

Northamptonshire Safeguarding Children Partnership

Learning and Improvement Strategy

2022 - 2024

1.0 Introduction

This document sets out how learning will be identified, disseminated and implemented in practice within a multi-agency context in order to improve outcomes for children and their families within Northamptonshire.

NSCP Learning and Improvement Strategy is central to the Northamptonshire multi-agency safeguarding arrangements, enabling not only a rigorous assessment of the quality of multi-agency safeguarding arrangements but how we learn to drive forward improvements in the safeguarding system and in turn, outcomes for children and young people.

This strategy outlines the method by which lessons are learned from the different activities of the partnership and how they can best be disseminated and embedded in practice. The aim is to meet the challenges of a changing environment and to continue to improve safeguarding practice across the partnership. The strategy is flexible, responsive to changes and integral to the creation of the business plan.

2.0 How will we improve outcomes for children?

Learning will be drawn from a range of sources and all agencies who are represented in the NSCP have an obligation to provide relevant, detailed and up to date information.

The partnership recognises that review processes are a valuable resource for identifying learning from practice. They will influence the priorities set out in multi-agency training plans. It also recognises that it has responsibility for disseminating lessons to its partner agencies, and ensuring that those lessons are further disseminated within the agencies and that they are embedded in practice.

3.0 Methods and Tools for Learning

The NSCP will consider a variety of qualitative and quantitative information to help us understand what is working well and what can be improved in respect of frontline practice and improved outcomes for children. The strategy framework covers all opportunities for learning these include:

- NSCP Multi Agency Dataset;
- Local and National Inspection Reports;
- Child Safeguarding Practice Reviews (local and national);
- Rapid Reviews following a child death;
- Multi Agency Practice Reviews (MAPR);
- Section 11 & Section 175 Audits;
- Multi Agency Training Events;
- Safeguarding Conferences and;
- Practitioner Learning Events.

4.0 Child Safeguarding Practice Reviews

In line with Working Together 2018, local authorities are required, under a statutory duty, to notify the National Child Safeguarding Practice Review Panel of incidents where they know or suspect that a child has been abused or neglected and a child has died or been seriously harmed. The NSCP will conduct Child Safeguarding Practice Reviews in line with the Rapid Review process overseen by the Local Learning Review Sub Group. All Child Safeguarding Practice Reviews are considered following a Rapid Review where an approach is agreed that is proportionate to the case.

Learning from Child Safeguarding Practice Reviews locally and nationally is cascaded through a variety of means including briefings, learning bulletins, 6 step briefing, practitioner workshops, promoted on the NSCP website and incorporated into the partnerships multi-agency training courses, Learning from Reviews. Individual agencies are also expected to incorporate learning into their own single agency courses.

Action plans arising from local cases are monitored, followed up and implemented across different agencies as appropriate.

5.0 Child Death Reviews

These are conducted by the Child Death Overview Panel (CDOP). The multi-agency panel reviews each death of a child normally resident in Northamptonshire. The panel collects and collates information relating to each child death to determine the cause of death, the category of death, and to identify any modifiable factors which may have contributed to the death. If there are any such factors, the panel will make recommendations to the safeguarding partnerships so that action can be taken to prevent such deaths in the future where possible. The panel will analyse local data to identify any patterns or trends and alert the Partnerships accordingly. If there is a suspicion that neglect or abuse may have been a factor in the death, the panel will refer the case for consideration for a Child Safeguarding Practice Review and a Rapid Review will take place.

All learning identified is shared widely both on a local and national scale and findings are reported to the Partnerships for dissemination to safeguarding partners/relevant agencies.

6.0 Multi Agency Practice Reviews (MAPR)

Multi-agency practice reviews are conducted into issues and themes identified by the partnership. Participants attend the multi-agency practice review meetings and share practice and thoughts on the case and any learning is drawn out. The NSCP will ensure that the level and depth of multi-agency review is sufficient to provide the necessary assurance of safeguarding practice and that safeguarding partners/relevant agencies are involved appropriately, including the involvement of front line staff.

Multi-agency issues arising from these reviews are actioned by the NSCP Quality & Governance Sub Group. The findings of such reviews are disseminated to the wider partnership as part of the overall reporting of data and reviews. Collating and analysing reviews and data from all agencies form the key area of work of the Quality & Governance Sub Group, themes and trends are highlighted and reported to the Strategic Leads of the Partnership where appropriate.

7.0 Section 11 & Section 175 Audits

The Section 11 (partners) and Section 175 (schools) audits considers safeguarding practice across all agencies and schools, the partnership from time to time may also undertake audits of Early Years settings and the Voluntary Sector. The audit is undertaken using an excel audit tool. The audit tool acts as a self-assessment for the agency to identify its own learning and auto populates an action plan for agencies to monitor and make their own changes to practice. Through mapping and monitoring the combined audit results allows for the identification of areas of development that the partnership can address collaboratively.

Historically NSCP audits have been large scale and generic in nature covering all areas of safeguarding, moving forward it is planned that more frequent but a smaller focussed series of audits is considered and undertaken to coincide with the themed MAPRs allowing the partnership to produce themed reports on specific topics highlighted in the partnership Business Plan or themes from historic Child Safeguarding Practice Reviews.

8.0 Training Needs Analysis

Training Needs Analysis are carried out through the Section 11 and Section 175 audits allowing the partnership to highlight what training partners feel they would benefit from being delivered in a multi-agency setting. This is reviewed by the Training & Development Group of the Quality & Governance Sub Group and a report made to the Strategic Leads of the NSCP.

The training needs analysis allows the partnership to identify any gaps in the provision of training, and to challenge and support agencies as required to address these to meet their statutory requirements in safeguarding children, and thus contributes to a training and development plan for the partnership which can then be appropriately resourced.

9.0 NSCP Dataset, Scorecard and Infographic

The dataset consists of a number of multi-agency indicators on how the partnership is meeting its safeguarding priorities. The dataset is monitored and reviewed by the Quality and Governance Sub Group and members are tasked with actions as appropriate. To ensure this data can be analysed and reviewed effectively this is reported by means of an infographic and supported by exception reports each quarter from agencies detailing 'the story' behind the data. An overview of the dataset and any areas of concern are reported by exception to the NSCP Strategic Leads. These areas of concern can then be addressed by the Strategic Leads, who will request the relevant agencies or partnership groups take action as appropriate.

10.0 Communication of Learning

A dynamic communication strategy is in place facilitated by the NSCP Communications Sub Group. This strategy describes the responsibility of not only the partnership and each of its sub groups but all of its partner agencies and how they will facilitate the dissemination of learning through various mediums, including;

- Reviews appropriately published on the partnerships website;
- Briefings created to disseminate the following activity;
 - Child Safeguarding Practice Reviews
 - Rapid Reviews
 - Multi Agency Practice Reviews
 - Good Practice
- Practitioner Learning Events
- Newsletters / E-Bulletins
- Multi Agency Training

11.0 National and Regional Learning

NSCP through the Business Manager maintain a live link with the regional group of Safeguarding Children Arrangements which allows them to contribute to and benefit from shared learning, activity and research. This informs local developments and practice.

Child Safeguarding Practice Reviews will be published on the NSPCC website. The Local Learning Review Sub Group will actively review the NSPCC Serious Case Review (SCR)/ Child Safeguarding Practice reviews (CSPR) repository to

identify local learning opportunities from reviews carried out by other Safeguarding Partnerships. Additionally, the Partnerships will promote the national Triennial Analysis of SCR/CSPR, and associated agency briefing tools, and take account of any learning identified.

12.0 NSCP Training Offer

NSCP is committed to providing a range of multi-agency training opportunities to practitioners working within Northamptonshire.

Working Together 2018 states that in the publication of the local safeguarding arrangements the following must be included:

“how inter-agency training will be commissioned, delivered and monitored for impact and how they will undertake any multiagency and interagency audits”.

Working Together 2018 also states that:

“Multi-agency training will be important in supporting this collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need. To be effective, practitioners need to continue to develop their knowledge and skills in this area and be aware of the new and emerging threats, including online abuse, grooming, sexual exploitation and radicalisation. To enable this, the three safeguarding partners should consider what training is needed locally and how they will monitor and evaluate the effectiveness of any training they commission”.

Safeguarding children and young person’s training is available to anyone who is working with children and/or their families and carers, whether in a paid or voluntary capacity.

Those wishing to access training should check with their own organisations first before booking a face to face course or undertaking one of the e-learning courses available as it is a practitioners own organisations responsibility to determine the level of training required to fulfil their role. All training should be seen in the context of an individual practitioner’s programme of continuous development.

Our training recognises that many agencies provide single agency training for their staff and seeks to complement this whilst providing training to the whole children’s workforce. The NSCP provides training at a number of different levels. The level all training is aimed at is detailed in course information. For the benefit of this strategy the National Competencies Framework is used which can be found in appendix 1.

12.1 E-Learning

The NSCP has purchased a suite of e-Learning courses to be used by agencies to give practitioners an awareness of a subject or act as core training at Level 1, 2 or 3.

Details of the e-Learning courses purchased by the NSCP including a brief description of the content of each course and how you register to take one of the courses can be found on the following links and the NSCP website.

E-Learning is commissioned on an annual basis to ensure the partnership is receiving value for money and course content is up to date with the learning and improvements required by the partnership.

NSCP E-Learning Catalogue (create link once 2022/2023 agreed)

<http://www.northamptonshirescb.org.uk/about-northamptonshire-safeguarding-children-partnership/training/e-learning/>

12.2 Face to Face Training

The NSCP face to face training is delivered through trainers working within the partnership offering in kind contributions and have local expertise in a particular topic. The NSCP acknowledges the benefits in agencies training

together in terms of networking and sharing experiences/gaining an understanding of each other's work and priorities and are committed to increasing the multi-agency training currently offered.

A budget is available for face to face training which is managed by the Training & Development Working Group and used to commission training to deliver identified priorities, the partnership is also able to apply for an access training through other commissioning processes such as that recently seen with the training on Reducing Parental Conflict assessed through the DWP.

All face to face courses are aimed at practitioners working at Level 2 and above. Where available it is recommended that staff take the relevant eLearning course for the subject before attending face to face training. Practitioners should also ensure that prior to attending any face to face training they have made themselves familiar with the NSCP policy or procedure on the subject.

The below details the courses selected to form part of the NSCP face to face training programme for 2022-2024 some are available to book and are being delivered while others are in development to be made available once finalised.

- Working Together;
- Thresholds & Pathways
- Child Exploitation;
- Domestic Abuse;
- Graded Care Profile 2;
- Learning from Reviews; and
- Reducing Parental Conflict.

Face to Face training courses can be booked via the following link through the NSCP website where you will also find details of course content and the level each course is aimed at.

<http://www.northamptonshirescb.org.uk/about-northamptonshire-safeguarding-children-partnership/training/training-courses/>

13.0 Impact Evaluation

To evaluate and review the effectiveness of the Learning and Improvement Strategy, it is important to gather some evidence of the impact of learning and its dissemination, on practice and outcomes for children and young people.

In the context of an impact evaluation model adopted by the NSCP will develop a range of methods for collecting evidence of improvements in practice, including:

- When actions to improve practice are identified, outcomes providing evidence are clearly spelt out and monitored;
- The use of themed multi-agency practice reviews;
- Drawing information from other quality assurance processes (E.g. Section 11 audits);
- Using post course or learning event evaluations;
- Monitoring the impact of actions from Child Safeguarding Practice reviews;
- Outcomes of inspections and peer review.

The NSCP will use their Performance Management and Quality Assurance practices to contribute to the evaluation of the impact of identified improvements in practice.

Appendix 1

National Competencies Framework

	The National Centre for Post Qualifying Social Work and Professional Practice. (2011). <i>National Competence Framework for Safeguarding Children</i> . Bournemouth University	Royal College of Paediatrics and Child Health. (2014). <i>National Competence Framework and Roles and Competencies for Health Care Staff: Intercollegiate Document</i>
1	Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.	All staff including non-clinical managers and staff working in health care settings.
2	Those in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers who may be in a position to identify concerns about maltreatment, including those that may arise from the operation of an Early Help Assessment.	Minimum level required for non-clinical and clinical staff who have some degree of contact with children and young people and/or parents/carers.
3	Members of the workforce who work predominantly with children, young people and their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.	Clinical staff working with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child or young person and parenting capacity where there are safeguarding/child protection concerns.
4	Members of the workforce who have particular responsibilities in relation to undertaking section 47.	Named professionals.
5	Professional advisors, named and designated lead professionals.	Designated professionals.
6	Operational managers at all levels including practice supervisors, front line managers and managers of child protection units.	
7	Senior managers responsible for the strategic management of services; NHS board members.	
8	Members of the LSCB with local strategic responsibility for safeguarding	