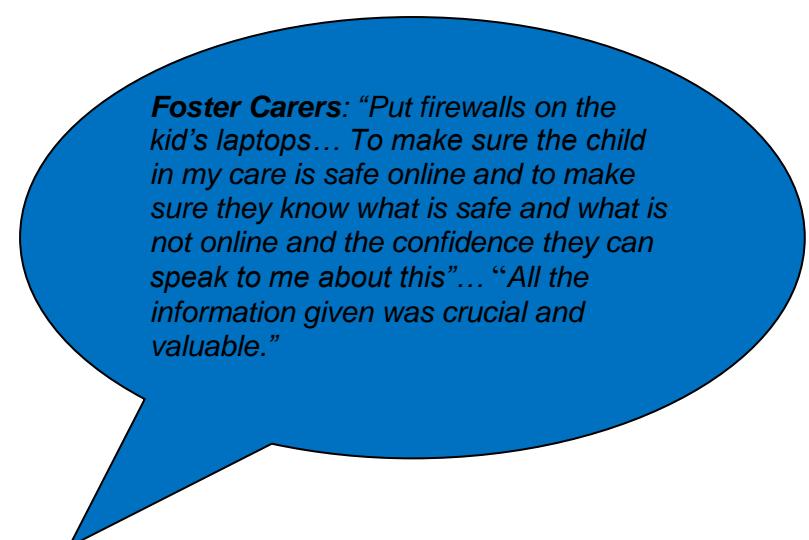
Bespoke Training Courses

A number of partner agencies allow us to have free use of their training venues. In return we have offered some bespoke training to those services.

- The Impact of Domestic Abuse on Students - Knowsley Community College
- Knowsley Youth Mutual: Role within the Thresholds
- Operation Encompass Briefing for Early Years

We have also provided and/or supported delivery of the following:

- Safeguarding Children for **Foster Carer's**
- Safeguarding Children for Volunteers
- Safeguarding Children for MADE Senior's and Junior's
- Working Together to Safeguard Children for NWBH Practitioners
- Safeguarding Presentation available for Taxi Drivers
- Prevent
- AIMS 2 Refresher Session
- Domestic Abuse Training for Knowsley Housing Trust and Early Years
- Safer Recruitment
- Operation Encompass for Schools



Foster Carers: "Put firewalls on the kid's laptops... To make sure the child in my care is safe online and to make sure they know what is safe and what is not online and the confidence they can speak to me about this"... "All the information given was crucial and valuable."

Consultation

The KSCB Training officer has met with the following agencies to provide assistance and guidance on single agency safeguarding training matters:

- Knowsley Housing Trust
- Knowsley Youth Mutual
- Merseyside Fire and Rescue Service

3. Key Achievements - Identified Themes: KSCB Business Priorities

Domestic Abuse

A varied domestic abuse training offer has been available to practitioners. Malka Livingstone, an experienced Domestic Abuse specialist was commissioned to deliver bespoke training courses; Savera UK gave practitioners the opportunity to attend Harmful Practices Training. Courses have included:

- Harmful Practices - Forced Marriage, Female Genital Mutilation and Honour Based Violence
- Domestic Abuse: Understanding Risk (Incl. MERIT / MARAC & DARIM)
- Teenage Relationships and Abuse
- Partners from NWBH and CGL supported the delivery of Compromised Care (Parental Mental Health, Parental Substance Misuse and Domestic Abuse) Training. These are issues that have been recurrent in local serious case reviews and audits.
- A 60 Minute Briefing regarding 'The Impact of Debt on Families' was provided by CAB and Centre 63. A multi-agency audit identified that debt was a factor in many cases involving domestic abuse.
- KSCB supported the Safer Communities Partnership in their delivery of the Knowsley Domestic Abuse Conference - 'A Holistic Approach to Domestic Abuse'.
- Awareness of Domestic Abuse inc. the Impact on Children, Young People and Adults and Cultural Awareness in Safeguarding have been available online courses via the KSCB website

"Really detailed breakdown of the nature and behaviours of domestic abusers. Attending the course has provided me with the information and confidence to broach an issue being experienced at the moment."

As a result of attending domestic abuse training, multi-agency practitioners:

- Have increased understanding of Domestic Abuse/MERIT Tool/MARAC Meetings/DARIM
- Use of DARIM to refer to support agencies

- Feel more equipped to help and advise victims
- Can now identify risk
- Feel more equipped with different approaches to working with families
- Are more confident in the subject
- Can identify support agencies such as Listening Ear and Community Safety perpetrator programme
- Undertake more informed risk assessments and interventions
- Ask more appropriate questions when speaking to victims
- Challenge myths on domestic abuse
- Provide more appropriate support to young people using direct tools regarding healthy relationships and to children that have experienced domestic abuse
- Know how to respond and signpost
- Use different approaches with young people experiencing domestic abuse in regards to approaching risk assessments and gathering information

A Designated Lead Developed a project with pupils regarding Harmful Practices

All Saints' Harmful Practices Project

In 2017, Savera UK came into All Saints to deliver an assembly on harmful practices. 'Savera' means 'new beginning' in Hindi, and is a Liverpool-based charity which works predominantly with the Black Minority Ethnic communities to challenge attitudes towards domestic abuse and harmful practices such as honour-based violence, female genital mutilation and forced marriage and supports the women and children who are at risk of it. Following the assembly, 14 of our Year 9 pupils volunteered to work with Savera UK to produce resources that could be used to raise awareness of harmful practices with their peers and young people in other schools/organisations.

Savera UK arranged for the pupils to work with BBC Journalist, Ngunan Adamu, who helped them to prepare for a recorded interview with two survivors of harmful practices; one who had been subjected to forced marriage, domestic abuse and attempted murder by her husband and father-in-law and the other to honour-based violence because she chose to marry a man outside of her culture. Ngunan encouraged the pupils to research the subject material, explore their feelings in relation to it and think about how they could be conveyed to their audience. Then they were given Tascam recorders and the opportunity to practice questioning each other before they interviewed the survivors.

The pupils were all quite nervous about interviewing the survivors but there was no need to be; they all ran over their allocated time slot because once they started to relax, their questions came thick and fast! The survivors spoke bravely about their personal experiences and were truly inspirational. Afterwards, they commented on how anxious they had been about sharing their stories but the pupils made it easier because they were extremely respectful, sympathetic and they felt as if there was an emotional connection between them.

Ngunan plans to use the recordings as part of her Sunday night "Upfront" show on BBC Radio Merseyside.



Child Exploitation

- Catch 22 provided a number of practitioner Child Exploitation and Missing Briefings.
- Multi Agency Child Exploitation Meeting 60 Minute Briefings were provided to update professionals with the changes in process and procedures in this area.
- '**CE and Missing for practitioners' has been delivered in partnership with the multi-agency Shield Team, incorporating child criminal as well as child sexual exploitation and the risks associated with going missing. Course presentations have been updated. This course will also keep practitioners up to date with the latest referral pathways and procedures associated with child exploitation.**
- Online Child Sexual Exploitation training has been available.
- **Three schools were given the opportunity for pupils to watch a theatre workshop, 'On One Condition', which explored the exploitation of young people. The piece was delivered by the 'Last Minute Theatre Company', and was funded by the PCC. See some of the feedback below.**

"Feedback has been really positive from both Staff and pupils. It was felt that some very difficult subject areas were tackled head on in a sensitive and thought provoking way .The interactive quizzes engaged and interested the pupils from the start and set the tone well for an informative morning. Jason's story (criminal exploitation) has struck a chord with several of our pupils with comments such as he's a bit like.... and we have had some discussion about wanting

to fit in , easy money , choosing role models and being taken advantage of. Praise was given to the quality and believability of the performance and for the discussion groups, the enthusiasm, approachability and knowledge of the Theatre Group staff.” Altbridge School

“Thank you very much for coming to us! My students got a lot out of the performance and were very enthused about the whole morning. To keep my students engaged for the whole of the morning is no mean feat, so well done all of you!!! They have asked if I could let you come again.” Finchwoods Academy

CE and Missing Training: *“I felt the course was graphic, thought provoking and very informative. Learning about the ways that children can be groomed and exploited, looking at the risk factors”*

Neglect

- Neglect Working Group created and an implementation plan produced to prepare for the introduction of the NPSCC Neglect GCP2 Tool. Phase one of the training programme has been confirmed as 8 multi agency practitioners have undertaken a NSPCC train the trainer course. A Neglect Screening tool has been adapted and will be rolled out to practitioners to use as a means to quickly identify areas of concern which may indicate that a child/adolescent is being neglected. All practitioners that wish to utilise the GCP2 tool must access this updated NSPCC licenced training.
- A ‘Child Abuse and Neglect’ Online Course has been available to practitioners via the KSCB website.
- ‘Exploring Neglect’ has been delivered by experienced practitioners from the Quality Assurance Unit and Family First. This training will promote the use of the GCP2 and provide practitioners with an opportunity to gain a more in depth understanding.

“This course helped me expand my knowledge and skills when recognising signs of neglect and how to deal with it...knowledgeable trainers”

Inappropriate and Harmful Sexual Behaviours

Brook continued to deliver Traffic Light Tool Training to aid professionals to identify whether a child’s behaviour is normal, inappropriate or harmful.

An Inappropriate and Harmful Sexual Behaviours Workshop was delivered to provide an update to current procedural guidance for practitioners working with children that display inappropriate and harmful sexual behaviours.

“The trainers were excellent with outlining the tool in a succinct way and using movement around the class to put forward a strong message about young people’s sexual health and awareness”...“this training has enabled me to make decisions about safeguarding children and young people; assess and respond appropriately to sexual behaviours and understand healthy sexual development, distinguishing it from harmful behaviour.”

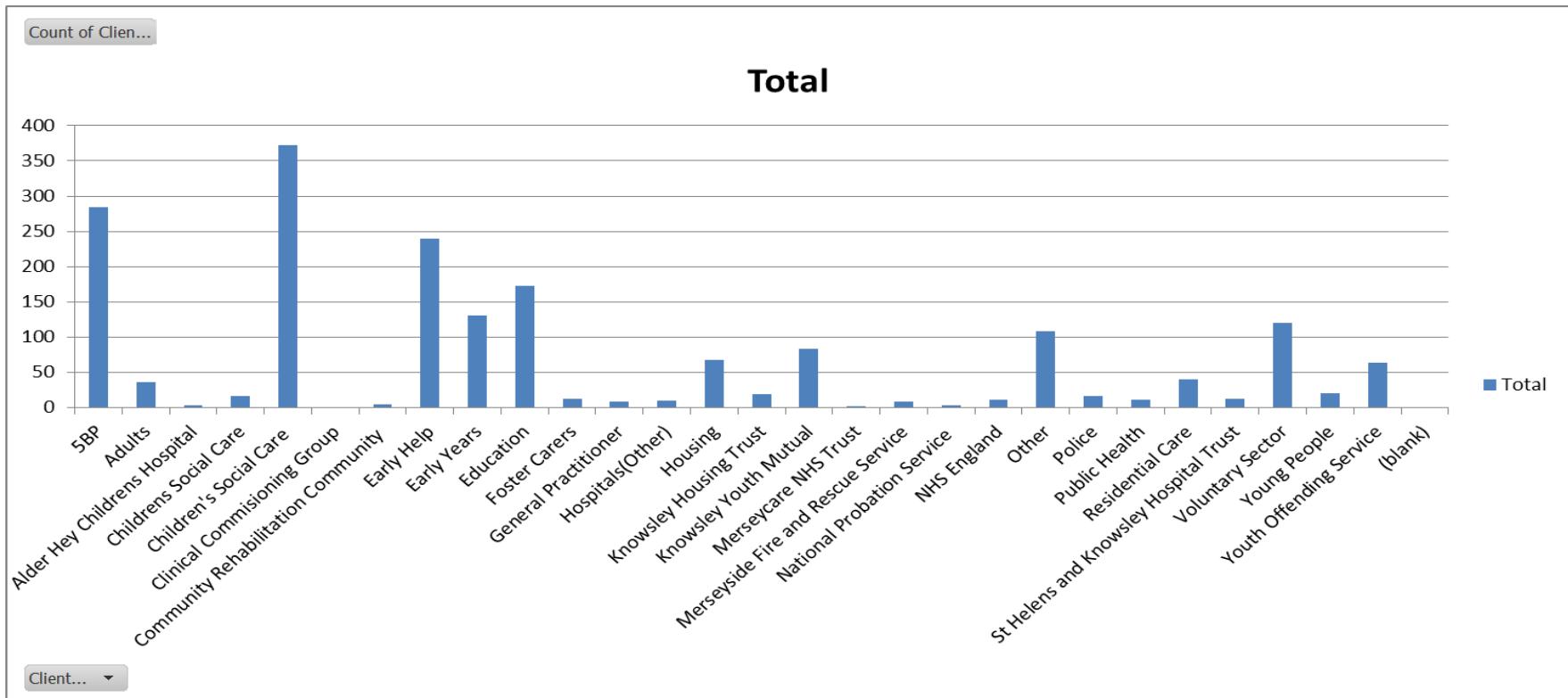
4. Attendance

During the period of 2017-18; **2005** delegates (including online access, bespoke training courses and Joint Adults and Children's Alerters Training) have accessed or attended training sessions, briefings or conferences delivered and/or administered by the KSCB. Although there has been steep reduction of online licences available we have delivered to a comparative number of practitioners.

Of those booked on to KSCB training courses recorded on the KSCB Booking Portal (927), 13% did not attend; this is a significant reduction from the previous level of 30% non-attendance from last year's data. After the introduction of the non-attendance charging policy and an improvement in administration processes we have seen an increase in practitioners contacting us to cancel courses rather than just not turning up. The Charging Policy is being utilised and we have begun to impose appropriate financial sanctions.

A number of courses this year were targeted at specific cohorts of staff identified as priority groups.

The chart on the following page depicts total attendance figures for the face to face KSCB Training Programme (not including AlertersTraining) by agency basis. Practitioners employed by Children's Social Care take up the majority of the attendance followed by NWBH (5BP), Early Help (inc Family First) and Education. This is a similar pattern to last year's attendance figures. 'Other' predominantly represents public sector agencies.



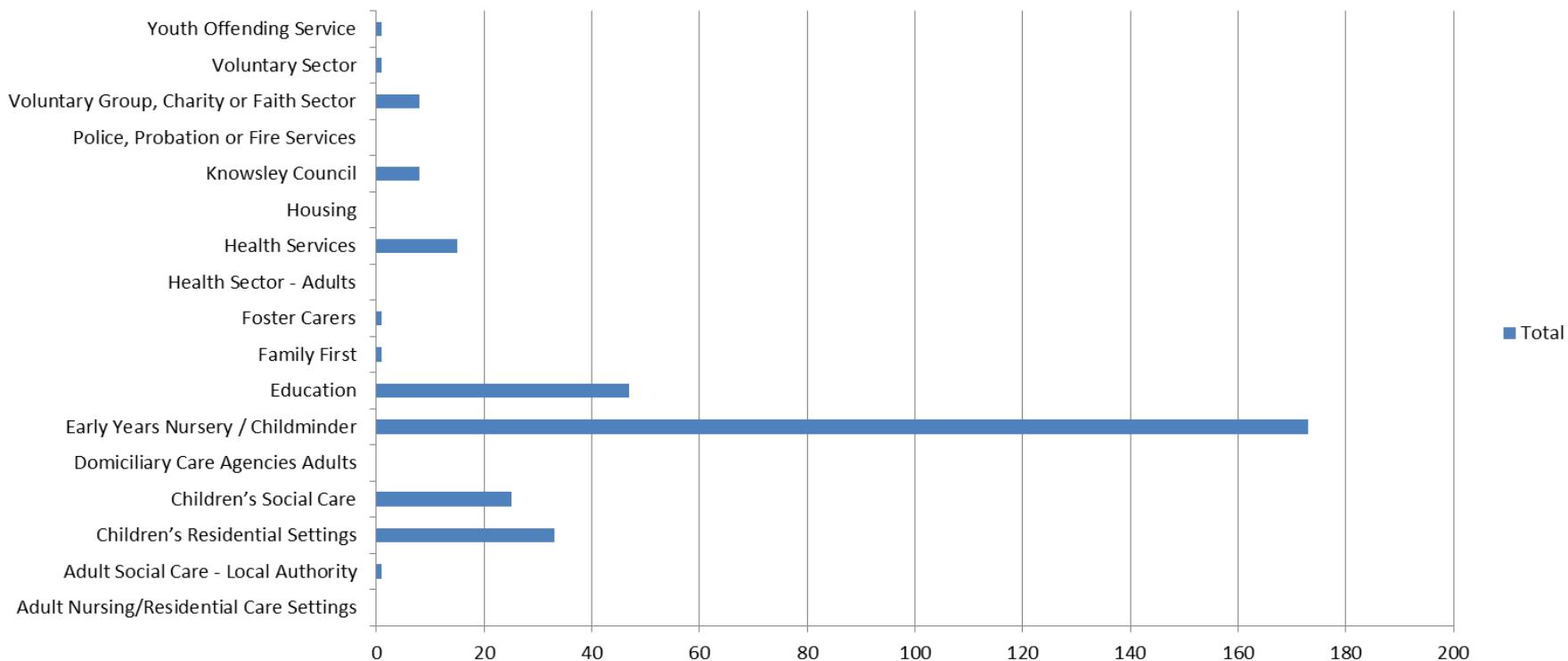
Online Training Programme

This year a total of 330 licences were on offer to practitioners via the Virtual College. The following chart depicts the makeup of those practitioners who accessed our online modules.

Sum of P...

Depar... ▾

Total



Most Popular Online Courses	Total
Awareness of Child Abuse and Neglect	115
An Introduction to FGM, Forced Marriage, Spirit Possession and Honour Based Violence	70
Understanding Pathways to Extremism and the Prevent Programme	62

Course and Impact Evaluation

Multi Agency KSCB training is evaluated using a number of methods:

- a) Course evaluation from participants after the course via the online booking portal;
- b) Quantitative means i.e. scrutinising attendance figures and agency breakdown
- c) Feedback from trainers;
- d) Impact and Evaluation Process using post course questionnaires, survey monkey, observations, course reviews and follow up consultation by the KSCB Training Officer supported by Learning & Development Sub Group members on certain courses identified via business plan priorities.

All delegates on KSCB training sessions are asked to complete an evaluation form at the end of a course. In the past year only approx. 30% of delegates completed an end of course evaluation forms after attending a course. Due to the poor response further feedback was gathered via emails and a survey monkey.

Participants are directed to comment on what they felt most useful, to rate their subject knowledge and understanding prior to; and after attending the course, how they intend to use what they have learnt back in the workplace, what their overall evaluation of the course was and for any further comments.

Of those who completed an online evaluation, 99% of respondents rated their subject knowledge as having improved extensively or to some extent. There is clear evidence of increased knowledge and understanding with attendees particularly appreciative of; the knowledge and enthusiasm of facilitators, being provided with relevant up to date information, being given opportunities for discussion and reflection; learning from colleagues from other disciplines; multi agency working and the mix of group work and activities to make training more enjoyable.

Working Together to Safeguard Children: “The 2 day training which we attended last week was excellent. The 2 days were very enjoyable and interactive and very relevant to the Knowsley Borough (previous safeguarding training we have accessed, have been focused on SCR’s/ failings from other boroughs). This was not like this at all and I felt the training was very empowering towards staff rather than pointing out the failings.” “The trainer’s knowledge was excellent; they had real life examples to explain practice situations. I loved that their knowledge was relevant to Knowsley.”

Teenage Relationships and Abuse (Malka Livingstone): “The style of presentation was unusual. I cannot remember the last time I went to training where a powerpoint was not used. I might not usually find flipchart so helpful, but in this case with the presenter’s interactions it was quite captivating.”

- 97% of those who completed evaluation forms online rated training as good or excellent.

Examples of the difference attending KSCB training has made to practitioners and outcomes for children:

- Discussions with parents when concerns regarding sexualised behaviour were identified. The Brook Traffic Light Tool was used to assure the parent that although the behaviour may be a bit startling for the mum, the behaviour was healthy exploration and not unusual for a child that age. The practitioner agreed to work with the child around this matter.
- Brook Traffic Light Tool used in a TAF meeting to help identify appropriate actions regarding a child's sexualised behaviour. TAF decided that the practitioner would complete "Kids Talk" work around appropriate touch, personal space, feelings and emotions and keeping safe etc. together with NSPCC safe pants work
- Brook Traffic Light Tool used in single assessments when sexual harmful behaviour has been highlighted, providing clarity regarding what is age appropriate and what is not. Used to provide more detailed assessment and more appropriate, targeted interventions.
- Child Sexual Abuse risk assessment tools and research used during single assessments.
- Updated Child Exploitation screening tools accessed after completing MACE 60 Minute Briefings

5. Training Pool

Members of the KSCB Training Pool have contributed to the design, review and delivery of training courses including Exploring Neglect, Recognising Child Sexual Abuse, and Compromised Care.

The Training pool is currently made up of practitioners from the following roles and agencies:

Education School Designated Safeguarding Officer/ Education Safeguarding Lead
Police Detective Constable
Early Years Early Years Quality Manager
Health Adult Mental Health/ Des Doctor
SHIELD Social worker
Catch 22 Child Exploitation Case Worker
Family First Team Manager/ Senior Manager
KMBC QAU Conference Chairs/Quality Assurance & Audit Lead
Police MASH
CSC/MASH Social Workers/Team Manager
Education Child Exploitation Case Worker

6. Learning and Development Sub Group

The multi-agency L&D Sub group meets quarterly, its main role is to quality assure both single and multi-agency training. This year, 8 courses have been QA'd using the bespoke form that has been produced. All courses received excellent reviews, with some constructive feedback which will be monitored to check that appropriate amendments have been made. Members have contributed to the development of the training programme, giving their agency perspectives and input.

7. Conclusion

The 2016-17 KSCB Training Programme has seen the introduction of new and updated training courses in line with KSCB priorities and lessons learnt from serious case reviews conducted during these period. We have been able to react when learning has been identified by providing 60 Minute or 7 minute briefings whilst planning courses for future training programmes.

The KSCB Training Booking Portal has enabled the majority of users to simply book on to training with their manager's approval.

Courses have proved extremely useful, informative and relevant to participants. There is clear evidence of increased knowledge and understanding with attendees particularly appreciative of:

- improving multi agency links and relationships - signposting
- the mixture of group work, activities and video clips to make the training more enjoyable.
- being equipped with tools and policies to improve their practice
- local knowledge, experience and enthusiasm of the trainers
- provision of relevant up to date information,
- being given opportunities for discussion and reflection, using real case studies and documentation
- learning from colleagues from other disciplines, making new contacts

Consideration for forthcoming training programme:

- Some attendees highlighted that they would have liked a full day course rather than a half day.
- Consideration regarding the title of courses to ensure that relevant practitioners attend.

Attendance on courses has facilitated change in practice, particularly when tools have been introduced to practitioners. Some very specific examples have highlighted how being trained to use such tools can impact upon children and their families.