



North East Lincolnshire
Safeguarding Children Partnership

Training and Education Strategy

2025- 2028

North East Lincolnshire Safeguarding Children Partnership (NELSCP)

Training and Education Strategy: 2025 - 2028

Introduction

North East Lincolnshire Safeguarding Children Partnership is committed to ensuring that organisations work together to safeguard and protect children from harm. Underpinning this ambition are a set of agreed strategic priorities which are outlined in the Local Arrangement Plan (2024-2025). This includes reviewing and revising the strategies to ensure effective local arrangements in the following areas:

1. Neglect
2. Child Sexual Abuse
3. Early Help
4. Child Exploitation

Where reference is made to 'staff' within the strategy, this refers to anyone working in a paid or unpaid capacity with children, young people and families.

1. Vision

Children, young people and families are at the centre of all we do and we want North East Lincolnshire to be a place where our children can grow up happy and healthy, safe in their homes and communities, with people that love them. We are ambitious for a child's future with a focus on learning and aspiration so they can be the best they can be. By being 'stronger together', we can achieve our vision of 'Our Children, Our Future'.

2. Safeguarding Children Partnership Key Functions

The North East Lincolnshire Safeguarding Children Partnership (NELSCP) Local Arrangement Plan (2024-2025) sets out the strategic intent of the partnership. It underpins the statutory objectives of the NELSCP, to coordinate and ensure the effectiveness of safeguarding arrangements with priorities set for 2024-2025 and includes:

- Delivery and monitoring of multi-agency priorities and procedures to protect and safeguard children in the local area, in compliance with published arrangements and thresholds.
- Close partnership working and engagement with education (at strategic and operational level) and other relevant agencies, allowing better identification of and response to harm.
- The implementation of effective information sharing arrangements between agencies, including data sharing that facilitates joint analysis between partner agencies.

- Delivery of high-quality and timely rapid reviews and local child safeguarding practice reviews, with the impact of learning from local and national reviews and independent scrutiny clearly evidenced in yearly reports.
- The provision of appropriate multi-agency safeguarding professional development and training.
- Seeking and responding to feedback from children and families about their experiences of services and co-designing services to ensure children from different communities and groups can access the help and protection they need.

3. Purpose

The purpose of this strategy is to provide a framework for the provision of multi-agency safeguarding training, which is based on an assessment of local need and is informed by the SCP priorities and learning from national and local research and learning from practice, including safeguarding reviews.

As outlined in Working Together to Safeguard Children 2023, the provision of multi-agency safeguarding professional development and training is a requirement. It is important for supporting our collective understanding of local need and for practitioners to be effective in universal services and across the safeguarding pathway. The premise of multi-agency training is that it provides 'added value' and it is 'better together' in providing a collective understanding of the local needs of children and families and the new and emerging threats.

The NEL SCP Training and Education Strategy seeks to ensure safeguarding training/learning activities are based on local need, and meet the needs of practitioners, in being able to recognise and respond to need and risk. In addition, it aims to measure the impact of safeguarding training on practice and improving outcomes for children and young people. We will ensure that through the partnership structure and functioning that learning from Safeguarding Practice Reviews, voice of the child, findings/improvement from audits and national research and best practice are embedded into training and inform local practice and continuous learning.

Continuous learning is key to improving outcomes for our children, young people and families. Through our approach to analysis of data, assurance activity and voice of children and practitioners, we will form a collective understanding of new and emerging threats, trends and issues, familiarising ourselves with evidenced based practice about what works, utilising research. This will inform an ongoing review of provision and availability of safeguarding children training and workforce development opportunities and the identification of gaps, which will inform development to meet the needs of the workforce. To achieve the priorities and to ensure that multi-agency safeguarding practice is effective and follows local policies and procedures, we will quality assure the impact of safeguarding children training through evaluation, audit and practitioner feedback.

4. NEL SCP Training Delivery Framework

The NEL SCP Training and Education Strategy has been designed for ease of use by organisations and safeguarding practitioners. Each of the key elements of this are outlined and explained in detail below:

- Multi-agency Safeguarding Children Training Standards
- Organisation Responsibilities

- Training Programme and how to book onto courses
- Target groups for training
- Training Pathway
- Evaluation and impact
- Training Charges

5. Multi-Agency Safeguarding Children Training Standards

The strategy is consistent with YHMAST (Yorkshire & Humber Multi-Agency Safeguarding Trainers) training standards, which reflect good practice and encourage a minimum standard in relation to delivery of child safeguarding training. The standards are based on those developed by PIAT (Promoting Inter-Agency Training) in 2003 and adapted more recently by CAPE (Child Protection in Education).

Standard 1	Trainers will have a working knowledge and recent experience of safeguarding practice and at least one trainer will be a suitably qualified* or experienced trainer (*this may include attending relevant Training for Trainers programme or undertaking an adult teaching/training qualification)
Standard 2	Training content and delivery will make clear that the child's welfare is paramount and incorporate the voice of the child, their rights and needs
Standard 3	Training has clear aims and objectives/learning outcomes, is well planned and has a positive impact on practice
Standard 4	Training is informed by current research, is evidence-based and includes lessons learnt from child safeguarding practice reviews
Standard 5	Training is linked to current and evolving local, regional and national standards
Standard 6	Training promotes inter-agency/partnership working and the importance of information sharing and working collaboratively with others.
Standard 7	The training will promote and enable practice, which is culturally aware, respects diversity, promotes equality, is anti-racist and is anti-oppressive.

Standard 8	The trainer will, by liaising with the commissioner where relevant, ensure that the training environment is conducive to learning, safe and inclusive for all participants, taking into account their diverse needs whether this be face-to-face or online
Standard 9	Training content will be regularly reviewed and evaluated to ensure standards are being maintained and that there is a positive impact on practice in the long and short term
Standard 10	Materials/resources are clear, accurate, relevant and up to date, and take account of adult learning styles
Standard 11	All training encourages and models appropriate challenge. The training will respect confidentiality however, trainers will recognise, act on and follow-up on any safeguarding concerns for children, adults at risk or organisations after the course
Standard 12	Training will be delivered via the most appropriate platform for the circumstances and content including face to face, virtual and blended learning, with a bias towards methods that most effectively enable the building of multi-agency networks

6. NEL SCP Responsibilities

- The SCP Training and Education Working Group are responsible for developing and driving the implementation of the SCP Education and Training programme in respect of children and young people.
- The NEL SCP should seek assurance that agencies have appropriate single agency safeguarding training in place. The SCP is responsible for ensuring that the inter-agency training it delivers meets quality assurance practice standards.
- The SCP training pool are responsible for delivery of most of the SCP multi-agency safeguarding children training across North East Lincolnshire and are expected to:
 - o Prepare thoroughly for delivery by allowing time to familiarise themselves with the materials, as well as keeping material up to date, meeting with co-trainers and keeping up to date with research and local policy and procedures, including the NELSCP Policies and Procedures.
 - o Provide feedback about practice and training issues which arise on our courses and any revisions needed to course content.
 - o Monitor attendance at each course ensuring that it is recorded properly.
 - o Ensure that delegates complete an online evaluation form at the end of the training session itself and are informed that further evaluation may be required in the future.

7. Responsibilities of all Partner Agencies

- All organisations are responsible for ensuring all practitioners, including paid employees and volunteers, undertake the right level of safeguarding training relevant to their role and remit (please refer to 'Target Groups for Training' section below)
- All organisations are responsible for the organisation and delivery of basic/introductory and refresher single-agency training for their staff as appropriate
- The NEL SCP takes responsibility for the delivery of a rolling programme of multi-agency training and events; employers are responsible for releasing staff to attend as appropriate.
- Key organisations are required to identify a Safeguarding Training Lead who will attend the SCP Training and Education Working Group and will ensure that training issues are followed through within their organisation.
- Employers must have training plans in place and systems to record the attendance of their staff on safeguarding children training, so that they can provide assurance that they are making the right provision and can provide monitoring evidence to the NEL SCP when required.
- There is an expectation that paid staff and volunteers, at all levels, across all disciplines, are responsible for continuing their own professional development by updating their skills and knowledge in safeguarding and promoting the welfare of children, young people and families.

8. Target Groups for Training

Practitioners and volunteers should undertake safeguarding training that is appropriate to their role and their level of contact with children, young people and families.

Group A	Basic Enables learners to gain a basic understanding of potential indicators of abuse and knowing who to contact and seek advice from if they have concerns Group A: required for all staff who may be in infrequent contact with children, young people and/or parents and carers who may become aware of possible abuse or neglect Group A staff and volunteers require: basic safeguarding training delivered/sourced by the employing organisation, which may include online learning Aligns to Health Organisations' Intercollegiate Level 1 and Level 2 training
Group B	Foundation Enables learners to gain an understanding of the signs and symptoms of abuse and what to do if they have concerns, highlighting the appropriate referral route when concerns are raised; the importance of multi-agency working and the relevance of appropriate information-sharing Group B staff and volunteers: this group consists of staff that have frequent contact with children and young people and/or parents and carers. They need to recognise and respond to signs of abuse but are not directly involved in complex and/or statutory intervention processes Group B staff and volunteers require: foundation level training which may be provided by the employing organisation or can be provided through the SCP training programme via the SCP Introduction to Safeguarding Children training.

	Aligns to Health Organisations' Intercollegiate Level 3 training (foundation – this is a one-off course for those at Intercollegiate Level 3)
Group C	<p>Advanced</p> <p>This level of training enables individuals to be aware of their role and responsibilities in safeguarding, including local issues and personal accountability and is multi-agency training. It covers all levels of the safeguarding framework. Practitioners from all organisations who have a lead or deputy lead responsibility for safeguarding within their organisation should attend training at this level. This group are involved in statutory intervention, section 47 enquiries, child protection conferences and core groups and where multiple/complex needs are identified.</p> <p>Group C staff and volunteers: frontline practitioners who predominantly work with children and young people and/or parents and carers and who contribute to the assessment, planning, intervention and review of children where there is a safeguarding concern. They may be designated safeguarding leads/managers or supervisors within organisations</p> <p>Group C staff and volunteers require: advanced multi-agency training, delivered by the Safeguarding Children Partnership – SCP Intermediate Safeguarding Children training.</p> <p>Aligns to Health Organisations' Intercollegiate Level 3 training</p>
Group D	<p>Specialist</p> <p>Specific training for specialist workers, managers, supervisors, named health professionals, headteachers/leaders of safeguarding in the setting/strategic leads in all organisations</p> <p>Group D: this group consists of strategic leads and those professionals in Group C that require specialist knowledge to support children particularly at risk.</p> <p>Group D staff and volunteers require: bespoke/specific training. This can be sourced/delivered by the employing agency or commissioned/sourced by North East Lincolnshire Safeguarding Children Partnership</p> <p>Aligns to Health Organisations' Intercollegiate Levels: Intercollegiate Levels 4 and 5</p>

Induction Training

Core SCP Training

Themed Safeguarding Courses

9. SCP Training Pathway Key:

Basic Group A

Induction training – delivered/sourced by employing agency.
This may be the only training some people require. They may have infrequent contact with children, young people, and families.
Aligns to Health Organisations' Intercollegiate Level 1 and 2 training

Foundation

Groups B – E (your pathway starts here)

Those who have frequent contact with children, young people and families and who need to be able to recognise and respond to signs of abuse

May be provided by the employing organisation or can be provided through the SCP Training Programme via the

SCP Introduction to Safeguarding Children Training (Core Training)

This training is also used as refresher training

Aligns to Health Organisations' Intercollegiate Level 3 training

Foundation

All Groups

SCP Harmful Sexual Behaviour Awareness training
Heads Up: Substance Use and Minimising Harm to Children and Young People

SCP Neglect Awareness
SCP Domestic Abuse Workshops – suite of 6 courses
Online learning (various courses)
Lite-Bite Practice Sessions

Advanced

Group C, D, E

Those who have a lead/deputy lead responsibility for safeguarding children or frontline practitioners who predominantly work with children, young people and families.

SCP Intermediate Safeguarding Children Training (Core Training)

This training is also used as refresher training

Aligns to Health Organisations Intercollegiate Level 3 training

Advanced

Groups C, D, E

SCP Strategy Discussion Training

Role of the LADO
IRO Policy/Procedures
Themed Practice Events

Advanced

Groups C, D, E

SCP Child Exploitation Training

SCP Neglect Training
Child Sexual Abuse Training
Training for Trainers

10. NEL SCP Training and Education Programme

The NEL Safeguarding Children Partnership Education and Training programme is wide-ranging and spans across the early help and safeguarding pathway. Education and core training delivered is aligned to the SCP priorities, strategic delivery plans and key areas of focus and with any other emerging issues across the early help and safeguarding pathway

The NEL SCP Training and Education offer provides and delivers a wide range of learning opportunities for professionals and volunteers, working with both children and adults. The training programme sets out the current training priorities for the partnership. We offer a varied training programme which includes face to face workshops, virtual and online learning, to provide flexibility of access for our learners and to enable a blended approach to learning. The Training programme can be found on the SaferNEL website here: [SaferNEL | Children's Workforce Development - SaferNEL](#) and access to our online learning opportunities can be found here too.

In addition, our Education and Training programme brochure is available and circulated electronically to SCP member organisations for inclusion in newsletters as appropriate.

Booking onto our face to face or virtual workshops is via our learning management system Academy-NEL, for North-East Lincolnshire Council colleagues and the Children and Families Learning Zone for all other organisations. This is a self-service booking system for all and provides an individual learner account for recording and checking on learning completed. The Children and Families Learning Zone can be accessed via the SaferNEL website link above and by clicking on the Children and Families Learning Zone logo at the top of the page or directly via this link: [North East Lincolnshire Council Children and Families Learning Zone \(academy-nel.com\)](#)

11. Quality Assurance and Evaluation

The NEL SCP Education and Training Programme is underpinned by robust evaluation processes in order to measure the impact on practice across the partnership. It also supports and is clearly focussed on the needs of partners to deliver effective services, aligned to the SCP Local Arrangements and Priorities.

The purpose of the quality assurance programme is to ascertain:

- The quality of training in terms of content and delivery
- Any improvements needed
- The relevance of training to organisational objectives and participants' roles
- The impact of training on practice in terms of the skills and knowledge of practitioners, the development of their practice, and the impact on service delivery and improved outcomes for children.

The impact of the NEL SCP Education and Training Programme will be critically evaluated using a number of methods:

- Course evaluation from participants after the course via the online booking portal;
- Scrutinising attendance data
- Feedback from trainers
- Impact and evaluation process using post course questionnaires, observations, course reviews and follow up consultation.

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