

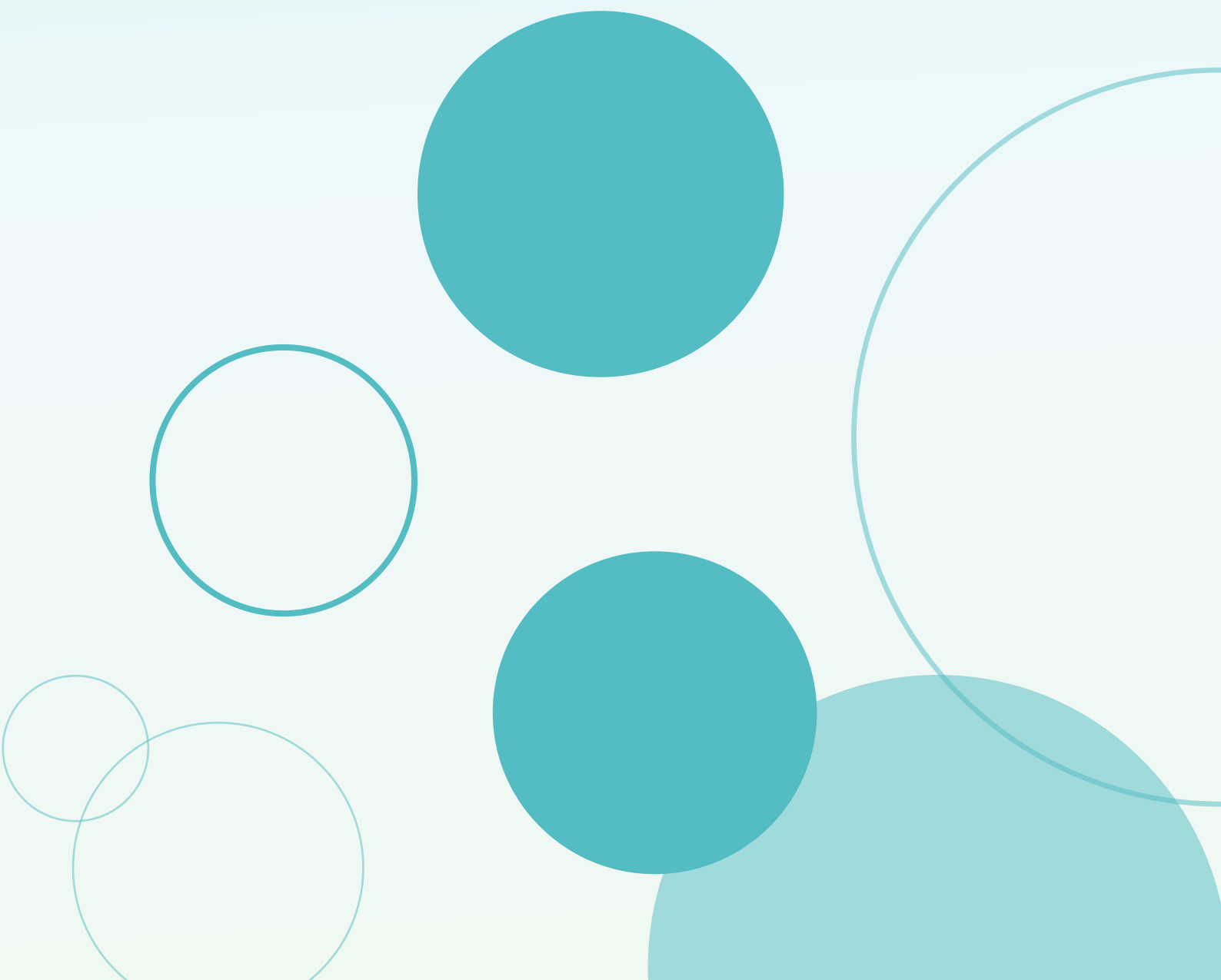
Tameside Safeguarding Children Partnership **Learning and Development Framework**



December 2024

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Introduction

The Tameside Children Safeguarding Partnership (TSCP) Learning and Development Framework demonstrates how learning is identified and how this will inform training to support safeguarding practice and systems. The framework is central to local arrangements and the ongoing assessment of multi-agency safeguarding arrangements.

At TSCP we provide a programme of multi-agency safeguarding learning and development opportunities. Through our training offer, practitioners and organisations can access a variety of courses, workshops, virtual materials and webinars. This will be primarily for professionals working in a safeguarding role with children and families who live in Tameside.

The aim of training is to bring professionals together to develop skills and knowledge whilst working collaboratively to deliver positive outcomes for children and families. It is important to note that all agencies working with children and families are responsible for ensuring that staff receive appropriate safeguarding training relevant to their role and responsibilities.

In line with Working Together to Safeguard Children 2023, multi-agency training is essential to support and understand the local need and services available to children and young people. Within the guidance, one of the roles of TSCP is to deliver effective and quality training and to evaluating its effectiveness to meet local needs. Training delivered will be moderated for impact.

It is important that we reach the people who need training, and the learning opportunities make a positive difference to their practice as they support and help children and young people. As stated within guidance, we will aim to provide a service where learning is captured and embedded. It is important our multi-agency training is reflective and reinforced through local and national safeguarding reviews. Effective safeguarding is underpinned by a strong multi-agency partnership where professionals understand and act upon their respective roles and responsibilities in relation to safeguarding children and young people.

Partnership Approach to Learning and Development

This framework will facilitate and highlight the need for continuous learning, reviewing and improving the understanding of safeguarding for all children and young people in Tameside. This will be based on:

- Locally agreed priorities
- Recognising our strengths and building on them
- Using the voice of children to inform learning priorities
- Learning from national research, reviews, multi-agency audits alongside emerging thematic issues
- Using an outcomes-based methodology to establish what we do, how well we did and what difference we made
- Learning from best practice
- A commitment to embed and review improvement actions and recommendations

Learning and review activity needs to demonstrate the effectiveness of safeguarding arrangements and demonstrate improvements in:

- The safeguarding arrangements within multi-agency working
- Ensuring that children and young people receive 'the right service at the right time'
- The outcomes for vulnerable children and young people

To ensure transparency and accountability, learning and development activity should include:

- Oversight and reporting agreed within TSCP governance arrangements
- The involvement of children, young people and their families in assurance work of TSCP
- A publication of any learning and development activity and the impact on outcomes for vulnerable children and young people
- The publication of the TSCP Annual Report evaluating the effectiveness of safeguarding arrangements in Tameside

TSCP recognises that Local Child Safeguarding Practice Reviews, audits and other review processes are a valuable resource to support learning and improvements within safeguarding practice systems.

TSCP recognises the importance of shared learning with partner agencies, who will support the circulation within agencies ensuring they become embedded in practice to improve outcomes. This learning will be shared by:

- Publishing reviews on the TSCP website
- TSCP newsletter
- Reviewing the provision of learning
- Embedding training
- Policies and procedures to be reviewed and updated
- Being incorporated into partner agency safeguarding training

In order to monitor the impact of changes and ensure they are embedded, and overtime have impacted effectively, monitoring and scrutiny will be undertaken through the following processes:

- TSCP Review and Audit Activity
- Partner agency review and audit activity
- Feedback from children, young people and families, practitioners and managers

This Framework requires trust and support between partners by:

- Providing support and setting high standards that encourage effective and constructive challenge
- In supporting greater accountability and a collective responsibility towards partnership development.

The Role and Responsibilities of Agencies

Individual agencies are responsible for ensuring that their workforce is competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Employers should ensure employees are aware of how to recognise and respond to safeguarding concerns, including signs of possible neglect. This knowledge should be in place before employees attend multi-agency safeguarding training. Employers also have responsibility to identify suitable resources that support multi-agency training by:

- Providing and allocating time to complete training and development opportunities
- Ensuring staff receive relevant single agency training that enables them to maximise the learning delivered by multi-agency training and provide opportunities to consolidate learning
- Sharing training information within their agency – recommendations and messages from reviews, TSCP training calendar, newsletters and conferences
- Contributing to the evaluation of training
- Cascading learning from any TSCP review and audit activity within their own organisation
- Providing assurance to a change in practice which promotes improved safeguarding outcomes for children and young people
- Ensuring the voices and lived experience of children and young people are central throughout the work on TSCP
- Implement actions identified that will improve multi-agency working and outcomes for children and young people.

Training and Delivery

TSCP will develop and maintain an annual training programme that will be informed by:

- Learning from case reviews and any thematic areas of concerns
- Quality assurance activity and multi-agency audits
- Effective performance monitoring at a multi-agency level
- Statutory safeguarding and practice guidance
- Emerging issues at a local, regional and national level
- The voice and lived experience of children and young people
- TSCP strategic priorities

Figure 1 - Information sources to support identification of learning and development



