

**INQUIRY ACTION PLAN**  
**NOTIFICATION OF COMPLETED ACTION**

<b>Strategic Lead Officer</b>	Lesley Munro
<b>Recommendation</b>	1 The Council reviews and improves its child protection training for staff.
<b>Outcome number and summary</b>	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"> <li>• Staff are able to identify Child Protection matters.</li> <li>• Staff demonstrate strong understanding of how and when to report Child Protection matters.</li> </ul> Critical Services Oversight Group (CSOG) supports SBC to have confidence that all staff across the organisation fully understand their individual responsibilities regarding Child Protection.
<b>Action</b>	<p>b) Review all delivery mechanisms for Child Protection training to ensure effectiveness. Training delivery will be moderated against best practice.</p> <p>d) Develop a full training matrix for Child Protection, which identifies the appropriate level, content, delivery mechanism and frequency, reflecting the needs of differing staff groups. This should also include an assessment of the long term capacity required to deliver training.</p>
<b>Deadline within Plan</b>	July 2022 and extended to December 2022

**1. MEASURES TAKEN**

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

4b) The Adult Support and Protection and CP Training and Quality Assurance Team have considered feedback from course participants regarding method of course delivery and interactive tools used within online training sessions.

A set of criteria for delivering courses online or in the classroom have been agreed with the Training and Development Delivery Group:

- The majority of courses will continue to be delivered online through MS Teams
- Courses will be delivered as face to face classroom courses where:
  - They are Tier 3 or above on the training matrix
  - The content requires engaging with a range of written source materials (eg case studies or assessment tools)
  - Trainers are specifically required to confirm engagement as part of an accreditation process (this is currently not applicable to Child Protection training).

4d) The Public Protection Committee has agreed a Joint Learning and Development Framework, which identifies learning outcomes and knowledge & understanding indicators for four workforce groups, dependent on the nature and frequency of contact with children and families. This tool enables services/managers to identify the appropriate training for their staff across all roles.

The Child Protection Training and Development Officers are promoting this tool to Team Managers across Education, Health, Social Work and Social Care, and are available for consultation and advice.

## 1B. ASSOCIATED DOCUMENTS

Note here any documents attached as being relevant to this action

## 2. BENCHMARKING

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

The quality assurance function of the training team ensures that all actions relation to child protection training are benchmarked against best practice nationally and across all agencies.

## 3. EXTERNAL AGENCY INVOLVEMENT

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

## 4. ONGOING MONITORING ARRANGEMENTS

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

The Training Development and Delivery group have responsibility for all aspects of training in respect of Child Protection and are accountable through the Public Protection Committee to CSOG.

This group will ensure that all training continues to reflect best practice and is responsive to national and local key priorities and messages.

Assessment of capacity needs for trainers is underway and it is intended that additional resource, as agreed at Council in March 2022, be implemented when the full training package responding to the national child protection guidance is rolled out.

## 5. HOW DOES THE ACTION MEET THE OUTCOME?

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

Training is planned to provide appropriate levels of learning pertinent to role and function in each organisation and is undertaken as appropriate junctures proportionately.

The Training and Delivery Group have an ongoing and consistent focus on review and updating of the content and execution of training to ensure it is relevant and responsive to need.

### **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:	