



Workforce Learning and Development Strategy for Safeguarding

October 2020 - 2023

Background

As a result of the Multi-Agency Safeguarding Arrangements (MASA) the Wigan Safeguarding Partnership is redefining how we approach workforce development to meet the requirements of the MASA in Wigan:

- To ensure there is an emphasis on outcomes for children, young people, families and adults at risk of abuse and neglect
- To scrutinise and improve practice - using a range of new practice, individual user led approaches and meaningful measures; to provide accountable oversight and feedback on performance and outcomes.
- To manage workforce development and measurable outcomes in the context of Wigan Borough's Deal and Signs of Safety.

Purpose

The aim of this strategy is to achieve the best possible safeguarding practice within service delivery across the Partners. To ensure that the safeguarding needs of children, young people and adults are responded to by a confident, committed and competent workforce.

Lead Partners

- **Wigan Council**
- **Greater Manchester Police**
- **Clinical Commissioning Group**

Vision: The children and adults workforce across Wigan Borough will be competent and confident in identifying and responding to children, young people and adults who may become at risk of harm, neglect or abuse.

How will this happen?

- By supporting a culture of best practice
- By encouraging professional challenge
- By having an active programme of multi-agency training
- By achieving measurable practice outcomes that support the delivery of quality services.
- By having a robust system for embedding learning of local and national reviews across partners
- By effectively responding to the learning and development needs of the workforce
- By promoting critical analysis
- By supporting professional accountability and responsibility across the workforce.

Promote adult and
child centred learning

Promote individual
rights and choices

Principles

Advocate partnership
working

Quality assure
practice improvement

Wigan Safeguarding Partnership priorities

Outcomes will be measured against the improvement for residents on the impact of:

- Domestic Abuse,
- Neglect / Self Neglect
- Mental Health
- Exploitation
- Learning back into frontline practice improvement
- Suicide prevention and bereavement

Key functions of the strategy

Learning and development needs analysis

- Identify workforce learning and development needs
- Identify different learning styles
- Analyse case review learning outcomes for workforce development changes.

Coordination of learning and practice improvement

- Design and delivery of training
- Development of alternative learning options
- Supporting Partners to develop new ways of learning
- Development of workforce improvement plans based on case review recommendations.

Quality assurance of learning and practice improvement

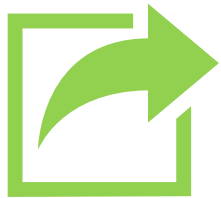
- Evaluation of all safeguarding training delivery
- Quality assurance of the impact on practice and improvement in service delivery
- Qualitative and quantitative data collection to evidence Partners progress against outcomes.

How will this happen?



Inquiry

Serious Case Review, Safeguarding Adult Reviews, Brief Learning Reviews and national reviews.



Implementation

Immediate actions and recommendations. Actioning of improvement plans and quality assuring progress.



Improvement

Workforce development, practice improvements, Partner led, innovation, quality assurance.



Involvement

New models of practice, wider partners and partnership working. Shared development and improvement planning.

Wigan Safeguarding Partnership responsibilities

- To keep an up to date training and learning opportunities accessible on the websites
- To manage the Engage (Virtual College) learning platform
- To deliver required safeguarding learning to partners, with them, or supporting partners to deliver
- To identify learning and workforce improvements outcomes
- To provide practice indicators from learning outcomes from serious case reviews and safeguarding adult reviews
- To quality assure workforce development and improvements in safeguarding practice and management across the partnership.

Responsibilities of partners

- To identify individual safeguarding learning needs of staff and support them to attend the required learning to fulfil their role and responsibility.
- To actively respond to learning from Case Reviews and share that information within their agency
- To ensure that workforce improvement progress is quality assured by the Partnership
- To monitor the attendance of the workforce on training and monitor completion of alternative learning options.
- To provide staff with the tools and structure to embed practice improvements
- Take part and support staff in completing post course evaluations through supervision, CPD and feedback systems.
- Acknowledge and comply with the charging policy for non-attendance as ratified by Wigan Safeguarding Partnership.

Everyone's responsibility

Attend and Engage in the learning and development offered. To share learning and best practice



Apply learning, development and workforce improvement into practice



Take time for reflective and critical thinking, effectively use supervision structures



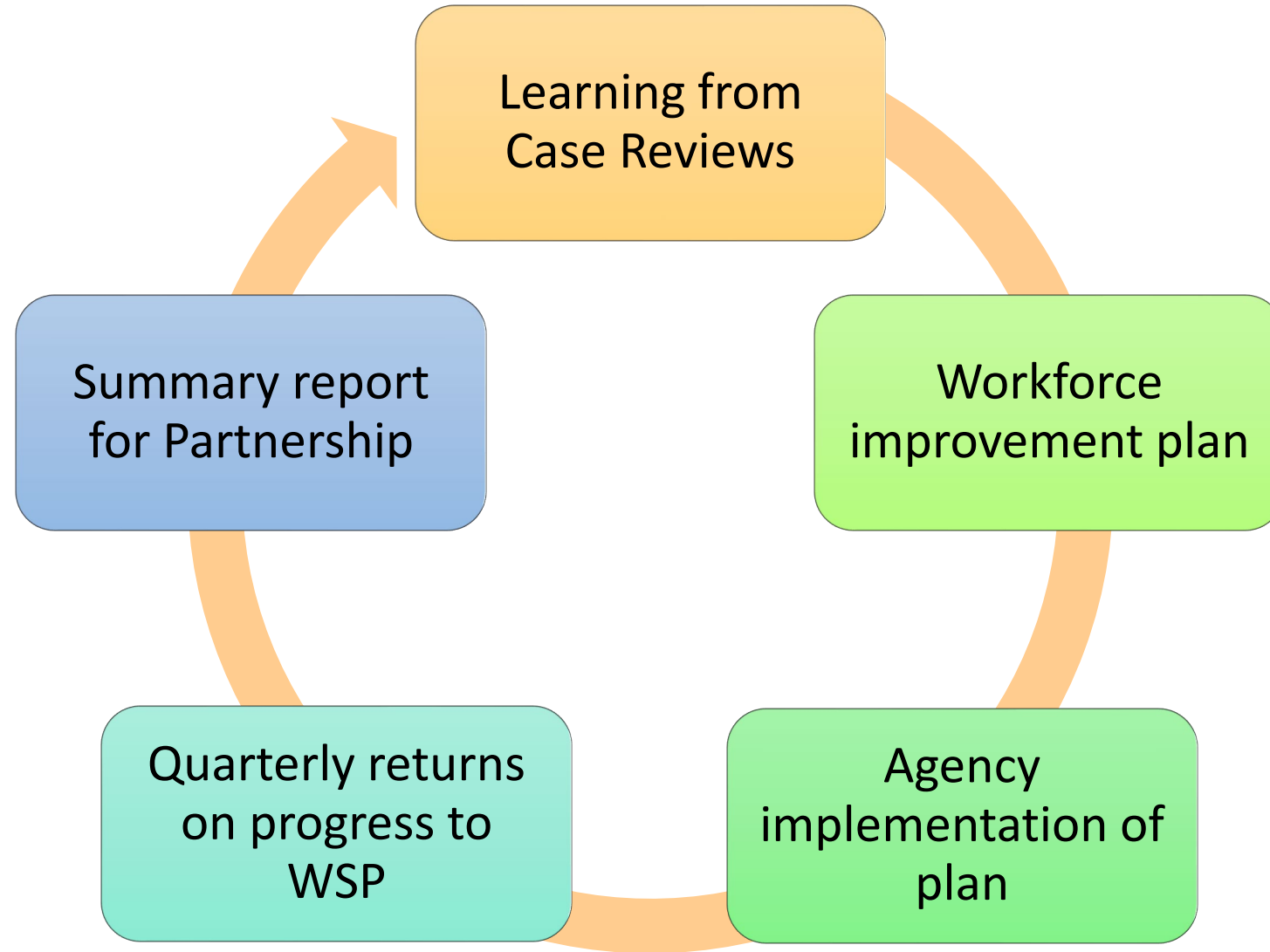
Continue to improve practice through learning and workforce improvement planning



Quality assurance

- As a result of outcomes and learning from case reviews, WSP workforce development will identify agency outcomes for practice improvement.
- Workforce improvement action plans will be shared, relevant to the agency.
- Partners will be responsible for ensuring that progress is recorded and evidenced
- Quarterly updates on progress against outcomes will be reviewed by the relevant Partnership group.
- Support to agencies will be provided by WSP workforce development.
- A report on agency progress will be submitted to the WSP Partnership annually.

Quality assurance process



Outcomes for Partnership

- Assurance that changes as a result of SCR's and SAR's are acted upon in a timely and robust manner
- Improvements in practice can be evidenced through the case review processes, the agency referrals and any interventions
- Efficient feedback systems are in place to provide sufficient quality data to analyse the impact of training and workforce development
- Safeguarding training and workforce development meets the emerging needs of the workforce and community groups
- Quality assurance of all training provided by the partnership evidences the continued relevance and high standard of training content.

Charging Policy

If someone is unable to attend a course, they are to inform WSP with as much notice as possible.

When courses are more than one day, participants are expected to attend the full course.

Non-attendance on second or subsequent days will result in a charge for each day missed, and the whole course will need to be completed at a later date.

Managers will be informed if any participant leaves the course before the end of the session and they will be expected to repeat the full course with a possible charge.

All cancellations or information about substitute delegates must be notified to wscbtraining@wigan.gov.uk

The cancellation charges are as follows:

- Any training course up to 3 hours duration: £50
- Any single full day training course: £100
- Any 2 day training course: £200
- Failure to complete E-Learning within 28 days: £25

Invoices will be sent to the authorising managers for payment.