

INQUIRY ACTION PLAN
NOTIFICATION OF COMPLETED ACTION

Strategic Lead Officer	Lesley Munro
Recommendation	1 The Council reviews and improves its child protection training for staff.
Outcome number and summary	4) Embedded understanding that the safety and wellbeing of children is of paramount importance and that children have the right to be protected from harm and abuse: <ul style="list-style-type: none"> • Staff are able to identify Child Protection matters. • Staff demonstrate strong understanding of how and when to report Child Protection matters. • Critical Services Oversight Group (CSOG) supports SBC to have confidence that all staff across the organisation fully understand their individual responsibilities regarding Child Protection.
Action	a) Review and update training content to ensure that it meets the needs according to service, role and grade. Training content will be moderated against best practice. Content to be clear on: <ul style="list-style-type: none"> • the rights of children • individual responsibility for reporting, • potential significance of single incidents of concern, and • purpose of the Child Protection procedures. • risk of harm can occur in any context
Deadline within Plan	June 2022, extended to December 2022

1. MEASURES TAKEN

Detail here the specific actions taken to meet the identified outcome.

Immediately following publication of the Report, the Adult Support and Protection and Child Protection Training and Quality Assurance Team reviewed all training content (courses and post-course packs) against:

- the recommendations in the Report
- the learning outcomes and knowledge & understanding indicators for the four workforce groups, agreed in the PPC Joint Learning and Development Framework.

This achieved strong assurance that the content of training, which had not been scrutinised by the Mr Webster ahead of making his recommendation, was sufficient in content to cover the 5 key elements identified in Mr Webster's recommendation, however action was taken to strengthen content relating to concerns about colleagues or other professionals and content relating to Escalation procedures.

1B. ASSOCIATED DOCUMENTS

Note here any documents attached as being relevant to this action

The scripts for all training materials reviewed were annotated and highlighted to indicate where each of the 5 core points was covered and could provide an audit trail of the scrutiny undertaken.

2. BENCHMARKING

Explain what steps have been taken to measure the actions taken against best practice.

Training content is informed by reference to:

- Training provided by other local authority areas
- Training provided by national organisations, including NHS Education Scotland, NSPCC etc
- Attendance at national CP Trainers Group and discussion with individual trainers from other areas
- Discussion with specialist practitioners within Borders, eg Health colleagues, Violence Against Women and Girls Lead Officer

3. EXTERNAL AGENCY INVOLVEMENT

Where the Action Plan identifies a third party dependency, explain here the involvement and approval of any such party.

The Director of Social Work and Practice shared Scottish Borders Council training materials with Scottish Government and feedback of the quality and content was received.

4. ONGOING MONITORING ARRANGEMENTS

Where relevant, what steps have been put in place to ensure ongoing review of this action?

It is intended that a group of associated professionals be established through the Public Protection Training and Delivery sub-group, and reporting to the same. This group would implement a set process to assess all new training materials against the criteria elements set out in the recommendation as well as against national guidance. Assurance of this moderation would be provided prior to implementation of any new or additional training content.

5. HOW DOES THE ACTION MEET THE OUTCOME?

Explain briefly how the steps taken will achieve the desired objective?

Processes and measures taken have provided assurance that the content of training materials effectively cover the key elements detailed in the action plan.

Approval by Review Group:

Date:	
Comments/amendments:	
Was the action completed within the Action plan timeframe?	
Signature of Chair:	

Approval by Council:

Date:	
Comments/amendments:	
Signature of Chair:	