

LSCB Training Business Plan 2011-2012

	Needs to be Addressed	Action	How Outcome to be measured	Timescales	Lead Person
1.	Safeguarding Children training to be provided for statutory and voluntary sector in Bexley.	<ul style="list-style-type: none"> • Group A -7 courses • Refresher Group A -2 courses to be offered in evening and on Saturday. Consideration to putting on additional courses if there is increased demand. • Group B-5 new 1 day courses and a one day Saturday Group B to enable fuller participation • Refresher Group B-new one day course-3 to be offered • Group C-one day course to be delivered 5 times per year • One day Group C refresher course to be delivered 5 times per year • 19 Specialist Courses-twice or three times yearly • Course on Child Sexual Exploitation to be expanded to one day in response to evaluations and to include focus on gangs • Some evening/weekend courses to be held to enable fuller participation 	<ul style="list-style-type: none"> • Evaluations to be monitored by Training Officer • Three month follow up of participants re. how learning has impacted on participants work 	April 2011- April 2012	Teresa Doherty, Training Officer

		<ul style="list-style-type: none"> • Course material to be checked and updated as necessary-eg Munro Review • New handouts to be provided- Bexley Early Assessment of Need- dependent on outcome of Munro review 			
2.	Learning from local & national Serious Case reviews to be disseminated.	<ul style="list-style-type: none"> • Twice yearly training half days to be held to disseminate learning from Biennial review of Serious Case Reviews, incorporating messages from local Serious Case Reviews • Training to be updated using most recent material 	<ul style="list-style-type: none"> • Evaluations to be monitored by Training Officer • Six month follow up of how learning has impacted on participants work 	May/November	Teresa Doherty, Training Officer
3	Training for LSCB members to be provided at appropriate level	<ul style="list-style-type: none"> • Main areas for training to be identified • Induction sessions to be provided for new LSCB members outlining roles and responsibilities 	<ul style="list-style-type: none"> • Training to take place • Evaluation feedback 		Teresa Doherty, Training Officer
4	Engagement of Faith Groups in Safeguarding Agenda	<ul style="list-style-type: none"> • Continuation of training on working with Black & Ethnic minority families-including focus on faith • Ensuring flyers , training information and training needs analysis are sent to local faith groups • Weekend and evening training to be provided to enable fuller attendance • Training Brochure to be sent to CCPAS 	<ul style="list-style-type: none"> • Monitoring attendance of Faith Group representatives at Safeguarding Training • Monitoring evaluation/feedback from Faith Groups 	April 2011- April 2012	Teresa Doherty, Training Officer

5.	Safeguarding E-learning course to continue to enable Safeguarding training to be provided to wider audience and to those unable to access face to face training	<ul style="list-style-type: none"> • 1000 users to be identified and enrolled on training • E-learning to be publicised in LSCB Training brochure and on LSCB website-log on process has been simplified 	<ul style="list-style-type: none"> • Reports on who has completed training successfully to be monitored • Data re who has completed training to be added to multi-agency training statistics • Evaluations to be monitored 	April 2011-April 2012	Teresa Doherty, Training Officer
6.	Training budget to be monitored	<ul style="list-style-type: none"> • Freelance trainers fees have been capped at no more than £600 per day • One trainer has been replaced and this new training will be monitored and quality assured • Non-attendance fees will be charged at £50 per day • Private providers and out of borough attendees will be charged at £50 per day 	<ul style="list-style-type: none"> • Monitoring of budget • Monitoring of income from fees and non-attendance fees 	April 2011-April 2012	Teresa Doherty- Training officer Dee Springham- OD Administrator
7.	CSC Managers Training Workshops to be delivered	<ul style="list-style-type: none"> • Quarterly workshops to be offered • Updates to be given eg on Munro review 	<ul style="list-style-type: none"> • Reports on who has attended training • Evaluations to be monitored 	April 2011-April 2012	

8.	Recruitment of in-house agency trainers to deliver Intro and Group A, B & C Training	<ul style="list-style-type: none"> • 4 new trainers have been identified • Train the Trainer course to be provided-commissioned jointly with Greenwich, Bromley and Lewisham • New trainers to shadow current trainers before delivering training • Trainers to attend three monthly agency trainers meetings 	<ul style="list-style-type: none"> • Increase in agency trainers • Train the trainer course to be held • New trainers to be taken through course materials and Training Officer to arrange shadowing-feedback from new trainers • Minutes of trainers meeting to record attendance 	October 2011	Teresa Doherty, Training Officer
9.	Liaison with wider Children's Workforce Development	<ul style="list-style-type: none"> • Liaison with Social Care, Children's trust and CWDC workforce development re training needs-regular meetings with Lori Goossen and Ingrid Hausman-Smith to be held. • Training Officer to attend London Safeguarding Children's Board Training meetings and Conferences to remain abreast of current issues • Induction programme for Children's Workforce to be implemented-to include e-learning 	<ul style="list-style-type: none"> • Ensuring borough wide training needs are being met and there is non-duplication of training across Children's Social Care/CWDC/Children's trust/LSCB . • Training Officer to disseminate information re external training to voluntary and statutory sector 	April 2011-April 2012	Teresa Doherty, Training Officer
10	Training statistics to be collated and	<ul style="list-style-type: none"> • Trainer and Training administrator to look at processes for collecting 	<ul style="list-style-type: none"> • Monitoring of data • Presentation of data at 	Ongoing April 2011-April 2012	Teresa Doherty, Training Officer

	data presented in clearer form to represent agencies attendance more clearly.	<p>data and to change as appropriate</p> <ul style="list-style-type: none"> • Statistics to be monitored quarterly and presented to LSCB executive meetings • Quarterly statistics to be added using Performance plus 	<p>LSCB executive meetings</p> <ul style="list-style-type: none"> • Agencies who are not accessing Safeguarding training to be targeted with flyers advertising training and contacted by training officer, as appropriate 		Dee Springham, OD Administrator
1 1	Quality Assurance of training offered by single agencies.	<ul style="list-style-type: none"> • Trainer to contact single agencies to enquire who is providing training and to ensure that key areas are covered at each level • Trainer to quality assure any training material provided • Database to be kept showing when quality assurance has taken place and outcome 	<ul style="list-style-type: none"> • Monitoring of database • Number of agencies whose training has been deemed to be appropriate 	April 2011- April2012	Teresa Doherty, Training Officer

Teresa Doherty
LSCB Training Officer

March 2011