

Table 1: Suggested training for different target groups

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p>Group 1 Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. For example, librarians, GP receptionists, community advice centre staff, groundsman, recreation assistants, environmental health officers.</p>	<ul style="list-style-type: none"> ● What is child abuse and neglect? ● Signs and indicators of abuse and neglect. ● Normal child development. ● Maintaining a child focus. ● What to do in response to concerns. 	<p>Integral part of agency induction. Refresher training at least every 3 years. For induction materials see CWDC website. Could be delivered through e-learning.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance.</p>
<p>Group 2 Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff⁸⁰, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of CAF. For example, housing, hospital staff, YOT staff and staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> ● Documentation and sharing of information regarding concerns. ● Using the <i>Framework for the Assessment of Children in Need and their Families: Own safeguarding roles and responsibilities</i>. 	<p>Single-agency training Refresher training at least every 3 years. Could be delivered by workshops or e-learning or combination.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance.</p>



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<p>Group 3 Members of the workforce who work predominantly with children, young people and/or 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. For example, paediatricians, GPs, youth workers, those working in the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play schemes.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> ● Working together to identify, assess and meet the needs of children where there are safeguarding concerns. ● The impact of parenting issues, such as domestic abuse, substance misuse on parenting capacity. ● Recognising the importance of family history and functioning. ● Working with children and family members, including addressing lack of co-operation and superficial compliance within the context of role. 	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is also responsible for quality assurance. Depending on local arrangements, the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs.</p>

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<p>Group 4 Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, including professionals from health, education, police and children’s social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> ● Section 47 enquiries, roles, responsibilities and collaborative practice. ● Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm. ● Taking emergency action. ● Working with complexity. ● Communicating with children in line with interviewing vulnerable witness guidance. 	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements, the LSCB or Children’s Trust partners may take responsibility for the delivery of inter-agency training. The Children’s Trust Board is responsible for ensuring training is available to meet identified needs.</p>



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<p>Group 5 Professional advisors, named and designated lead professionals.</p>	<ul style="list-style-type: none"> ● Content as for groups 1, 2 and 3 and 4 if advising staff in that group. ● Promoting effective. ● professional practice. ● Advising others. 	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements, the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to met identified needs.</p>

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<p>Group 6 Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units.</p>	<ul style="list-style-type: none"> ● Content as for groups 1, 2 and 3 and 4 if supervising staff in that group. ● Supervising child protection cases. ● Managing performance to promote effective inter-agency practice. Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams. 	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children’s Trust partners may take responsibility for the delivery of inter-agency training. The Children’s Trust Board is responsible for ensuring training is available to meet identified needs.</p>



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<p>Group 7 Senior managers responsible for the strategic management of services; NHS board members.</p>	<ul style="list-style-type: none"> ● Content as for groups 1, 2 and 3 and section 11 expectations, roles and responsibilities. 	<p>In-house and LSCB induction programme. National and local leadership programmes. Refresher training every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements, the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs.</p>

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<p>Group 8 Members of the LSCB including: Board members Independent chair Directors of Children’s Services Elected member Lay members Members of executive and sub/task groups Business support team Inter-agency trainers.</p>	<ul style="list-style-type: none"> ● Content as for groups 1, 2 and 3 and roles, responsibilities and accountabilities. ● Expectations on members in order to promote effective co-operation that improves effectiveness. ● Current policy, research and practice developments. ● Lessons from Serious Case Reviews. ● Specialist training to undertake specific roles, for example independent chair; business manager. 	<p>LSCB induction programme. LSCB development days. Refresher training at least every 3 years. CWDC support materials? National Leadership Programme.</p>	<p>The employer in collaboration with the LSCB is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. Depending on local arrangements, the LSCB or Children’s Trust partners may take responsibility for the delivery of inter-agency training. The Children’s Trust Board is responsible for ensuring training is available to meet identified needs.</p>

N.B these are illustrative examples of the audiences for each target group

