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# STOCKPORT SAFEGUARDING CHILDREN BOARD

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Annual Training Report  
September 2010 – August  
2011

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Helen Harrison

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The Annual Training Report 2010-11 is provided in two sections: Part 1 provides an overview of themes and trends pertinent to the SSCB and Part 2 provides more detailed information from sectors/ organisations.

The information contained within this report has been provided from Training Sub representatives and organisational workforce leads in addition to the data gathered for the multi-agency programme. We would like to thank all those who have contributed to provide this comprehensive picture of workforce development across Stockport.

It is clear from this report that safeguarding children is a priority area for partner agencies. This is reflected in the breadth of single agency provision and attendance at the multi-agency programme. Amidst the requirements for workforce transformation and implementation of the Munro Review recommendations, it is vital to ensure that safeguarding training requirements are built in to transformation programmes and commitment to workforce development is maintained.

Jane Connolly

Helen Harrison

Training Sub Chair

LSCB Training Manager

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## PART 1: THEMES AND TRENDS

### What safeguarding training has been provided?

Working Together 2010 requires all staff to be able to recognise and respond to child abuse and neglect. Basic Child protection Awareness training is provided on both a single agency basis and as part of the multi-agency programme. All courses are based on a standardised pack. Details of single agency training are given in Part 2, pp21-40.

As part of a blended learning programme Basic Awareness Child Abuse and Neglect is also provided as an e-learning. This has allowed us to reach additional staff. Details of are given in Part 2, p17.

In the multi-agency programme, face-to-face courses were provided on 25 topics. A total of 74 events were planned. Of these, 13 were cancelled: 2 because of trainer unavailability and the remainder because of insufficient nominations. Details of courses and attendance can be found in the tables in Part 2, pp12-13.

The Common Processes multi-agency training continues to be provided as part of the safeguarding programme. A CAF Refresher course was added to the programme for those workers who had already completed the Common Processes suite and needed to update. Details of courses and attendance can be found in the table in Part 2, p13.

The number of places available was increased to 1860 from 1542 in 2009-10. A breakdown of attendance by agency can be found in Part 2, p14. The number of places available on the multi-agency basic awareness training

was increased as it was oversubscribed last year. In response to identified need specific events on private fostering and an update on the SCR process were added to the Manager's programme. A briefing on feedback from Serious Case Reviews was added to the general programme in response to work completing outstanding SCR action plans.

The programme is well-established and has a good reputation. Feedback from on-the-day evaluations is good. Feedback from inspections about training supports the view that the training opportunities provided to the workforce are appropriate and valued. Training Sub is developing an evaluation strategy. Some initial evaluation on outcomes is described in Part 2, p19.

All the courses were updated to reflect learning from local and national SCRs and research, updated national and local guidance and policies. This ensures that training is about best practice and not a deficit model. It fulfils the LSCB Business Plan and the Children's Trust Strategic Action Plan:

- \* Ensure those involved in safeguarding and child protection have access to up-to-date knowledge and evidence of good practice which will improve outcomes

There is a separate e-safety training programme which provides awareness training to workers, pupils and parents. E-safety is embedded in the adult education ICT programme and is monitored by the programme manager. E-safety is part of the national curriculum for KS3/4 pupils. The SSCB provided an activity at the final Crucial Crew for Y6 pupils for the second year running and additional sessions for schools on request. The Parent Support Advisors have continued to provide parents' evenings for schools on request. More detailed information is given in Part 2, p41.

## Who is attending the training?

The detailed chart in Part 2 shows that workers from core safeguarding agencies are attending the multi-agency training. The Children's Trust Strategic Action Plan 2011-12 has an action in relation to safeguarding training which requires us to identify a measure to ensure the right people are attending the right training at the right time. Training Sub will be developing this measure in 2011-12 and linking with the newly-established Audit Sub-group.

For this report, Training Sub members were asked to provide information about those staff cohorts (that are automatic invites to child protection conferences) and their engagement with safeguarding training. This table summarises those responses:

Job title	Number in post 09-10	Number trained 09-10	Number in post 10-11	Number trained 10-11
Social Worker	65	45	65	51
Social Work Team Manager	17	6	17	7
Children & Family Worker	20 (Includes 4 x FOS. Does not include COT)	6	20	7
Independent Reviewing Officer	6	1	6	3
Health Visitor	46	7	50	35
School Nurse	21	4	26	15
GP (safeguarding leads)	N/A	N/A	65	32
Midwife (team manager)	29	0	18	3
Senior Nurse Manager (FT)	21	8	21	14
School	Unable to identify easily because delegates don't indicate DCP status when they book. See single agency section.			
Services for young people(EWS)	20	8	20	17
Youth Offending Service	45	16	47 (35 FTE, 12PTE)	20

Overall attendance from child facing organisations is excellent and attendance from those agencies that are primarily adult facing is improving but should be higher. The Intercollegiate document that identifies competences and training requirements for health staff was reissued in September 2010. It identified additional job roles that needed to attend multi-agency training. The pragmatic solution has been to provide large single agency events with multi-agency delivery to meet the target. However, this does not realise the identified benefits of multi-agency events i.e. improved networking, opportunity to better understand job roles and organisations and improved retention of learning. Therefore attendance by health staff at multi-agency events over the next 12 months should be increased. Reports on attendance at training events provided to meet an identified need have been provided to Implementation Group to raise awareness of overall engagement and highlight where there may be need for action.

## Are systems and processes value for money?

The aim is to provide multi-agency training as cost-effectively as possible and identify viable efficiencies. This is achieved as follows:

**Venues:** Most venues used are in-house to SMBC; external venues are used when there is no internal availability. This year external venues have been used for 3 out of 61 events.

In January 2011 the courses moved from Brinnington to the new training facilities at Fred Perry House. Access and egress have presented challenges to participants, trainers and the administrators especially for latecomers and those wanting to leave early. Some delegates have experienced problems with parking despite detailed information provided with the confirmation letter. These early 'teething' problems are beginning to be resolved but there has been a significant impact on administrator capacity as a result of additional enquiries and 'meet and greet' duties.

**Trainers:** Workshops are delivered by the training pools. There are 2 multi-agency pools – one for common processes training and one for child protection training. A breakdown of composition is given in Part 2, p20. This allows us to share local expertise and good practice. However, there is the risk that courses have to be cancelled if specialist trainers are not available which happened twice this year. External trainers were commissioned to deliver three topics: Child Sexual Exploitation, Safeguarding the Older Child and the Private Fostering briefing. This provided wider knowledge and expertise.

**Publicity and Administration:** Courses are advertised electronically on the SSCB website, the Schools and Communities Workforce (SCWD) website and on SharePoint and the safeguarding microsite within the PCT. Staff &

Workforce Development issue a monthly email alert to an intranet booklet which includes SSCB multi-agency courses alongside other training available.

Applications can be made via email, fax or post. Some organisations co-ordinate their applications through a workforce lead.

Confirmations are sent by email wherever possible, as are notifications when applications are not successful. Details are sent to managers at the same time.

**Charging/ income generation:** Non-attendance had been identified as an issue in previous years. Charging for non-attendance and income generation from non-contributing agencies was introduced in April 2011. An interim report on the introduction of charging will be presented to the SSCB in November 2011 and a final report in May 2012. Brief information on the impact for the first term is included in Part 2, p15.

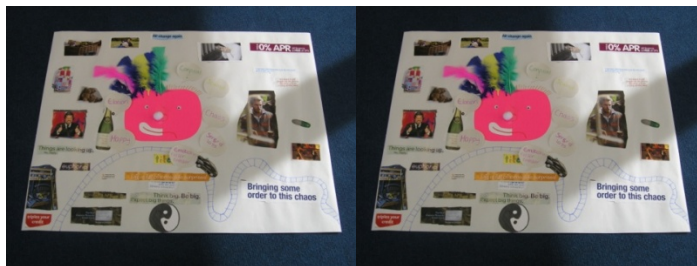


*Photo from Mental Health course 2011*

## DEVELOPMENTS AND CHALLENGES FOR 2011-12

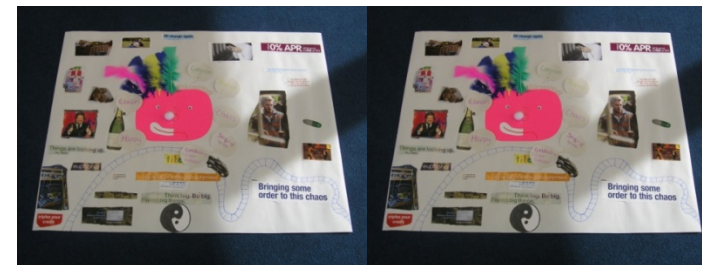
### Developments

- \* Programme review
  - Identification of strengths and gaps in the multi-agency programme
  - Development of training matrices
  - National Treatment Agency protocol training requirements
- \* Implementation of Munro Recommendations
- \* Evaluation of the impact of the introduction of charging/ income generation
- \* Evaluation of e-learning programme and development of manager's e-learning programme
- \* Developing quality and performance measures



### Challenges

- \* Impact of transformation agenda on worker availability for training pools
- \* Impact of transformation agenda on training needs for reskilling the workforce
- \* Impact of introduction of Learning Leads website on schools' attendance
- \* Venue availability
- \* Budget
- \* Administrator capacity.
  - Handling charging queries
  - E-learning applications





## **PART 2: DETAILED INFORMATION**

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## WHAT ACTIVITY IS REQUIRED FROM TRAINING SUB?

The SSCB Business Plan 09-10 identified the following actions:

Ensure Working Together 2010 Training & Development is implemented

- Ensure multi-agency programme is updated
- Ensure individual agency programmes are updated.

The Annual Report 09-10 expanded these actions to the following developments for 2010-11.

- Updating the programmes to reflect the new national guidance, learning from local and national SCRs
- Expanding the manager's programme to meet Working Together 2010 requirements
- Expanding the multi-agency programme to include working with challenging families
- Exploring the use of e-learning as part of a blended learning programme
- Further developing single agency reporting mechanisms to ensure the full range of activity is reflected in reports
- Developing an evaluation strategy
- Considering effective management of non-attendance through the introduction of charges

- Exploration of charging for non-contributing organisations  
Progress against these actions is reported in the body of this report.

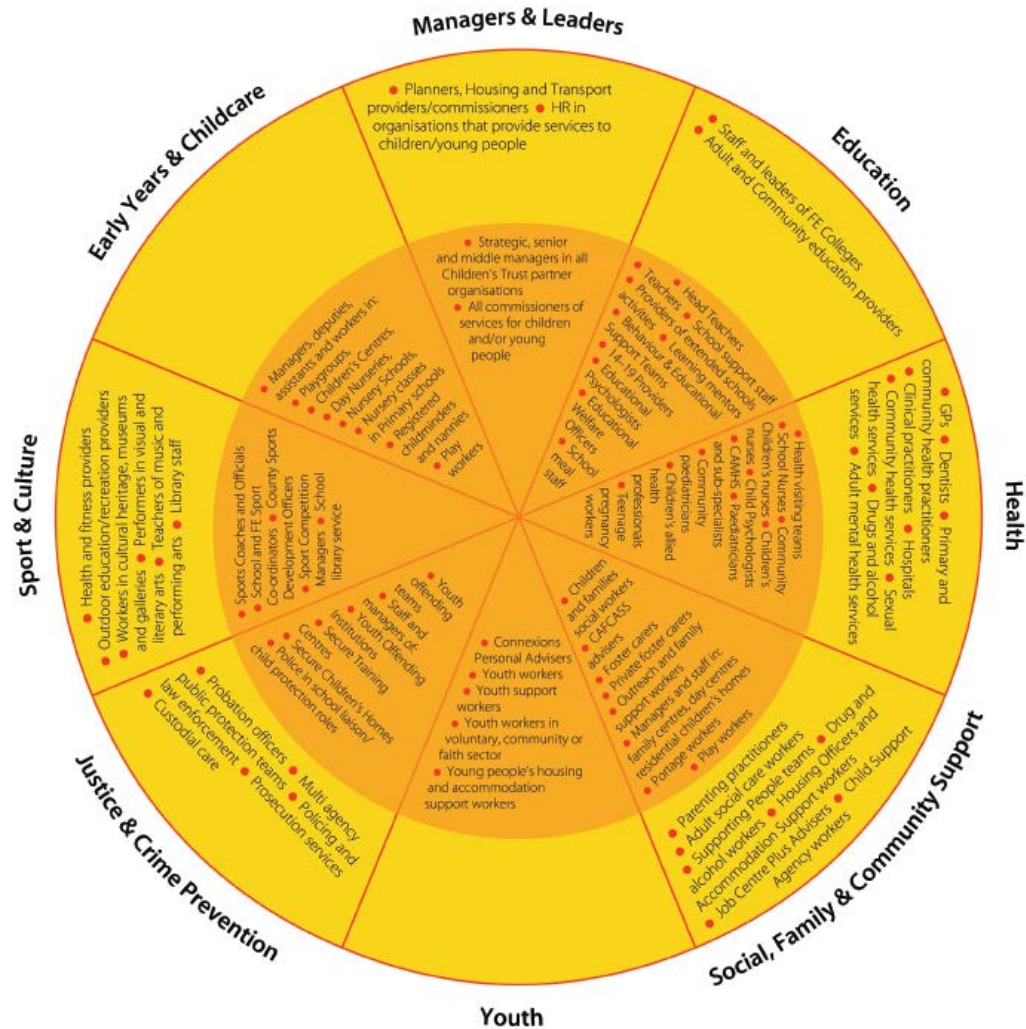
Training priorities for 2011-12 are identified in the SSCB Business Plan 2011-12 and the Children's Trust Strategic Action Plan 2011-12. These are also included in the Stockport Children's Trust Workforce Development Strategy 2011-14.

Children's Trust Strategic Priority; Staying Safe – Keeping children safe from harm wherever they live

- Ensure staff working with children, young people and families are appropriately trained to safeguard children
- Ensure those involved in safeguarding and child protection have access to up-to-date knowledge and evidence of good practice which will improve outcomes

**Additional actions from SSCB Business Plan 11-12**

- Review training programmes to highlight the assessment of strengths as well as risks that fathers and other males contribute to households
- Support a culture of learning from Serious Case Reviews and other forms of reviews that have been completed in the area and strive to ensure that lessons are learned and embedded in practice



## Developing measures

The high level action:

*“Ensure staff working with children, young people and families are appropriately trained to safeguard children.”* provides a challenge to measure effectively. This report attempts to demonstrate a snapshot. However, staff turnover, changing professional requirements and changes to organisational reports at both national and local levels have made an already complex task more demanding.

As shown by the diagram opposite, the CWDC identified the myriad of roles within the children’s workforce.

Working Together 2010 widens the remit to include adult-facing services where their service users are parents or carers as well.

The Intercollegiate document describing the safeguarding training requirements and competences for health care staff was updated and reissued in September 2010; this increased the number of workers required to attend multi-agency training.

For this report Training Sub members have been asked to identify and report on activity for specific cohorts and this is our first attempt to draw a baseline.

## MULTI-AGENCY PROGRAMME

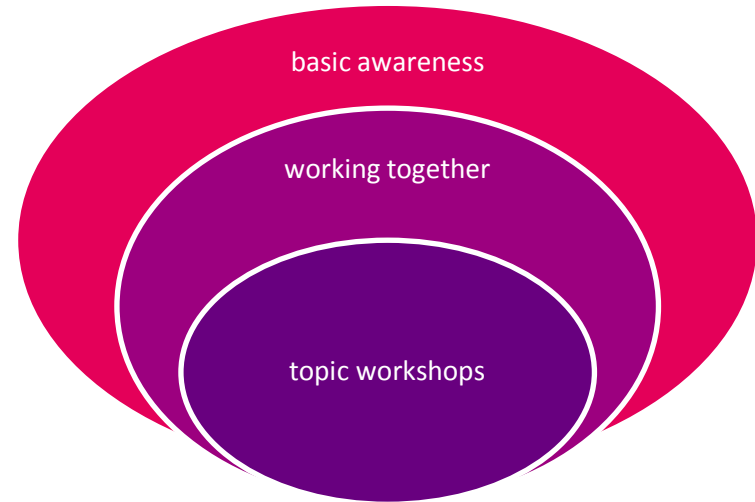
In Stockport, the multi-agency SSCB training programme follows an academic year and runs from September to July. It is an established, high quality programme. It has 4 main elements:

- the Common Processes suite of courses
- Child Protection courses
- Manager's safeguarding courses.
- E-learning

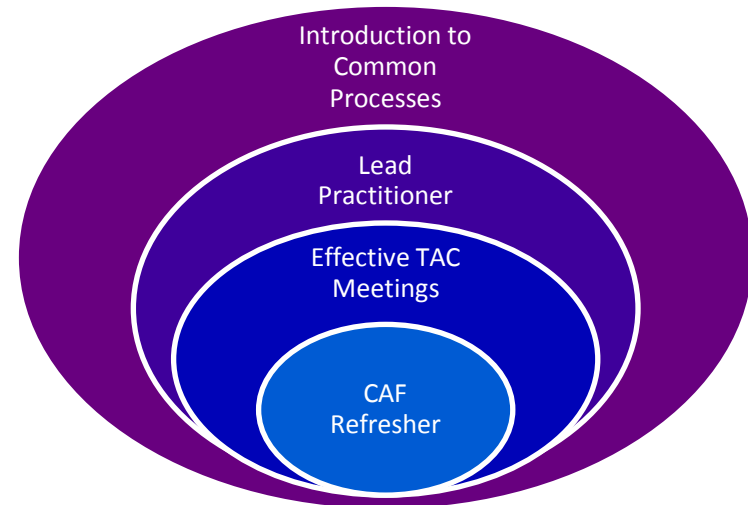
Courses were provided on 25 topics. A total of 74 events were planned and 13 were cancelled: 2 because of trainer unavailability and the remainder because of insufficient nominations. This was in line with the SSCB policy (less than 10 participants). One course was cancelled following the introduction of the charging policy when the number of cancellations meant that the course wasn't viable.

All the courses were updated to reflect the updated Working Together 2010 guidance; learning from national and local case reviews the LARC review of CAF and updated common processes paperwork, the removal of ContactPoint and learning from research. This was well supported through the Research in Practice events.

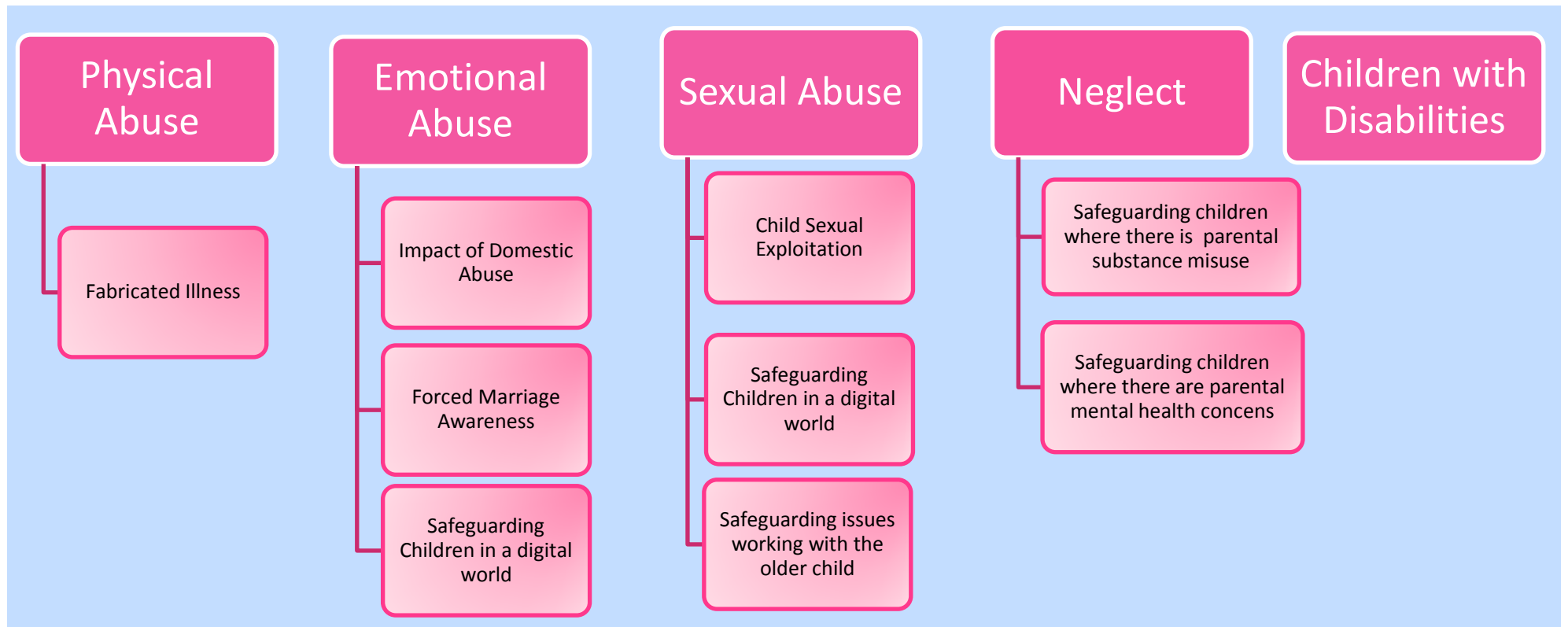
## Child Protection



## Common Processes



## Structure of the CP programme



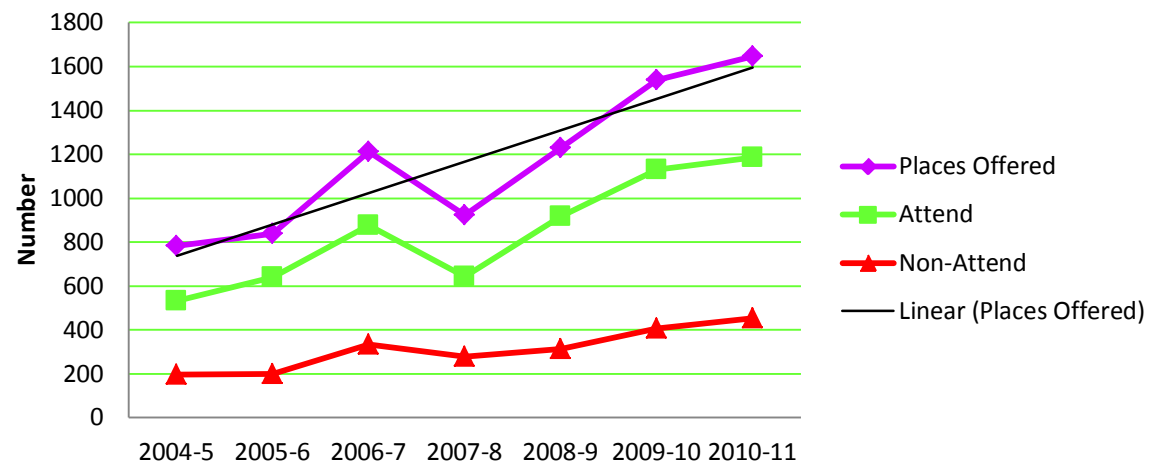
## TRAINING PROGRAMME 2010-11

The number of places available within the programme was increased to 1860 from 1542 last year. This was mainly due to the new courses added to the programme. In addition the number of places available on the multi-agency basic awareness course was increased to reflect the demand/ over-subscription from last year.

Nevertheless the increase in numbers given the cancellation of 13 courses underlines the commitment to safeguarding training across Stockport.

Although there were concerns about the impact of service reviews on attendance at multi-agency training, the numbers have increased this year. As will be shown on later charts the numbers have remained static for some agencies and the increase is reflected in new job roles being represented at the courses.

### Attendance Comparison 2004-11



## Child Protection courses

Course Title	No of Courses planned	No of courses actual	Places Available	Places Offered	Attendance	Cancellations	DNA
Child Sexual Exploitation	2	2	48	42	32	5	5
Emotional Abuse	2	2	48	44	34	2	8
Fabricated & Induced Illness	1	1	16	16	19	0	1
Forced Marriage Awareness	2	1	24	22	18	2	2
Impact of Domestic Abuse	2	1	24	27	17	3	7
Learning from SCRs	2	2	100	84	72	4	8
Multi-Agency CP Basic Awareness	6	6	240	213	143	32	38
Neglect	2	2	60	58	42	6	10
Safeguarding Issues for the Older Child	3	3	72	67	47	9	11
Parental Mental Health Day 1	1	1	30	31	18	11	2
Parental Mental Health Day 2	1	1	18	17	14	3	0

There were several changes to the Child Protection Programme. The two-day course *Safeguarding Children where there is parental substance misuse* replaced the separate drugs and alcohol courses; the

*Safeguarding children where there are parental mental health issues* was reduced to 2 days as the content was covered in other courses ; a new half day workshop *Fabricated and Induced Illness* was piloted following a health management review and the post-session feedback was very positive; a briefing on the *Learning from Serious Case Reviews* was added following a recommendation from the Audit & Performance Management Sub-group consultant.

Course Title	No of Courses planned	No of courses actual	Places Available	Places Offered	Attendance	Cancellations	DNA
Parental Substance Misuse Day 1	2	1	24	23	19	1	3
Parental Substance Misuse Day 2	1	1	19	19	17	2	0
Physical Abuse	2	1	30	32	18	9	5
Safeguarding Children in a Digital World	2	2	60	54	35	12	7
Safeguarding children with Disability	2	1	30	25	15	2	8
Sexual Abuse	2	1	30	40	22	8	9
Working Together	5	3	72	63	52	5	6

## Common Process Courses

Course Title	No of Courses planned	No of courses actual	Places Available	Places Offered	Attendance	Cancellations	DNA
CAF Refresher	6	5	150	122	91	-13	-18
Introduction to Common Processes	6	6	240	213	157	-25	-31
Lead Practitioner	6	5	150	115	80	-18	-17
Effective TAC Meetings	6	5	150	122	84	-28	-10

The common processes suite was updated to reflect the updated paperwork and to strengthen the practice with hard to engage families and entrenched cases. It also included learning from the LARC research and findings from the assessment of Stockport's arrangements for Children's Services undertaken using the CWDC assessment tool – especially the segment for Integrated Working which was very positive and showed how the CAF is becoming embedded across the authority.

A CAF refresher briefing was added to the suite. This was in recognition that CAF has been in place since 2005 and has undergone organic change. The briefing provides an overview of the more recent changes and an update on the support and advice available.

## Manager's Safeguarding Courses

The manager's programme was augmented by three additional workshops. A private fostering workshop, *Someone Else's Child*, run jointly with BAAF and the Family Placement service. A briefing for senior managers on the Serious Case Review/ Individual Management Review process to assist services to understand the strengthened quality assurance measures within the process and to be familiar with the regional paperwork and a 'Safer Recruitment Training for Trainers' course to support those agencies who need to address their recruitment processes and also to provide a multi-agency delivery in the 2011-12 programme.

Course Title	No of Courses planned	No of courses actual	Places Available	Places Offered	Attendance	Cancellations	DNA
Allegations Management	3	3	90	71	41	15	15
Safer Recruitment T4T	1	1	16	11	8	3	0
SCR/IMR Author briefing	2	2	50	40	38	2	0
Supporting Staff within Common Processes	3	1	20	20	13	7	0
Someone Else's Child - Private Fostering Briefing	1	1	50	39	33	5	1

		Places Offered	Attendance		Cancellations		DNA	
			Count	%	Count	%	Count	%
<b>SMBC</b>	<b>Adult Services</b>	4	3	75%	2	50%	0	
	<b>Business Services</b>	30	21	70%	8	38%	1	3%
	<b>Chief Exec</b>	1	1	100%	0		0	
	<b>CRE</b>	3	2	67%	1	33%	0	
<b>Schools</b>	<b>Nursery</b>	5	3	60%	0		2	40%
	<b>Primary</b>	94	59	63%	11	12%	35	37%
	<b>Secondary</b>	109	75	69%	13	12%	21	19%
	<b>Special</b>	7	5	71%	1	14%	1	14%
<b>CYP</b>	<b>IPS</b>	178	144	81%	17	9%	24	13%
	<b>L&amp;A</b>	72	67	93%	4	5%	5	7%
	<b>S&amp;P</b>	20	16	80%	3	15%	1	5%
	<b>SCU</b>	20	15	75%	3	15%	2	10%
	<b>SfYP</b>	100	71	71%	24	24%	10	10%
	<b>Social Care</b>	319	232	72%	53	17%	34	11%
		Baker St	74	75%	15	20%	10	13%
		Dialstone	55	70%	10	18%	13	24%
	<b>MOSAIC</b>	45	37	82%	8	17%	0	
	<b>YOS</b>	41	33	80%	5	12%	3	7%
<b>CAFCASS</b>		2	2	100%	0		0	
<b>GMP</b>		7	8	114%	0		0	
<b>NHS</b>	<b>Foundation Trust</b>	34	26	76%	5	14%	3	9%
	<b>Community Health Stockport</b>	196	148	75%	32	16%	16	8%
	<b>Pennine Care</b>	17	13	76%	1	5%	4	23%
<b>Probation</b>		9	8	89%	1	11%	0	
<b>PVI</b>	<b>Early Years</b>	32	9	28%	7	21%	16	50%
	<b>Education</b>	77	63	82%	5	6%	9	12%
	<b>Health</b>	9	5	56%	0		4	44%
	<b>Housing</b>	53	41	77%	5	9%	7	13%
	<b>Residential</b>	99	46	46%	23	23%	30	30%
	<b>Large Vols</b>	37	33	89%	2	5%	2	5%
	<b>Small Vols</b>	48	32	67%	7	14%	9	19%

## ATTENDANCE

As you can be seen from the table, attendance at multi-agency training is drawn from agencies across Stockport who work with children and young people or who are primarily adult-facing services where the service users are parents or carers. The breakdown does not reflect the move to the people's directorate within SMBC but describes how the data was collected from the start of the programme year.

This year, the number of applications and attendance from the Integrated Prevention Service (IPS) has increased significantly. A large proportion comprises Children Centre staff where there has been a focus on safeguarding which is reflected in their OFSTED inspection reports.

Applications and attendance has also increased from Learning and Achievement which includes the Pupil Referral Units, ESSI and Behaviour Support Service. This reflects the promotion of safeguarding within schools and supporting services by the Senior Adviser for Safeguarding in Education.

Applications from health staff have increased slightly and should continue to rise following the publication of the updated intercollegiate standards which has widened the requirement for attendance at multi-agency training (level 3). Their overall attendance rate remains the same.

Attendance from the Private, Voluntary and Independent providers has remained the same overall. Applications from

Children’s Social Care have reduced slightly and their overall attendance has remained the same.

## Charging

Non-attendance at training had been identified as a concern and had not been improved through the introduction of reporting measures. The SSCB accepted a proposal to introduce a charging scheme with effect from April 1<sup>st</sup> 2011 to run as a pilot for the 11-12 financial years.

There are two aspects to the charging policy. Those organisations that contribute financially to the SSCB are charged for non-attendance. Other organisations are charged for attendance. This is an income generation approach and reflects the current financial climate.

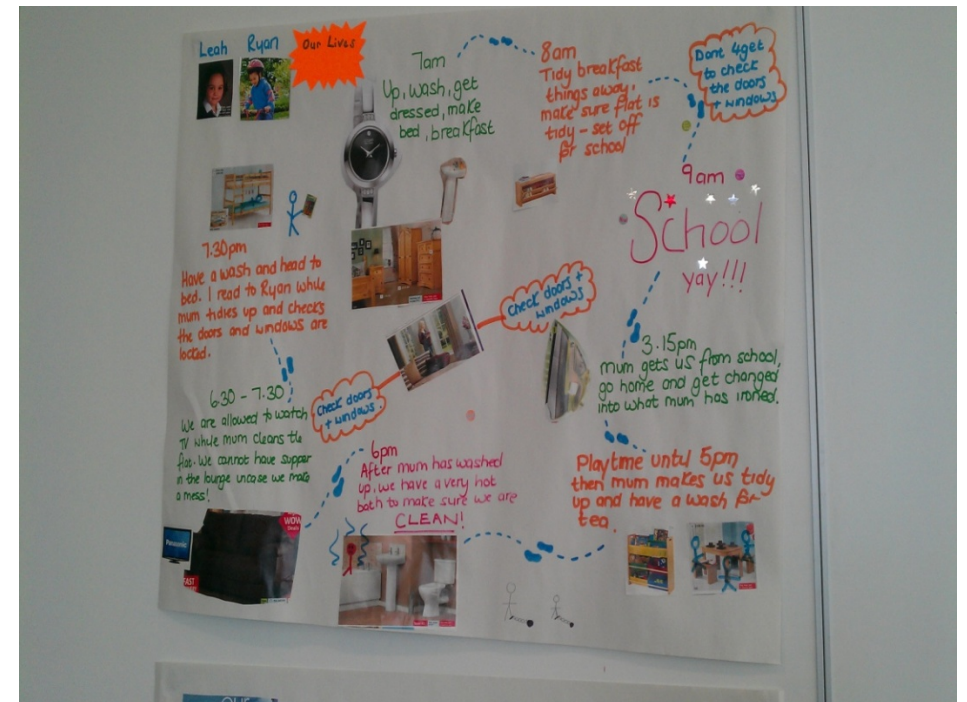
	Attended Not booked	Attended	Cancelled	DNA
Sept 10- March 11	23	708 (72%)*	125 (12%)	160 (16%)
April 11- July 11	14	442 (73%)*	109 (17%)	64 (10%)

Note: Percentage is all attendance \*

There has been an insignificant improvement in attendance so far as the table shows. This initial term is unusual because some places will have been booked prior to the introduction of the policy and this may reflect the higher number of cancellations.

One course was cancelled because the number of delegate withdrawals made it not viable to run.

A final report on the impact of introducing the charges will be provided for the SSCB in May 2012.



Picture from Mental Health training 2011

## Attendance at multi-agency training by job role

The core action for Training Sub is to ensure that the workforce is appropriately trained and skilled. This year Training Sub members have been asked to identify training attendance by job role. The roles chosen were those that receive an automatic invite to a Child Protection conference. This was considered a useful starting point given the complexity of the multi-agency workforce (as shown in the diagram earlier).

Job title	Number in post 09-10	Number trained 09-10	Number in post 10-11	Number trained 10-11
Social Worker	65	45	65	51
Social Work Team Manager	17	6	17	7
Children & Family Worker	20 (includes 4 x FOS. Does not include COT)	6	20	7
Independent Reviewing Officer	6	1	6	3
MOSAIC C&F worker				
Health Visitor	46	7	50	35
School Nurse	21	4	26	15
GP (safeguarding leads)	N/A	N/A	65	32
Midwife (team manager)	29	0	18	3
Senior Nurse Manager (FT)	21	8	21	14
School	Unable to identify easily because delegates don't indicate DCP status when they book. See single agency section.			
Education Psychology	N/A	N/A		Whole service ( <i>single agency</i> )
Services for young people(EWS)	20	8	20 (see note 1)	17
Police				
Probation Officer				
Youth Offending Service	45	16	47 (35 FTE, 12PTE)	20

*Note 1: Services for Young People underwent a service redesign where the EWS was disestablished with effect from April 2011 and the role became part of the new Young People's Worker job role.*

## E-LEARNING

As part of the development of a blended learning programme the e-learning contract with the E-Academy was negotiated for a further period as although the take-up was low, the feedback was very positive. 100% of learners recommended the course and said that it was easy to access.

“I found the course very interesting, areal eye opener, easy to take in and it was a great easy way to learn about safeguarding children.” Foster Carer

“I enjoyed the content and it worked well for me rather than taking a day out of my schedule.” Young People’s Worker

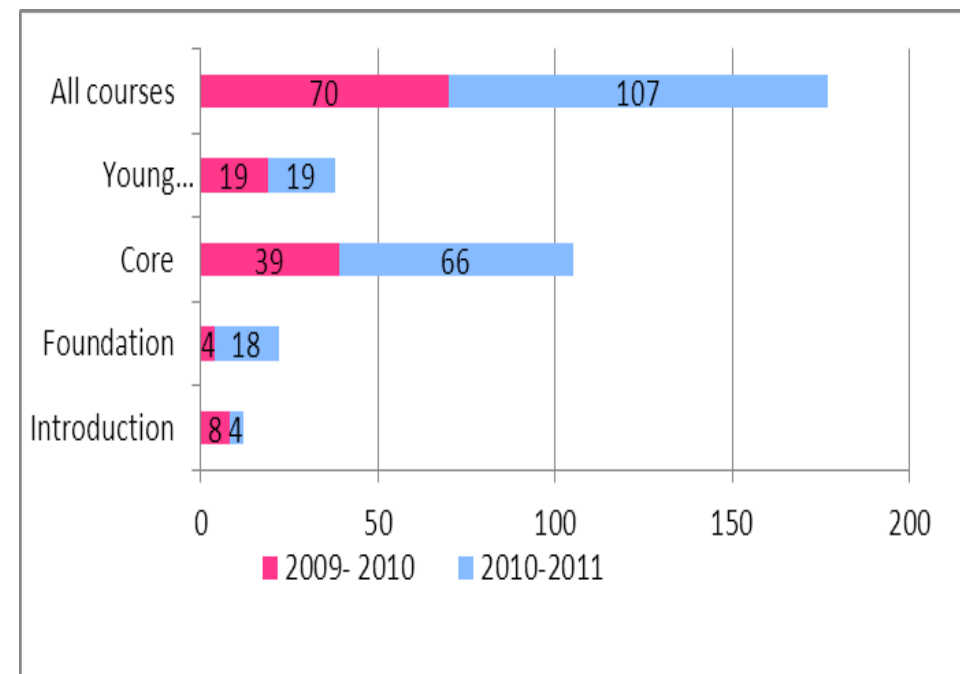
More aware of what is involved in keeping children safe and what to do in case of disclosure.” Foster Carer

There are 4 programmes available depending upon the level of contact/ case holding accountability with children and young people that the learner holds.

The available options are:

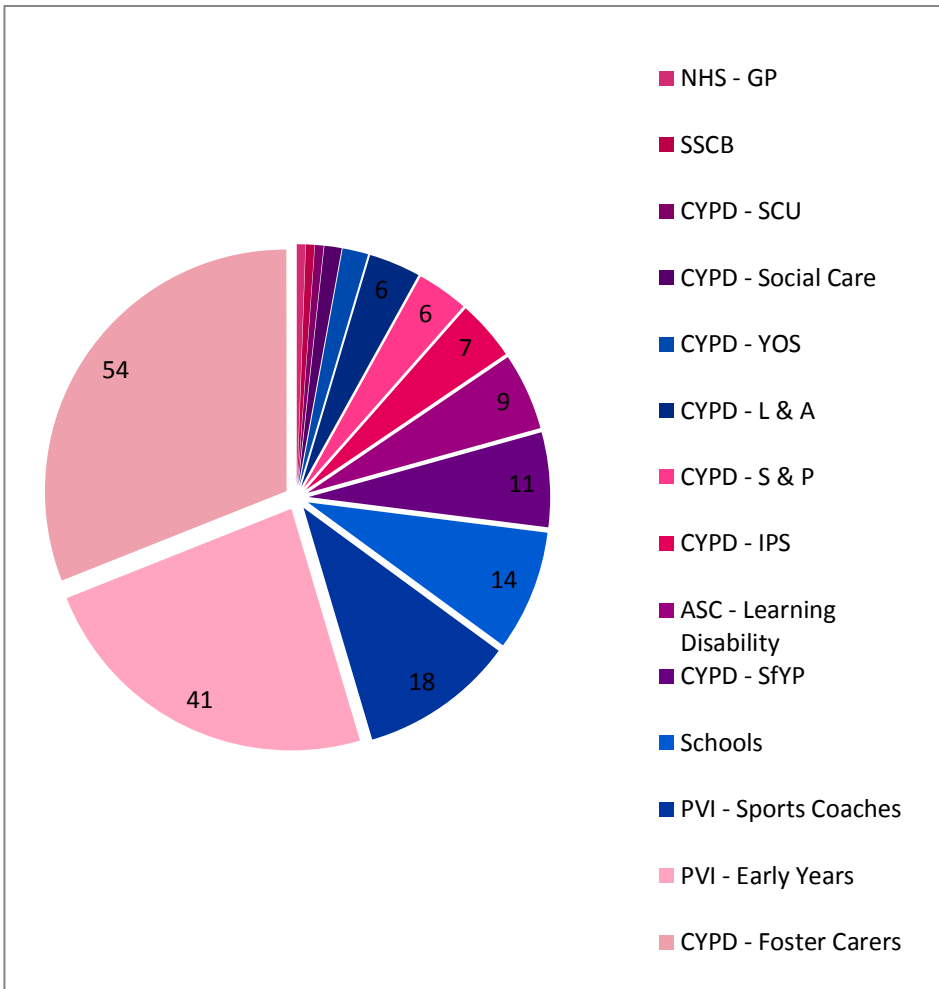
- Introduction (for workers with *occasional* contact with children and young people)
- Foundation (for workers with *regular* contact with children and young people)
- Core (for frontline workers with case holding responsibility for children and young people)
- Young People (for frontline workers with case holding responsibility for children and young people at High School and beyond)

Learner allocation by course



As this is the first time that e-learning has been included in the annual report the table shows comparison data for the two years that the option has been available.

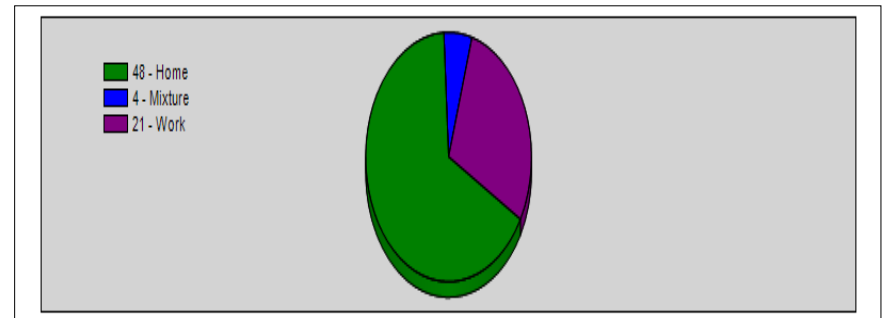
**Learners by service type** (No data label indicates <5)



The chart shows the licence allocation by organisation. The legend shows the detail in ascending order.

As with face-to-face training e-learning has its own equivalent of non-attendance – non-completion. The non-completion rate stands at just over 40%. The additional cost for e-learning is the administrator time to monitor and chase learners; this has not been able to be a priority since the change of training venue which has had a major impact on administrator capacity.

Training sub had agreed that learners should be expected to complete within 6 weeks of licence allocation. All those who have completed have met this timescale.



Of those who have completed the post-course evaluation, the majority have identified that they have completed the learning at home. As the major learner group in Stockport is home-based foster carers this is not surprising.

## IMPACT OF TRAINING

Training Sub has developed a set of assessment tools for evaluation of training delivery based on the NWIAT Peer Review Evaluation tools. Training Sub members will attend courses and provide feedback on the content and delivery of training.

### On-line Evaluation

The CAF Refresher course has been evaluated using on-the-day post-course evaluation sheets and a follow-on online survey.

The post-course evaluation sheets had identified a high level of delegate satisfaction with the course.

***“Updates reminded me/made me think about previous knowledge of CAF.”***

***“Overview was very helpful.”***

***“Short and snappy refresher course, good update of CAF and TAC.”***

All 91 delegates who attended the training were sent an email link in July and 20 responses were received. Some respondents had attended training in October and the most recent respondents had attended the training in July.

Respondents were asked to rate their knowledge of the key learning outcomes before and after the training. All respondents identified an improvement in their knowledge of the CAF process and paperwork, support and resources available on the Common Processes website and from the Common Processes Team.

The feedback from this evaluation has been very positive and has endorsed the decision to add this course to the programme.

### Private Fostering

The private fostering workshop – Someone Else’s Child – was attended by all SSCB partner agencies in September. Participants were asked to identify work undertaken as a result of the workshop and this was reported to Implementation Group. All participants had taken action to ensure that the key learning was cascaded to front-line workers. This was reflected in an increase in enquiries/ referrals to the Contact Centre and completion of assessments. It has been acknowledged in the Private Fostering Report to the SSCB in July 2011: *“This conference was well attended, and has been a major factor in the increase in both notifications and arrangements noted in the year.”*

Alongside the workshop there has been a range of additional work undertaken through a newly established private fostering steering group. This includes updating policies and publicity materials, refining pathways and clarifying quality assurance processes.



*Someone Else’s Child logo*

## TRAINING POOLS

The multi-agency programme is delivered by Training Pools as part of the reciprocal contribution to the SSCB.

There are two Training Pools:

- CAF Training Pool
- Child Protection Training Pool

### CAF Training Pool

This is the second year that this CAF training pool has been operating. There are 11 members of the pool who have delivered common processes training and manager's training this year. The membership is drawn from: Children's centres(3), Midwifery (1), Services for Young People (1), Staff and Workforce Development(4), Bramhall High School(1), Youth Offending Team(1), CAMHS(1), MOSAIC(1), CYPDisP(1), Common Processes Team(2).

### Child Protection Training Pool

The child protection training pool has been established for over 6 years. There are currently 46 members who have delivered the multi-agency and the manager's programme this year. The membership is drawn from: Safeguarding Children Unit(8), PCT(7), Staff & Workforce Development(6), Psychology(5), Children's Social Care(3), Foundation Trust(3), Police(3), CYPDisP(2), Probation(2), CFWs for Children's Centres(1), Services for Young People(1), SCES(1), NSPCC(1), CDT(1), CAT(1), MOSAIC(1).

## BASIC AWARENESS TRAINING

The standard basic awareness package was updated to reflect Working Together 2010 changes to the definitions and to incorporate learning from national and local SCRs. The changes were agreed by the standardisation group.

The pack is used to deliver basic awareness training in the following organisations – either as a basis for ensuring the key messages are delivered or as a standardised pack:

- Schools
- Health
- Early Years
- Children's Centres
- Services for Young People
- Multi-agency induction
- PVI Sector
- Stockport Homes
- Together Trust
- Beacon Counselling

The pack will be used by Pure Innovations in the future.

This agreed delivery method aims to ensure consistency and quality of delivery across Stockport.

All the organisations who use the package report their training activity which is included in the following sections of this report.

## CHILDREN'S CENTRES

The Children's Centres established a single agency programme in 2010 to meet their OFSTED inspection requirements and prioritised Child protection training.

Alongside the single agency programme, children's centre workers are encouraged to attend the multi-agency topic workshops; workers from 18 out of the 19 Children's Centres have attended the multi-agency training plus children and family workers from the CFWs in Children's Centres team.

Four of our Children's Centres which have so far been inspected by Ofsted were rated good and the fifth - Brinnington - was rated "outstanding". In the Safeguarding element of these Inspections four were judged "Outstanding" with the 5<sup>th</sup> judged as Good.

Course title	Number of courses held	Number of people to be trained <i>(actual people rather than posts)</i>	Number of people trained <b>(10 – 11)</b>	Number of people still needing to be trained
Safeguarding basic awareness	3	50	34	16

## Asthma Awareness training

In response to a Management Review following the death of a child with asthma, Asthma Awareness sessions have been offered across Stockport. A total of 916 adults and children have attended 36 sessions between April 2010 and July 2011. This does not include head teacher's training.

### Asthma Awareness Sessions:

Organisation	No Attending
Bridge College part of The Together Trust	61
Overdale Pre School Staff	9
Stockport Foster Carers	11
Child-minders (2 sessions)	3
Orrishmere Pre-School staff and parents	4
Child-minder's Support Group	8
Brookside Primary School Staff	21
Council Crèche Staff	6
Stockport Council staff	10
Queens Road Primary School Staff	26
First Aiders Elm Training Services	16
Banks Lane Junior School Assembly (2 sessions)	368
The Roby Group (South Asian Women's Group)	20
Girl Guides and Leaders	20
School Governor Training	15
Early Years Childcare Providers	15
St. John Ambulance staff	11
Early Years Childcare Providers	10

*Asthma Awareness continued*

Organisation	No attending
Learning Support Service	40
Childminding Support Officers(SMBC)	6
Stockport Council First Aiders	18
Brinnington Children's Centre (2 sessions)	25
Hazelwood Nursery	15
Glen Jakes Nursery	10
Abacus Children's Centre	10
Brabyns Preparatory School	25
Belmont & Lancashire Hill Children's Centre (2 sessions)	27
Mellor Archaeological Trust	5
Stockport Women's Refuge	11
Early Years & Children's Centres Conference	60
Brinnington Nursing Mothers Group	10
Stockport Children's Centres Training	20



## EARLY YEARS

There is an established single agency programme for child minders and registered day-care settings. The training combines the Basic Child Protection and Introduction to Common Processes courses.

As a result of learning identified from the Child A SCR, Safer Working Practice courses have been developed for child minders.

In addition, to support settings to meet their OFSTED requirements, training is provided for leaders and managers; it includes their Designated Person responsibilities and also Safer Recruitment.

Course title	Number of courses held	Number of people to be trained (actual people)	Number of people trained (10 – 11)	Number of people already trained	Number of people still needing to be trained
Safeguarding & CAF	24	1636 <i>See Note</i>	527	507	602
Safeguarding for leaders & managers	2	190	61	68	61
Safer working practice (child minders only)	8	515	129	0	386
Elearning			41		

*Note: The figure for the number of people to be trained may not be accurate. The reasons for this include:*

- *Move to website applications for managing training and reliance on the settings to maintain the system especially in respect of staff leaving. This may inflate the numbers who appear to be in the workforce.*

- There are a number of child minders who maintain their status but are not actually actively working; they are not required to delete or cancel their registration for 3 years. This group is currently being looked at by the Child Minding Team. They don't usually access training and so inflate the number requiring training.

This next table gives a breakdown of attendance at the Safeguarding & CAF training; this supports the requirement to ensure the workforce is appropriately trained.

Job title	No of post holders 10-11	No train-ed 10-11	% 10-11	No. of post holder 09-10	No train-ed 09-10	% 09-10	No. Train-ed 08-09
Day nursery E learning LSCB application	936	318 25 1	37%	828	153	25%	163
Child minder	515	153	29%	526	221	42%	38
Home childcarers / vol register	Included in child minders			43	3	7%	
Pre schools	Included in day nursery					22%	
Out of schools/ Hol clubs E learning	185	56 16	39%	185	72	39%	42
Nursery units ind schools	Included in day nursery			35	9	26%	
<b>Total (Incl e- learning &amp; LSCB</b>	<b>1636</b>	<b>527 568</b>	<b>32%</b>	<b>1617</b>	<b>507</b>	<b>31%</b>	



## EDUCATION

Stockport has a Senior Safeguarding Advisor in Education who has a specific remit to:

- Support schools, and other educational establishments, in achieving excellent safeguarding standards and outcomes;
- Provide Head teachers with expertise in the management of complex safeguarding issues e.g. allegations against staff
- Provide leadership and innovation in safeguarding matters for educational establishments, linked to effective multi-agency working and collaboration

This service is provided to all Stockport schools, colleges and nurseries across the maintained, independent, private and voluntary sectors. The target audience includes staff and governors.

A comprehensive training programme has been developed and delivered by the post holder, the LADO, the LSCB Training Manager and a Senior Tutor. The programme addresses three main areas

- Whole school training in basic CP awareness;
- Role and responsibilities of the Designated Officer;
- Safer Recruitment.

These training packages exceed the statutory minimum requirements of training for the sector and are well received. They are updated in line with national and local learning from reviews to ensure the highest standards of practice across the sector.

The Basic Awareness training includes recognition and response for child protection concerns, awareness of the allegations management process and how to respond and safer working practice.

The Designated Officer training provides an opportunity for Designated Child Protection Officers and their deputies to explore the requirements of the role as outlined in the *Safer Recruitment and*

*Safeguarding children in Education* guidance. It also provides information on the requirements of the Serious Case Review process and how this relates to schools.

The Safer Recruitment training is based on the NCSL programme and has been locally updated to include relevant information and themes pertinent to Stockport.

In addition to the programme bespoke training is provided. This has included additional e-safety training to staff and pupils plus specific topics to meet an identified school need.

## CRUCIAL CREW

The SSCB provided an e-safety input for Crucial Crew for a second year. Crucial Crew provides learning about staying safe for Year 6 pupils. The SSCB session focussed on e-safety – in particular about information to be included in a safe social networking profile. This year the session used technology and was developed in conjunction with schools advisors/ consultants.

Crucial Crew ran for 2 weeks in March rather than the previous 3 weeks and the attendance was restricted; approximately 1500 pupils attended.

This is the final year Crucial Crew will run in this format. Resources are to be provided to schools to support in-school sessions and it is hoped to be able to develop an alternative provision working with the Children's Centres.

A separate in-school e-safety session was provided for one of the independent schools who were unable to attend the March session

## BASIC AWARENESS TRAINING: ALL SCHOOLS

Course title	Number of courses held	Number of people to be trained <i>(actual people rather than posts)</i>	Number of people trained <b>(10 – 11)</b>	Number of people already trained	Number of people still needing to be trained
Basic Awareness primary schools	21	88 schools every 3 years	19 schools	50 schools within the cycle	16 schools
Basic Awareness all age ranges	3	Unable to say-(all new entrants to schools with no current training)	45 people		
Basic Awareness high schools	6	16 high schools(including the special provision)	6 schools	8 schools within cycle	2 schools
Basic awareness Academy	1	1 school	1 school		0 schools
Basic awareness Special Provision	1	3 within primary sector	1 school	1 school	1 school
Basic awareness Independent schools	6	14 schools	4 schools	7 schools	1 school

## BASIC AWARENESS TRAINING: ADDITIONAL

Course title/ content	Number of courses held	Number of people to be trained <i>(actual people rather than posts)</i>	Number of people trained <b>(10 – 11)</b>	Number of people already trained	Number of people still needing to be trained
Basic awareness NQT	1	Unable to say	45 people		
Basic awareness Sensory Support Staff	1	whole service	Whole service		0
Basic awareness pastoral managers	1	Unable to say	15 staff	none	As required
Basic awareness kitchen staff Solutions SK	8	Unable to say	All staff	none	SK will work with new entrants
Basic awareness Local Mosque	1	Unable to say	10 people	none	On-going issue
Basic awareness external supply agency	1	Unable to say	70 people	none	Organisation to contact unit
Basic awareness MMU all secondary PCGE students	2	Whole cohort at MMU	200 NQTs	none	0

## SAFER RECRUITMENT TRAINING

Course title/ content	Number of courses held	Number of people to be trained <i>(actual people rather than posts)</i>	Number of people trained <b>(10 – 11)</b>	Number of people already trained	Number of people still needing to be trained
<b>Safer Recruitment – schools</b> <i>School staffing regulations(January 2010) require interview panels to have at least one member who is safer recruitment trained.</i>	4	133 establishments	29 HT and Gov from maintained sector, 11from independent schools, 4 from early years	In total 130 out of 133 organisations have been trained	3 outstanding. Some staff have trained on-line but we don't have access to this information
<b>Safer recruitment – local trusts</b>	2	2 commissioned courses	50 staff	none	All required by trusts
<b>Safer recruitment - HR</b>	1	commissioned	24 staff	none	All required by service
<b>Safer recruitment Train the Trainer</b>	1	One off course	7 staff	N/A	N/A

In 2011-12, an offer for updating will be made alongside training required for newly appointed head teachers and governors. The Training for Trainers course is to provide safer recruitment training to the wider workforce as part of the multi-agency programme.

## DESIGNATED OFFICER TRAINING

Course title/ content <i>(e.g. Basic child protection awareness, refresher etc.)</i>	Number of courses held	Number of people to be trained	Number of people trained (10 – 11)	Number of people already trained	Number of people still needing to be trained
<b>Designated Officer- all schools</b>	1	133 establishments within 2 year cycle	28 staff	97 establishments	8 establishments
<b>Designated Officer –refresher</b>	1	New course – not statutory	20 staff	0	113 establishments
<b>Designated Officer – Early Years</b>	2	See Early Years report	100 staff		



## OTHER TRAINING

Course title/ content	Number of courses held	Number to be trained	Number of people trained (10 – 11)	Number of people already trained	Number of people still needing to be trained
<b>Bursar training – safeguarding and admin in schools</b>	4	Not statutory-course was open to 119 establishments	100 staff		
<b>CAF refresher in school</b>	2	Additional offer	20 staff		
<b>CEOP for a PRU</b>	1	Additional offer	10 staff		
<b>E-safety for parents</b>	1	Additional offer	80 parents from 3 independent schools		
<b>Neglect- a case study commissioned by 1 school</b>	1	Additional offer	20 staff		
<b>Wider culture of safeguarding</b>	2	Additional offer	1 school and 1 service		
<b>Newly appointed Headteacher induction</b>	1	All new HT	10 HT (whole cohort)	Annual delivery	0
<b>Role of safeguarding governor</b>	1	Unable to say (part of Governor training) programme	15 governors		Continue to offer
<b>Update for Ed Psych team</b>	1	Additional offer	Whole service		

## HEALTH

The Health economy within Stockport comprises

- NHS Stockport (Primary Care Trust)
- Foundation Trust (Stepping Hill Hospital)
- Pennine Care Trust
- BMI Healthcare (Alexandra Hospital)
- Affinity Health Care (Cheadle Royal Hospital)

The Care Quality Commission (CQC) requires all health organisations to report staff training according to the levels identified in the ***Safeguarding Children and Young people: roles and competences for health care staff Intercollegiate document September 2010***. Training Sub received a presentation on the requirements: Levels 1 and 2 are single agency training and level 3 is multi-agency training. This updated document requires more job roles to attend multi-agency training. They require a minimum of 4hours annually which is monitored through PDR/Supervision/Competency Frameworks.

## STOCKPORT PCT

### GP PRACTICE SAFEGUARDING LEADS TRAINING

GP practices have identified 52 safeguarding leads as part of their compliance with CQC safeguarding requirements. The Designated Nurse has been co-ordinating training and support sessions for this group. Between September 2010 and July 2011 there have been 4 sessions (quarterly).

There have been guest speakers to provide specific subject information particularly related to SCR/IMR findings.

- Domestic Abuse / MARAC – Val Hussein
- Case Conferences and Adult Information – Sally Copeman IRO
- Fabricated Illness – Dr Louise O’Connor
- Sexual abuse / assault / exploitation – Dr Louise O’Connor

The sessions also include an update on new/reviewed policies, any new guidance, feedback from SCR’s, local initiatives. 32 GPs have attended 1 or more of these sessions.



The GP safeguarding leads are responsible for ensuring their whole practice are trained to the required level and have been provided with resources to support this. GPs have access to e-learning through the RCGP and the CQC e-learning package as well. They are also able to access the SSCB e-learning. Reporting measures are to be developed.

### DENTAL PRACTICES

And finally, a presentation was provided to 120 Independent Dental Practice employees earlier this year by the Designated Nurse.

## COMMUNITY HEALTH STOCKPORT

Course title/ content	Number of courses held	No to be trained (actual)	No trained (10 – 11)	No already trained	No Still needing training
<b>Basic Awareness (level 1)</b> <i>**CQC E-learning rolling out again from Sept 2011 which will capture outstanding staff</i>	5	186	47	71	<b>**68</b>
<b>Update (level 2)</b> <i>** the number of staff requiring level 2 training has increased significantly since Sept 2010's intercollegiate document – action plan in place to get the relevant staff trained</i>	13	432	172	41	<b>**219</b>
<b>Induction (20 minute session which signposts staff to policy/ procedure/what to do if)....</b>	2		20		<b>n/k as depend ent on how many new starters we get</b>
<b>E-learning (we have asked that whole organisation have e-learning level 1 – 806 staff. However this is additional training for those staff who required Level 2 and 3)</b>	88	728			

Community Health Stockport has an established single agency programme for face-to-face delivery of basic Child Protection awareness plus Update Workshops with support from the CQC E-learning package for Level 1/ 2 requirements.

Health Visitors, School Nurses and GPs are routinely invited to Child Protection meetings but there are other staff within Community Health Stockport who also need to be trained to Level 3 due to their role and case holding responsibilities.

These are mainly from the disability partnership (CYPDisP) who hold caseloads of children with complex needs, which include safeguarding. Around 40 staff will be trained in Sept 2011 at bespoke Level 3 training sessions with multi-agency delivery.

## STOCKPORT NHS FOUNDATION TRUST (STEPPING HILL)

The Foundation Trust has established an in-house programme which includes both face to face delivery and e-learning. The original training needs analysis has been affected by the updated Inter-collegiate document.

It is planned to provide a safeguarding conference in September 2011 with external speakers to meet the Level 3 requirements.



<b>Course title/ content</b> <i>(e.g. Basic child protection awareness, refresher etc)</i>	<b>No of courses held</b>	<b>No to be trained</b> <i>(actual)</i>	<b>No trained (10 – 11)</b>	<b>No already trained</b>	<b>No still needing to be trained</b>
<b>Level 1 Safeguarding Children (CQC E-learning)</b>	<b>On-going online</b>		<b>442</b>	<b>382</b>	
<b>Level 2 Safeguarding Children (Taught session)</b> <i>See Note 1</i>	<b>20</b>		<b>297</b>	<b>459</b>	<b>10</b>
<b>Trust Induction – Safeguarding session</b>	<b>24</b>		<b>401</b>	<b>594</b>	<b>0</b>
<b>Trust Mandatory – Safeguarding session</b> <i>(see Note 2)</i>	<b>38</b>		<b>1987</b>	<b>1265</b>	<b>@ 800 but every 2 years</b>
<b>Level 2 updates</b>	<b>17</b>		<b>162</b>	<b>-</b>	<b>0</b>
<b>Allegations management</b>	<b>2</b>		<b>39</b>	<b>5</b>	<b>0</b>

*Note 1:* Level 2 was originally anticipated to be about 500 people needing training but almost 750 have now been trained because of changes in the intercollegiate document. Outstanding only relates to the employees identified in the original list.

*Note 2:* Mandatory training requires employees to attend every 2 years so it is anticipated that in 6 months' time nearly all the workforce will have been trained as the programme has been running for 18 months..

## PENNINE CARE NHS FOUNDATION TRUST

Pennine have an established single agency programme for safeguarding training. The organisation covers Bury, Oldham, Rochdale, Tameside, and Stockport LSCB areas. Safeguarding training is part of the mandatory training for staff and is therefore part of each employee's individual development plan that is completed annually.

There is a plan of targeting training across the trust at employees who are not meeting the 3 yearly standards, including utilising e-learning as appropriate.

There is an on-going piece of work to review the L2 training; the likely outcome is that the content will be adapted to meet L3 criteria. All refresher courses will be at L3.

There have been problems identifying the training attendance data for this report. The following data is whole organisation data and not specific Stockport data.

Staffing total (as at 31.03.11): 3271 including all substantive 'bank only staff: the total number for Stockport is 449,

Staff completing Safeguarding Children training (as at 31.03.11) was 113%

Number of staff in date with Safeguarding Children training (as at 31.03.11) was 84%

Number of staff who have completed Safeguarding Children training (as at 31.03.11) was 120%

Number of staff in date with Safeguarding Children training (as at 31.03.11) was 91% (but this may include duplicate comparisons).

Course	Attendance
Child Protection Level 2	663
CLU Child Safeguarding E-Learning	757
L3 Basic Introduction to Safeguarding	9
L3 Fabricated and Induced Illness	3
L3 Neglect and Emotional Abuse	3
L3 Parental Mental Health and Capacity	3
L3 Working Together to Safeguard Children	19
Level 3 Domestic Violence and Impact on the Child	2
Medical Induction	141
Multi-Agency Safeguarding Children	1
Neglect and Emotional Abuse	1
Safeguarding Children for Managers	252
Safeguarding Children L2 Policy Update	520
STORM Suicide Prevention - CAMHS	55
Trust Induction	1255
GRAND TOTAL	3685
Other courses (manual count)	238

*It is not reflective of other Safeguarding training completed and does not include the L3 training provided to all the CAMHS staff across the trust earlier this year of which 238 completions need to be entered (there were a total of six study days in total so some staff may have attended all the training and other staff less). All staff employed by CAMHS completed some of this training.*

## PRIVATE, VOLUNTARY AND INDEPENDENT SECTOR

Within the private, voluntary and independent sectors there are specific groupings: Early Years, Education, Health, Housing, Residential Children's Homes, Large and Small Voluntary Organisations/ Charities.

A total of 321 places were offered to this sector which makes them the largest group overall (just ahead of Children's Social Care) to access the multi-agency training.

	Places Offered	Attendance	Cancellations	DNA
Early Years	32	9	7	16
Education	77	63	5	9
Health	9	5	0	4
Housing	53	41	5	7
Residential	99	46	23	30
Large Vols	37	33	2	2
Small Vols	48	32	7	9

### Early Years

This is the first year that Early Years providers have booked in sufficient numbers to be identified as a specific group. The non-attendance rate for the Early Years providers is high at 50%. This year, this group were able to enrol onto training via the Schools and Communities Workforce Development (SCWD) website and there is anecdotal evidence that some settings were not using the website correctly – making bookings but then not picking up email notifications. However, for some settings the

web site was really useful and raised their awareness of the multi-agency programme.

### Education

Stockport has a number of independent schools; this group also includes the Academy and in future will include those schools that attain Academy/ Free School status. The Together Trust and the Seashell Trust are also counted within this section.

Overall, the independent schools engage well with the Senior Adviser for Safeguarding in Education for single agency training and meet their inspection requirements. A detailed breakdown of their attendance is described in the Education section.

### Health

There are two independent health care providers that attend the multi-agency training in Stockport – BMI Alexandra and Affinity Healthcare. BMI Alexandra was offered places on two separate courses and only attended one course. Affinity Healthcare (Cheadle Royal) were offered 7 places on 4 courses but only used 4 places.

### Housing

There are 7 major housing providers in Stockport plus some smaller providers with a few tenancies, and there are some voluntary organisations that provide tenancy support.

Of the major providers, Manchester & District Housing Association, Mossbank Homes and Stockport Homes attend the multi-agency training and also Guinness Northern Counties. Independent Options and Threshold are tenancy support organisations who attend the multi-agency programme.

Stockport Homes provide a single agency basic awareness programme for their staff. It is based upon the multi-agency training resource but delivered by a theatre company, *Theatre&*.

They held two courses and trained 92 staff from a cross section of all service areas/Directorates; delegates were drawn from: Repair First Operatives, Caretakers, Neighbourhood Housing Officers/Customer Service Officers, Housing Officers/Assistants, Resettlement, and Corporate Services.

### Residential Children’s Homes

There are over 30 independent residential child care establishments in Stockport run by 14 companies.

Workers from Brookfield House, Halliwell Homes, Keys Childcare, New Horizons, Together Trust and the Seashell Trust have all attended multi-agency training. In addition agency residential workers from Reed have also attended.

### Voluntary/ Charitable Organisations

Following the introduction of the charging policy in April 2011 there has been a differentiation between large and small organisations. A small organisation is defined as:

*‘Those organisations active on a local or community level, usually small, modestly funded and largely dependent on voluntary, rather than paid, effort. Can be seen as distinct from the larger, professionally staffed agencies which are most visible in voluntary sector profiles.’* (Sector glossary, [www.volresource.org.uk](http://www.volresource.org.uk))

In 2010-11, a total of 9 organisations attended – 5 large and 4 small.

### PVI TRAINING POOL

The PVI training pool was established in 09-10 to deliver Basic Child Protection Awareness training. There were originally 10 people in the pool but this has been reduced to 9 as one person has left post. There are 5 people who are active members; they are supported by a Staff & Workforce Development Officer and admin provision from the Staff & Workforce Development Team.

No of courses	Places Offered	Attendance	DNA
9	197	153 (78%)	44 (22%)

In addition the Together Trust provided an in-house session for 6 volunteers, HomeStart have trained 6 volunteers and Beacon Counselling provided an in-house development day for 20 counsellors that covered both children and adult safeguarding..

The training is provided in the evening to meet the needs of volunteers and is provided at no charge through CWDC grant funding to support the sector.

Courses will be run 4-6 weekly from October 2011 to July 2012.

It is planned to advertise courses on the AnchorPoint Stockport database and a new PVI webpage on the [stockport.gov.uk](http://stockport.gov.uk) website. It is hoped that this will raise the profile for the courses and increase attendance.

The following table provides a detailed breakdown of attendance at this year’s training:

Agency	
5th Cheadle Hulme Cubs	2
A Little Wish	2
ABC Group / Mencap	1
African & Caribbean YP	1
All Saints Beavers Cheadle Hulme	2
Aquinas College	1
Beacon Counselling	3
Cheadle Hulme Scouts	1
Cherry Tree Estate	1
Church Warden	1
CRE Parks and Recreation	1
CSW	1
East Cheshire Hospice	3
First Steps Nursery	1
Foster Carer	1
Gatley Scouts	5
Gatley YP	1
Hazel Grove Methodist	1
Heald Green Church	2
Home Start	3
Inscape House	2

Marbury Minis	1
MCAUK	1
Meadow Bank	1
Mill Youth Centre	2
MIND	4
Night Stop	1
Norbury Church	2
Parent Support Group	1
Players 4 Pudsey	12
Roots Recruitment	1
SAVY	1
Seashell Trust	1
SFYP	2
Signpost for Carers	2
St Barnabus Church	2
Stockport Children Rights	1
Stockport CP	39
Stockport CVS	2
Stockport Model Engineering	1
Stockport Refugee Support Group	8
Stockport School of Gymnastics	1
Stockport Spartans	2

Stockport Youth Orchestra committee	2
Support and development Worker	1
Ultimate products	1
SCVSS	1
Voice UK	1
Volunteer	12
Volunteer Youth offending	4
Wellbeing Centre	1
Werneth Explorer Scouts	4
Werneth School	1
Youth Action Stockport	1
<b>TOTAL</b>	<b>153</b>

## JUSTICE SERVICES

### Youth Offending Service

Workers from the Youth Offending Service attend the multi-agency programme. In 2010-11, 41 places were offered and 33 were taken up. This is a slightly lower attendance than 09-10.

#### Breakdown of attendance by job role

Job role	Number of courses attended 10 - 11				
	1	2	3	4	5 +
Youth Crime Reduction Officer (YCRO)	5	2			1
YOS Officer	2				
Casual/IRS Worker	4				
YOS PSA	1				
Operational Manager	1	1	2		
Student Social Worker			1		

The service provides Basic Child Protection Awareness training for their volunteers.

Course title/ content	No of courses held	No of people to be trained <i>(actual)</i>	No of people trained <b>(10 – 11)</b>	No of people already trained	No of people still needing to be trained
<b>Basic Child Protection Awareness</b> <i>(volunteer panel members)</i>	<b>1</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>3</b>

### Greater Manchester Probation Trust (Stockport)

Probation access the multi-agency programme for safeguarding and Common Processes training. In 2010-11, 9 places were offered and 8 were taken up. This is considerably lower than last year when 44 places were offered.

### Greater Manchester Police (Stockport Division)

Police officers receive safeguarding training as an integral part of their mandatory training. In 2010-11 8 places were taken up.

### Preventing Violent Extremism (Channel) Training

The lead contact for the Channel project organised a half day awareness raising workshop led by two police officers from the Channel project. The Channel project explores the early identification of vulnerable young people to prevent their radicalisation and links to CAF processes. It uses the case of Nicky Reilly who attempted to bomb a café in Devon. This was an additional event to a Manchester-wide briefing provided by GMP for agency leads.

The event was well attended by a multi-agency audience.

Organisation/ Service	No attending
Adult Social Care (Safeguarding)	3
CAFCASS	1
Ethnic Diversity Service	2
GMP	6
SfYP	2
Staff & Workforce Development	2
Stockport College	1
Stockport Homes	1
CYPD Strategy & Performance	1
CYPD Safeguarding Children Unit	1
Community Safety Unit	1
TOTAL	21



*Photograph of Nicky Reilly*

## SERVICES FOR YOUNG PEOPLE

Services for Young People brings together the Education Welfare Service, Connexions and Youth Service functions of the Local Authority. The service underwent a major reorganisation with effect from May 1<sup>st</sup> 2011. The individual services were disestablished and a new generic role of Young People's Worker was introduced.

The service accesses safeguarding training through the multi-agency programme. In 2010-11, 100 places were offered and 71 attended. This is an increase from 09-10 when 75 places were offered.

Services for Young People has an established single agency training programme where safeguarding forms a major strand.

Course title/ content	No of courses held	No of people trained (10 – 11)	No of people already trained	No of people still needing to be trained
Safeguarding Basic Awareness – Level 1	12	141	130	0
Safeguarding For The Older Child	8	106	33	See below
Introduction To Common Processes	4	46	Unable to Identify	
CEOP	1	11	6	
CAF – Train The Trainers	2	14	0	

It is a mandatory requirement that all SFYP staff (Education Welfare Officers, Connexion PAs, Youth Workers, SfYP Volunteers, Caretaking, Admin, and Leadership Team) are trained in Safeguarding Basic Awareness – Level 1. All staff members are now trained to this level. SfYP are in the process of identifying which workers need to complete Refresher training to meet Working Together 2010 requirements.

In addition it is a mandatory requirement that all frontline SfYP staff have completed *Safeguarding For The Older Child*

### Child Exploitation and Online Protection centre (CEOP) training

4 managers from SfYP attended CEOP Ambassador training and are thereby accredited to deliver CEOP ThinkUKnow (TUK) training to staff and also to young people.

### Common Processes training

SfYP have developed a single agency pool to deliver the CAF suite of training for their workforce; this was to support flexible delivery.



## CHILDREN'S SOCIAL CARE

All staff in Children's Social Care are expected to complete safeguarding training appropriate to their job role and competence/ skill requirements. They are supported through the provision of training matrices that clearly identify which courses are available. Newly Qualified Social Workers (NQSW) in their first year after qualification and those in their second year after qualification (EPD) have been participating in the CWDC Scheme. 74 staff from Early Intervention and Family Support and 55 from the Looked after Children Service have attended multi-agency training in 2010-11.

There is a robust workforce development programme in place to support the service redesign in social care addressing the recommendations of the Munro Review, the work of the Social Work

Reform Board and the views of staff as expressed through our social work "Health Check" and a training needs analysis.

All team managers and Independent Reviewing Officers have been offered SCIE learning sets to support their practice. A new supervision policy has been written and managers will attend associated learning sets in 2011-12.

### Foster Carers

The National Minimum Standards for foster care require approved foster carers to maintain their safeguarding knowledge. Two Child Protection courses were provided for foster carers and 27 learners attended. 24 foster carers have updated using e-learning.

Course title/ content	No of courses held	Places available	No trained (10 – 11)	No already trained	No still to be trained
Nov 10: Assessing in a diverse community	1	22	15	Approx 60	0
Feb 11: Risk Assessment	1	20	16	Approx 40	20
Feb 11: Analytical writing skills	1	22	21	Approx 50	0 (new course to be offered)
Feb/ Mar 11: Personal Construct Psychology (2 days)	1	16	16	Approx 30	30
Mar 11: Unborn baby risk assessment	1	25	22	0-new course in 2010/11	35+

## E-SAFETY TRAINING

E-safety training is provided across Stockport to children and young people, parents and the workforce. This makes it a unique area of training for the SSCB. The training is monitored through the newly established E-safety subgroup and the anti-bullying steering group who have responsibility for the action plan from the Scrutiny Review into Cyberbullying.

### Children and young people

As previously mentioned in the Education section, the SSCB participated in Crucial Crew for a second year. This year the theme was to promote safer social networking. The resources will be made available to schools through the Virtual learning Environment. In addition, the Senior Adviser for Safeguarding in Education and the Training Manager have provided separate sessions for independent school pupils. SfYP have undertaken some work with young people at Youth Centres to consolidate their CEOP TUK training.

### Parents

The Parent Support Advisers have continued to deliver briefing sessions for parents. The sessions are delivered on request through schools. The session signposts computer confident parents to further resources available on the CEOP ThinkUKNow websites and ChildNet resources.

Attendance at the sessions remains variable. There have been 16 sessions and a total of 134 parents attended. The highest attendance was 34 people but for 6 sessions there were 5 people or less. In the next academic year it is planned to provide a shortened briefing at *Healthy Schools* evenings to try and reach a wider audience, with the offer of an in-depth follow-up session on request.

As previously mentioned, the Senior Adviser for Safeguarding in Education provided a session for parents of 3 independent schools.

Adult Learning ICT courses provided through Learning and Employment have embedded e-safety into their sessions and this is monitored by the ICT programme manager. E-safety is especially emphasised in the introductory courses to using the Internet - *First Click*.

In addition 2 Family Learning courses have been provided to schools; these are 10 weeks duration and comprise 20 guided learning hours. One course ran in January 11 for 6 learners for Fir Tree Primary; the other ran in March 11 for 7 learners at North Reddish Junior School.





## Workforce

An E-safety awareness session was provided for foster carers and was attended by 10 participants. This course will be part of the mandatory foster care programme for this next year.

The Adoption Service commissioned two sessions specifically for adopters team members and from an external consultant, Eileen Fursland, who has published on Facebook and the issues this raises for adoption.

An e-safety session was provided as part of the early years programme but was not well-attended.

Two e-safety sessions were provided for school governors which were attended by 21 governors from 16 schools. The session focussed on key policies which needed to be in place and also the SSCB Managing e-safety incidents policy. Training on E-safety – focussing on policies that should be in place - is included in the governor programme for 11-12.

The Primary Behaviour Support Service (PBSS) have provided training for staff and lesson plans/ resources for cyberbullying for primary schools.

These are all over and above the *Safeguarding Children in a Digital World* sessions in the multi-agency programme; this course received the best on-the-day feedback of all the multi-agency courses.