



**INTER-AGENCY
TRAINING STRATEGY**

*April 2000
Amended July 2002*

1. Underlying Principles

Newport ACPC agrees that *"inter-agency training can be a highly effective way of promoting a common and shared understanding of the respective roles and responsibilities of different professionals and can contribute to effective working relationships"*

(Working Together to Safeguard Children 2000)

Newport ACPC believes that all staff in its constituent agencies, together with people in non-constituent agencies, should acquire the level of awareness, understanding and skills in child protection to meet the requirements of their work, and to promote effective inter agency working and communication. It recognises that the variety of roles and responsibilities throughout the many agencies involved requires an equal variety of levels of training. It also recognises the need at all levels to reflect the multi-ethnic composition of Newport.

ACPC further believes that inter-agency training complements, rather than replaces, the provision of child protection training by individual agencies through their own professional training, induction and further courses. Each agency should have its own training strategy & this ACPC strategy should be consistent with those.

ACPC recognises that the effective implementation of a Training Strategy has resource implications for all agencies, both in costs and in staff time.

ACPC is also committed to the use of professional/clinical supervision and consultation in child protection within individual agencies; and to all training, information sharing and supervision/consultation being informed by research.

2. Aims

1. To reduce the risk of significant harm to children and young people in Newport through effective inter-agency training and staff development.
2. To ensure that everyone in contact with children and families has the level of understanding, knowledge and skills about child protection required for their specific work.
3. To promote co-ordinated services at both the strategic and individual case level
4. To improve communication and effective working relationships between professionals, including a common understanding of definitions, assessment processes and thresholds for action.

5. To ensure that all training and development is child focussed and recognises the paramountcy of the child's right to be protected.
6. To ensure that all training and material disseminated reflects a policy of anti-oppressive practice.

3. Objectives

1. To ensure that graduated inter-agency training in child protection is delivered in accordance with the identified needs of each staff level.
2. To ensure that this training dovetails with clarity about roles and responsibilities of individuals and agencies in child protection.
3. To ensure that all staff recognise their individual and professional responsibility to act in order to protect children
4. To ensure that all training addresses the child protection issues of minority ethnic groups.
5. To ensure that the implementation and delivery of training is resourced, monitored and evaluated effectively.
6. To report back on this monitoring and evaluation to ACPC on a regular basis, and on the resource implications.

4. Implementation of strategy

1. ACPC to establish a Training Sub-Committee, either as a permanent or time-limited standing group, to achieve the objectives of the Strategy.
2. Each agency to identify the job specific training needs in child protection of its own staff groups & individuals
3. Each agency to prioritise these training needs
4. ACPC Case Audit Group to feed back six monthly to the Training Sub-Committee.
5. ACPC to develop a training programme to match the identified needs of individuals and staff groups
6. ACPC members to ensure the publicising to all relevant staff of the training requirements and available courses
7. ACPC to devise a range of delivery of training:
including
 - the provision of written information/leaflets

- ❑ ACPC multi-agency briefings and courses/workshops
- ❑ workplace based learning
- ❑ "roadshows"
- ❑ distance learning
- ❑ cascade training through targeted managers/selected staff
- ❑ pan- Gwent training

8. ACPC to develop an agreed system of evaluation of the effectiveness of the training through course evaluation and work based performance indicators

TRAINING FRAMEWORK TO ACHIEVE OBJECTIVES

Level of contact with children & families	Competences required	Information/Instruction/Training
<p>Level One: Staff and others who have direct contact with children and families</p>	<p>Knowledge of:</p> <ul style="list-style-type: none"> • inter-agency working & roles & responsibilities • national & local guidance, including "Working Together" • how to contribute & take appropriate actions to safeguard children • predisposing factors, signs and indicators of abuse • local services , resources & sources of advice 	<p>Awareness raising: range of approaches depending on need</p> <ul style="list-style-type: none"> • leaflets/written information in all relevant languages • "roadshows" • consultation to voluntary groups • Large group briefings on procedures/referrals only • large group training on procedures & signs/symptoms
<p>Level Two Staff who are working in child care and who have responsibility in child protection</p>	<p>Understanding of, and skills in, process & practice in core tasks:</p> <ul style="list-style-type: none"> • agency responsibilities • legal framework • wider policy context • effective inter-agency communication • working together in CP Conferences and in core groups • planning & assessments • child development (specific) • children's rights • specific CP issues - e.g domestic violence, neglect 	<p>Focussed training:</p> <ul style="list-style-type: none"> • small group training focussing on case studies, & effective inter agency communication & work
<p>Level 3 Staff who are working in child care</p>	<p>Understanding of & skills in complex tasks or specific areas of knowledge</p>	<p>Specialist training</p> <ul style="list-style-type: none"> • small group training in Sec 47

<p>and who have responsibilities in child protection and who require specific additional knowledge & skills</p>	<p>:</p> <ul style="list-style-type: none"> • Sec 47 enquiries • complex assessments • Other specific areas in child protection practice 	<ul style="list-style-type: none"> • enquiries & video interviewing specific topics such as disability, drug/alcohol misuse, parental mental health, assessments of sex offenders, poverty/social exclusion
<p>Level 4 Supervisors of Child protection work including multi-agency work; first line managers</p>	<p>Understanding of & skills in:</p> <ul style="list-style-type: none"> • supervision of child protection work • management of multi-agency work • inter-agency liaison and case planning 	<p>Focussed training</p> <ul style="list-style-type: none"> • effective supervision & staff support • inter agency work, including chairing of multi-agency meetings
<p>Level 5 Officers with strategic & management responsibility for services including ACPC members</p>	<p>Development of knowledge in:</p> <ul style="list-style-type: none"> • strategy formulation • management of child protection services 	<p>Specialist training/workshops in</p> <ul style="list-style-type: none"> • overall & specific child protection policies/strategies • joint planning & commissioning • negotiating joint protocols • Part 8 Reviews