



# North Ayrshire Child Protection Committee Learning and Development Annual Report

January 2018 – December 2018



# Parameters of the report

During the period June-September 2018 the co-ordinators post lay vacant, this has had an effect on reach of development sessions, where during this period 8 were cancelled.

As outlined in the National Standards – the training is designed and delivered in relation to the General Workforce, the Specific Contact Workforce and the Intensive Contact Workforce

The report outlines the range of courses, the range of agencies accessing the course , number of participants and the number of participants from each agency that have accessed development sessions annually.

There were 660 participants in total for all multi-agency training events during Jan-Dec.

\* INDICATES TRAINING EVENT IS LED BY OTHER PRACTITIONERS IN NORTH AYRSHIRE RATHER THAN COORDINATOR

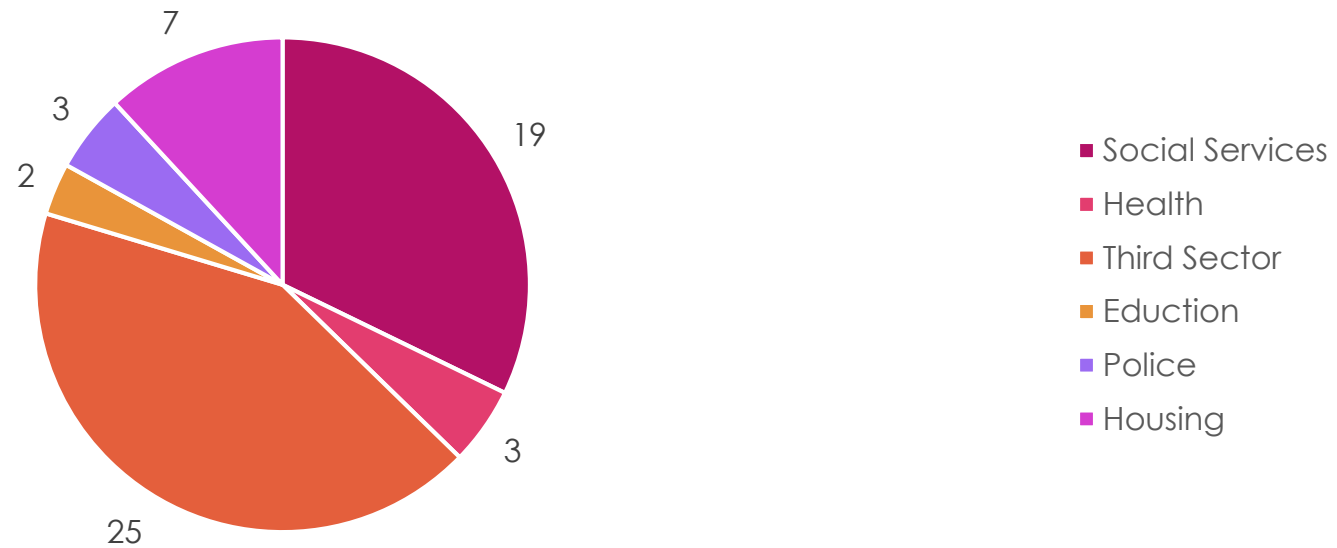
\*\* INDICATES TRAINING WAS COMMISSIONED FROM AND PROVIDED BY AN EXTERNAL PROVIDER

# Headline Messages

- The courses offered are accessed by all agencies, and although there is evidence of a higher proportion of one agency in relation to a particular subject (social work practitioners attending Court Skills as an example) the representation of agencies across the period of review is relatively balanced and therefore it would suggest communication regarding events are reaching all agencies and sectors.
- All agencies/services that attend, value the opportunity to discuss practice issues/learning on a multi-agency basis

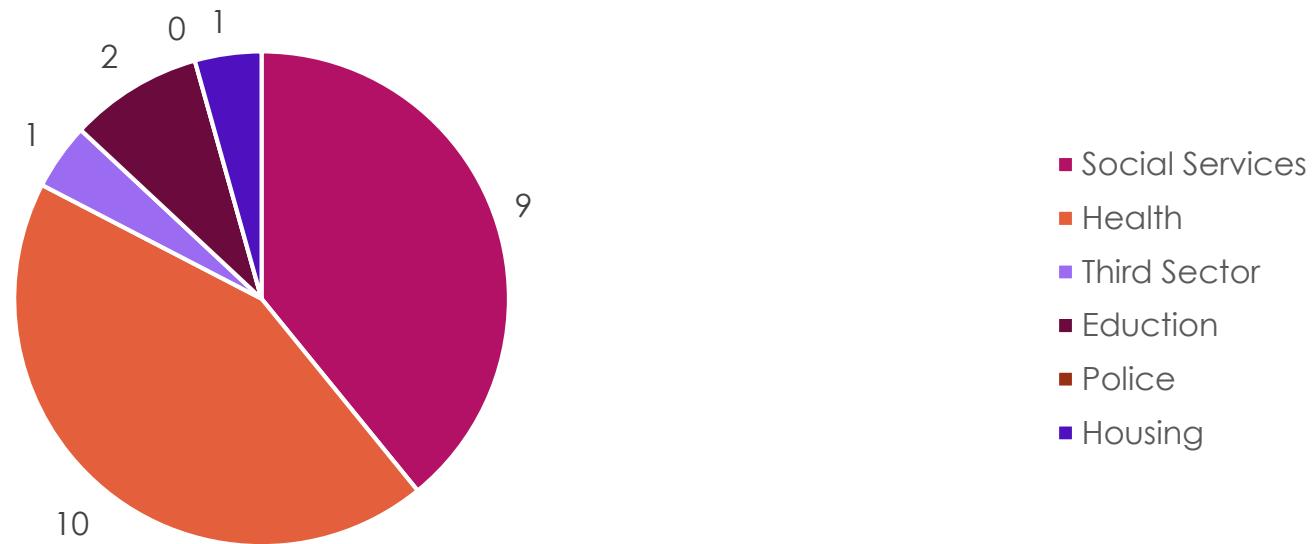
# Child Sexual Exploitation and Trafficking- 3 sessions in 2018

## Child Sexual Exploitation and Trafficking



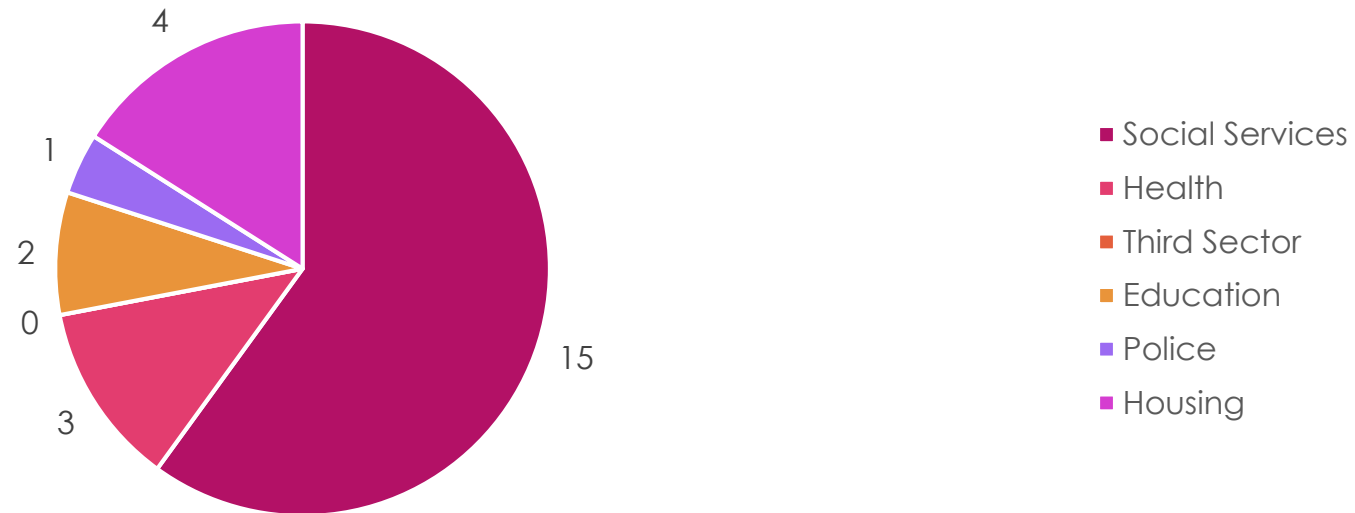
# Working with Resistance 1 session 2018

Working with Resistance



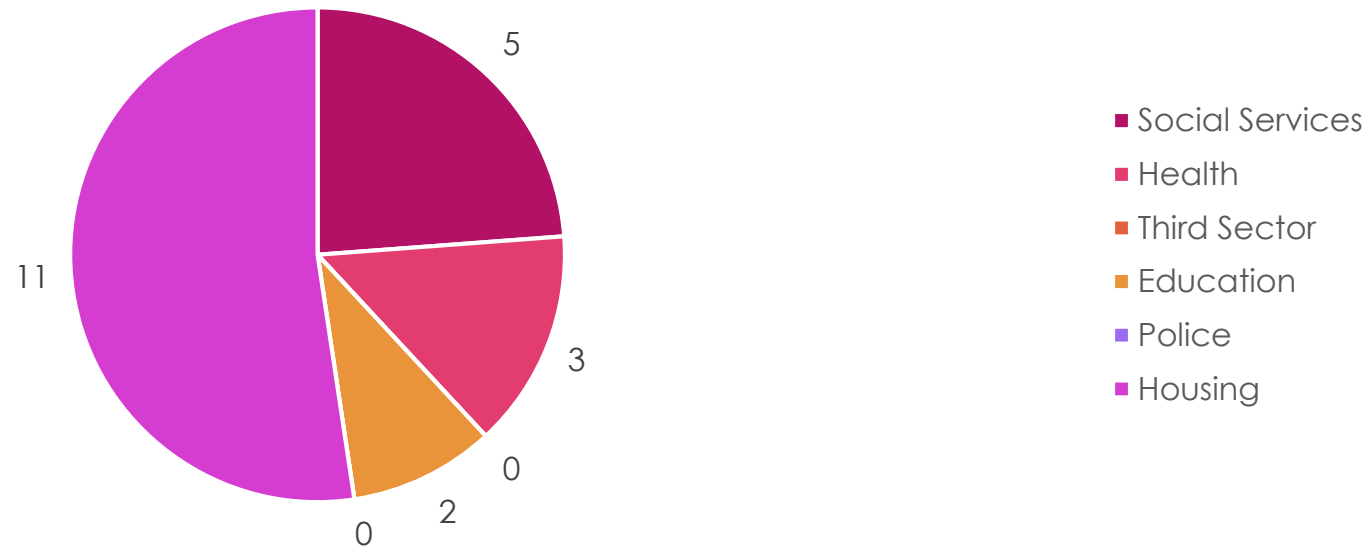
# Keeping Children and Young People Safe Online 1 Session 2018

Keeping Children Safe on line



# Chronology workshop 1 session in 2018

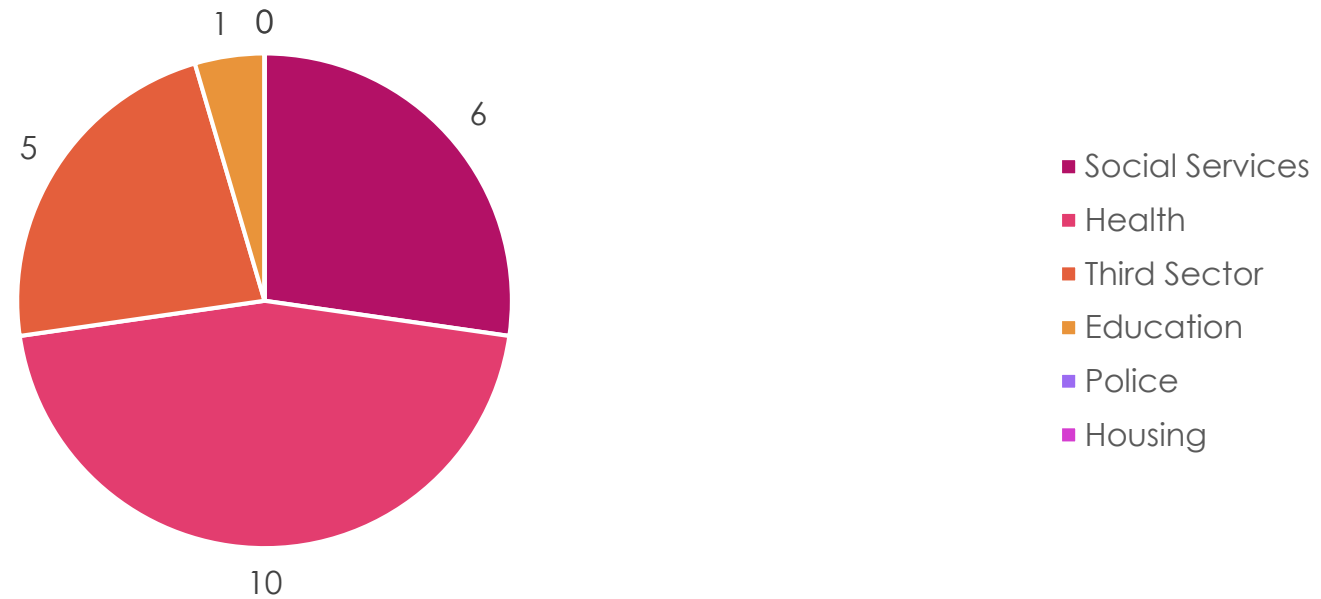
Chronology Workshop





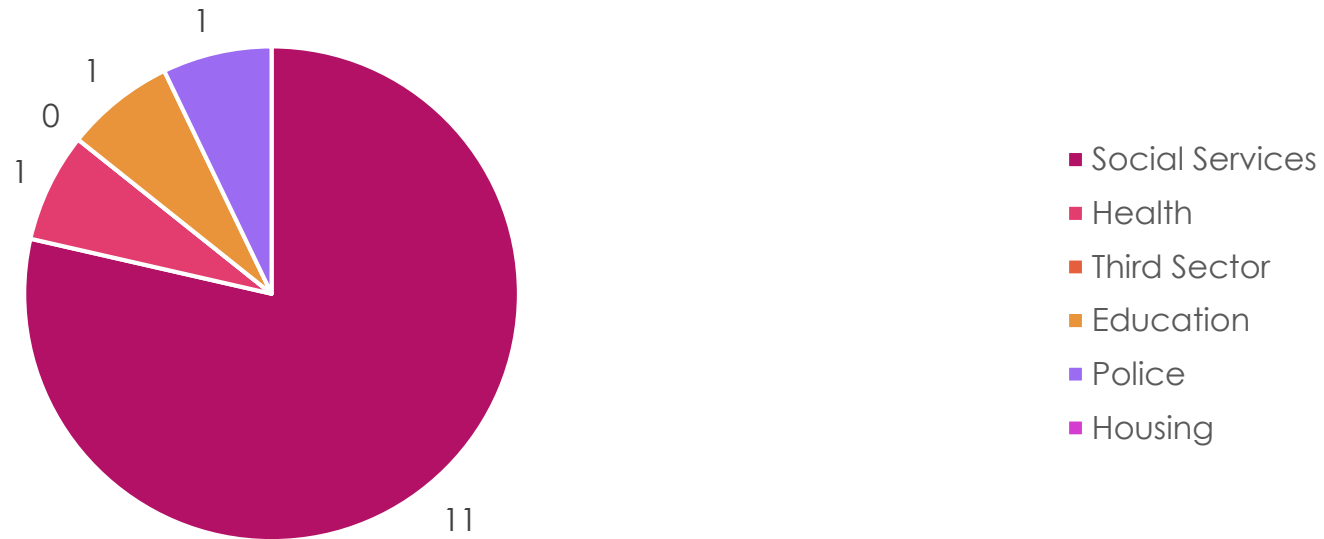
# Disability Awareness in Child Protection 2 Sessions in 2018

Disability Awareness in Child Protection



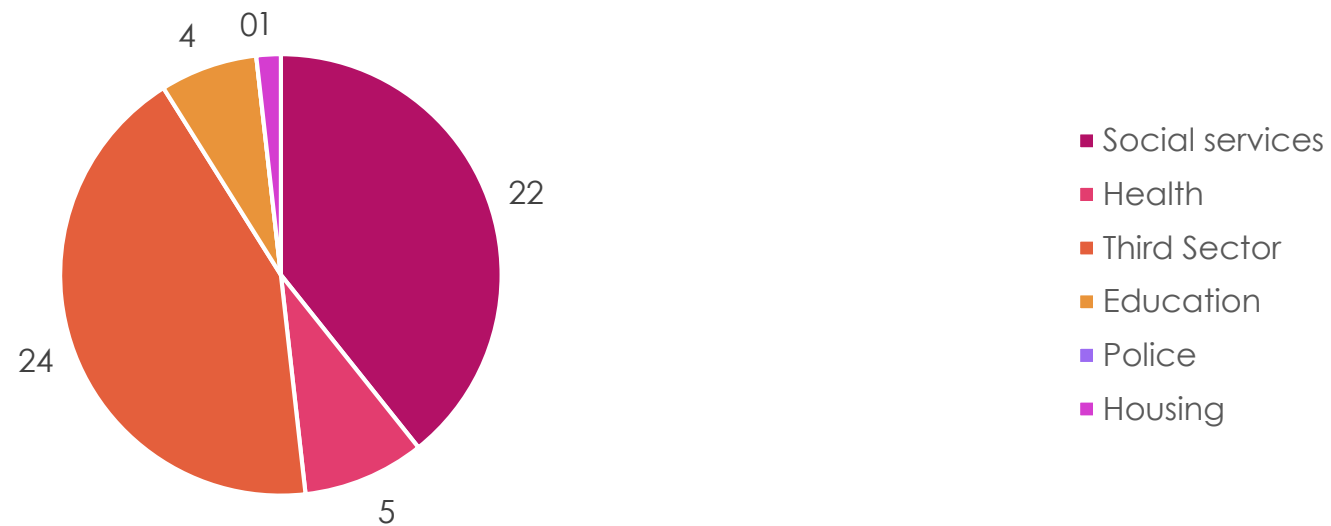
# Domestic Abuse Managers Session 1 Session in 2018\*

Domestic Abuse Managers Session



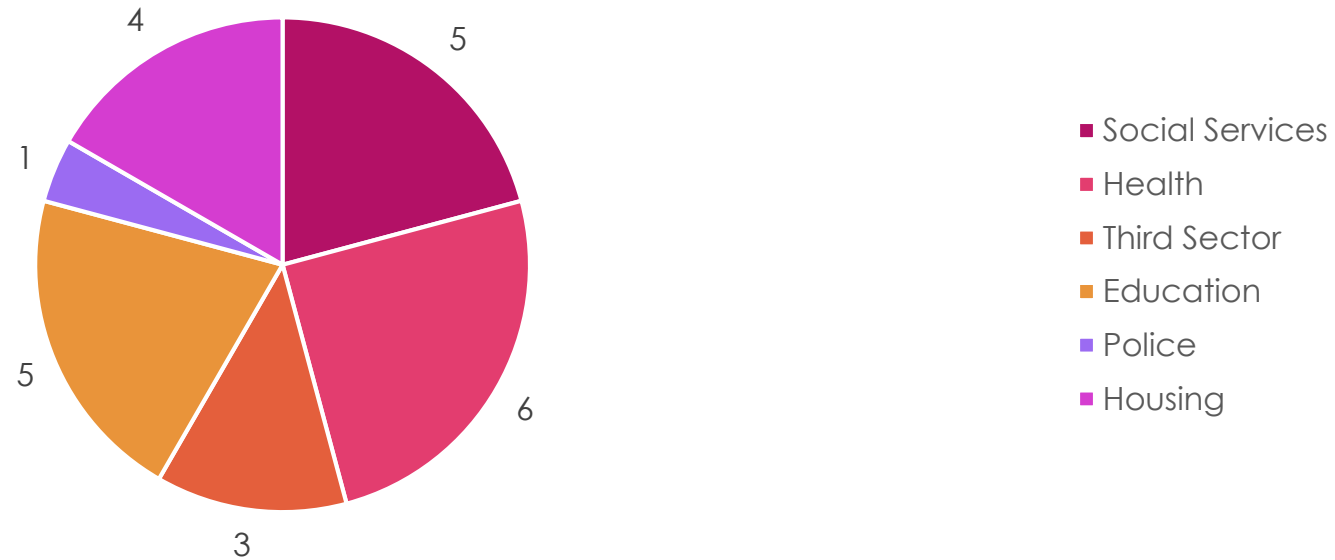
# Working with Children and Young People Displaying Problematic Sexual Behaviour 3 sessions in 2018 \*

Working with Children and Young People displaying Problematic Sexual Behaviour



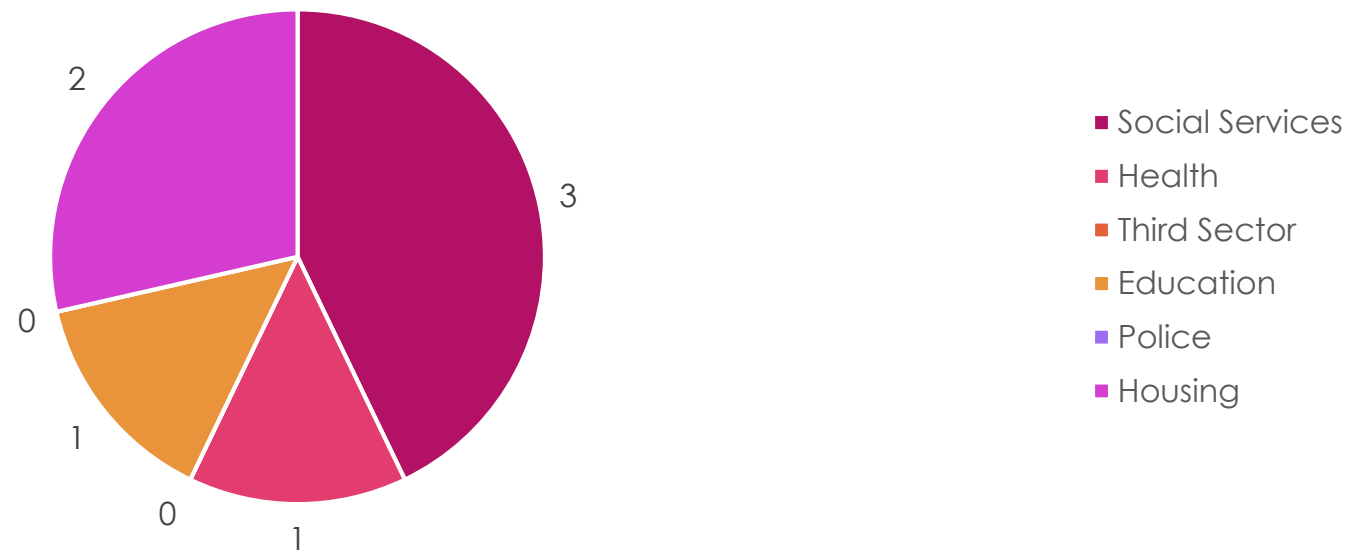
# Emotional Abuse and Neglect 1 Session in 2018

## Emotional Abuse and Neglect



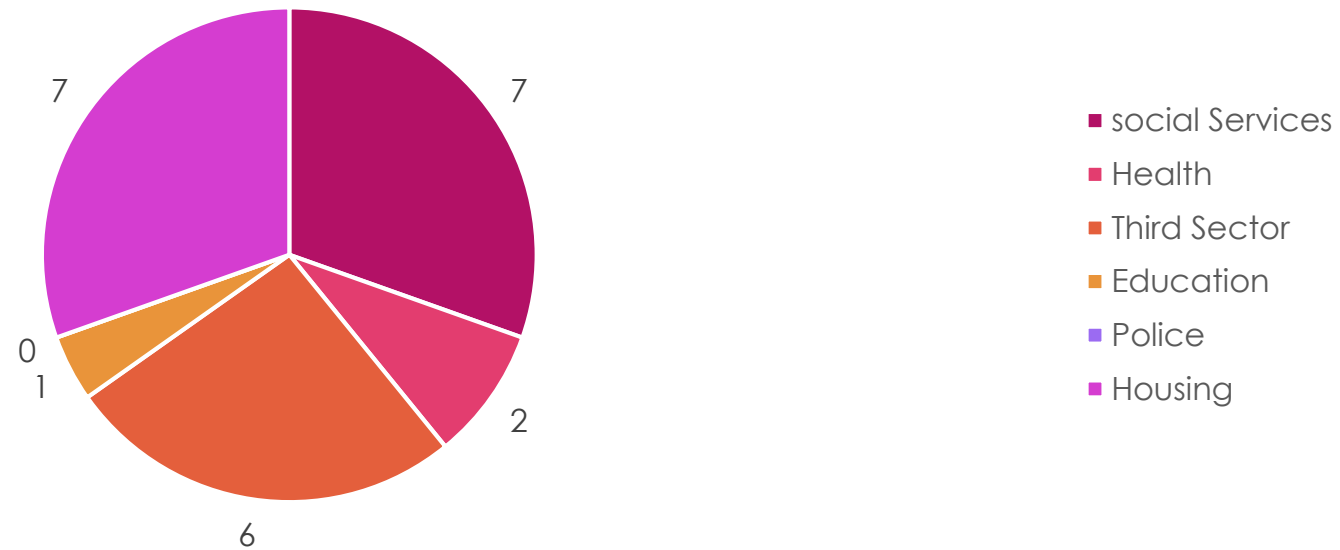
# FGM Briefing 1 Session in 2018

FGM Briefing



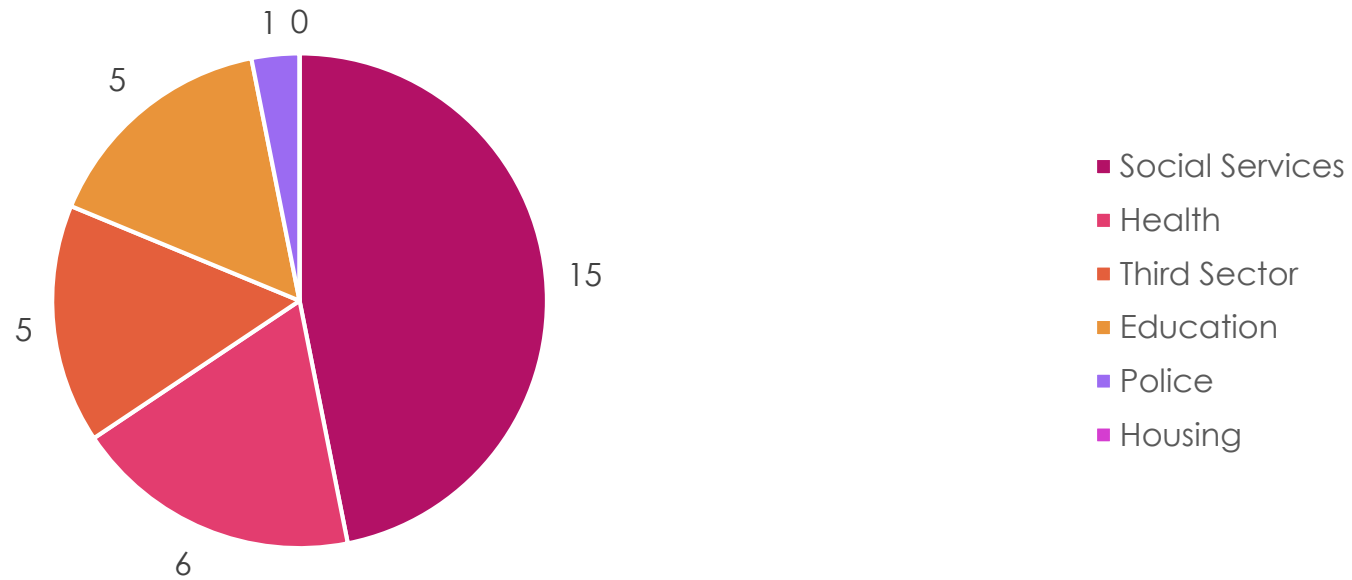
# Children's Rights 1 Session in 2018

## Children's Rights



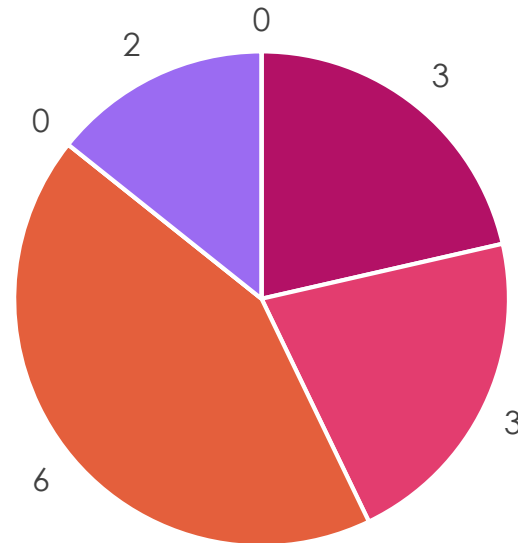
# Child Protection Awareness 3 Sessions 2018

Child Protection Awareness



# Information Sharing and Confidentiality 1 session 2018

Information Sharing and Confidentiality



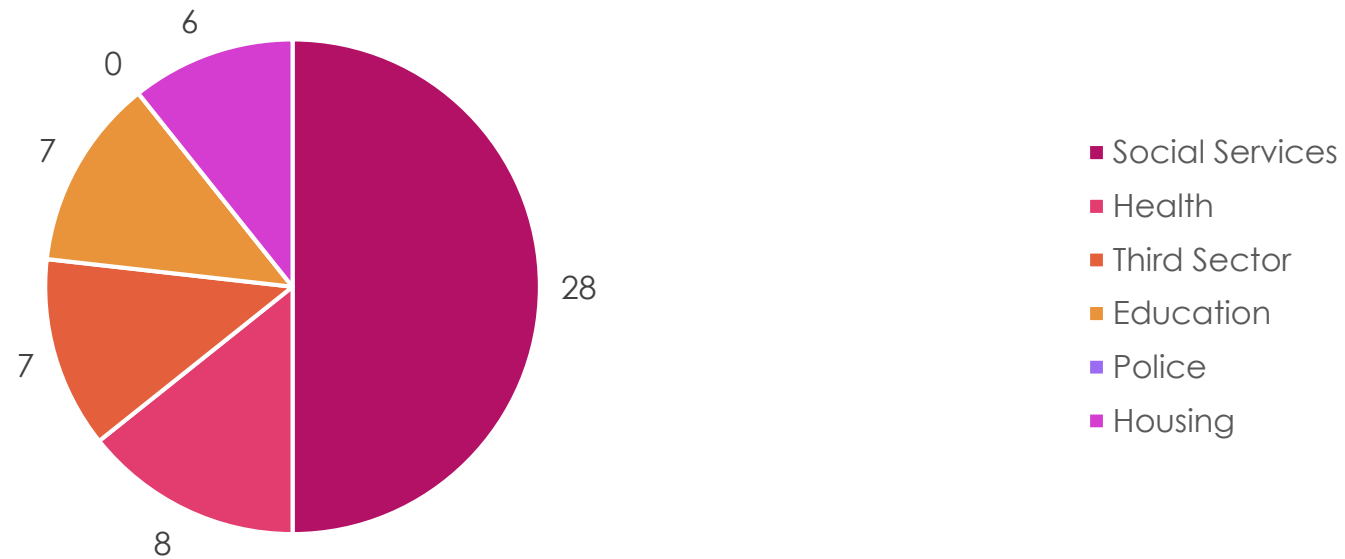
- Social Services
- Health
- Third Sector
- Education
- Police
- Housing



# Resilience-Trauma Informed Practice

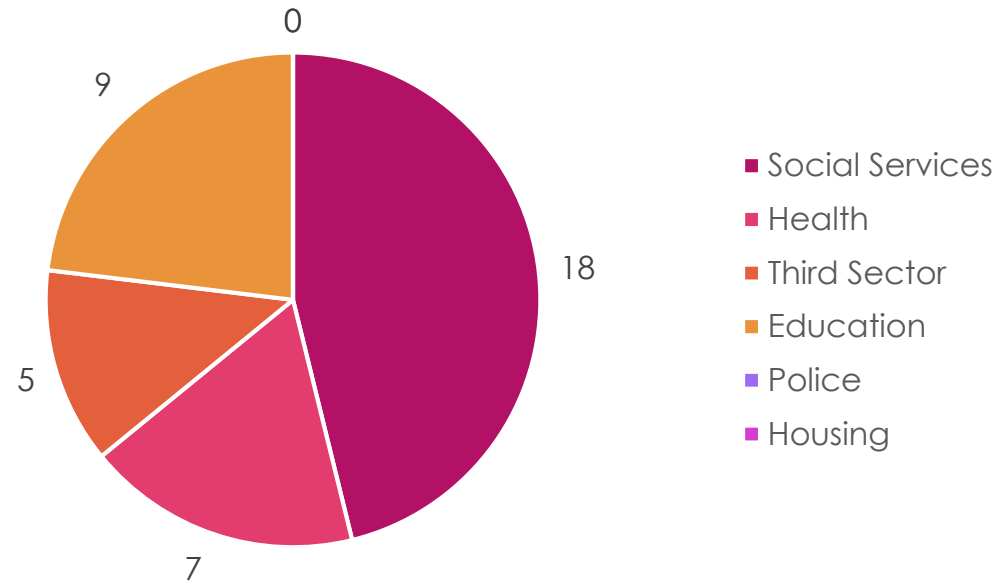
## 3 sessions in 2018

Resilience Trauma Informed Practice



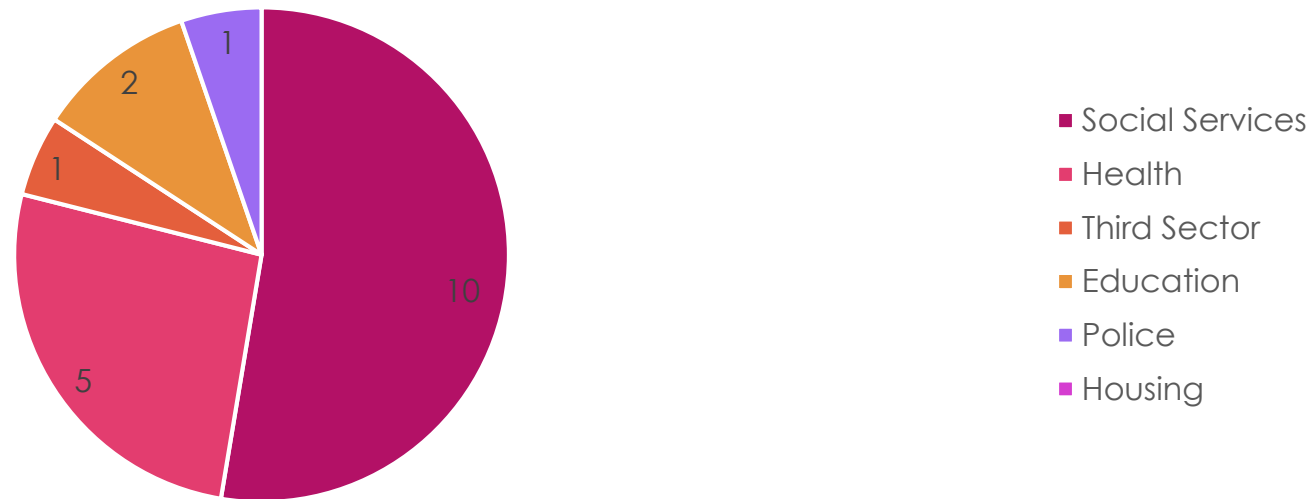
# National Risk Framework 2 Sessions 2018

National Risk Framework

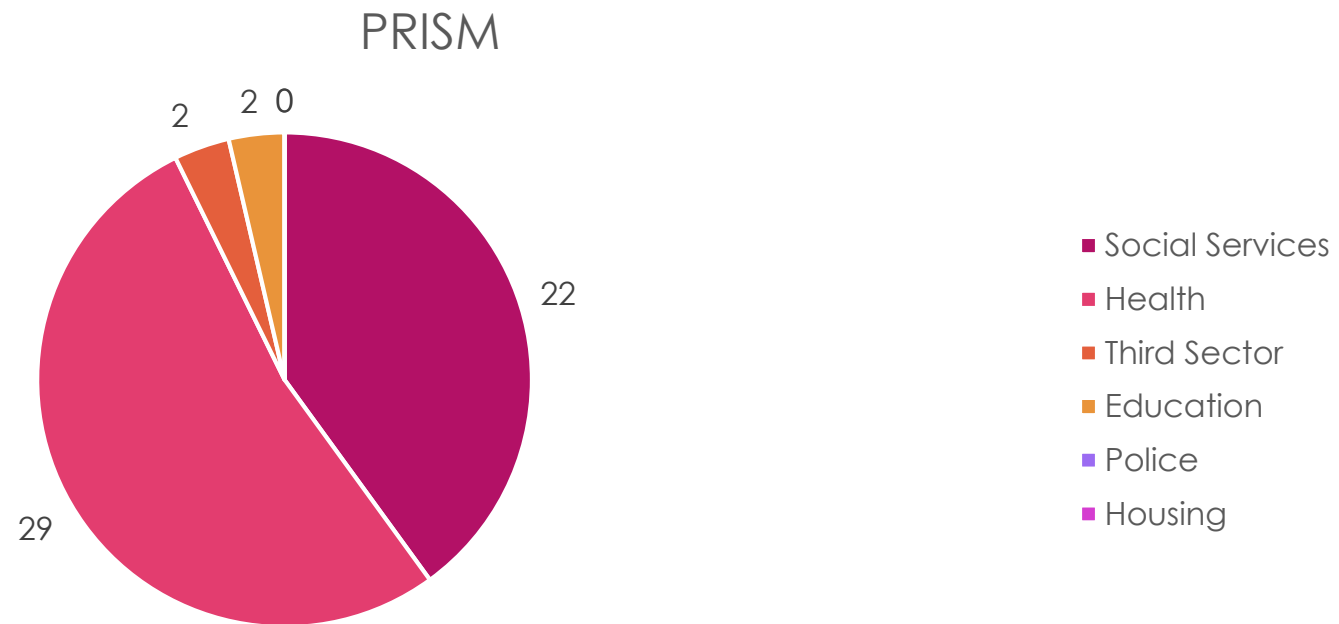


# Children Who are Fatally Injured or Harmed by Their Parents 1 Session in 2018

Parents who Fatally Harm their Children

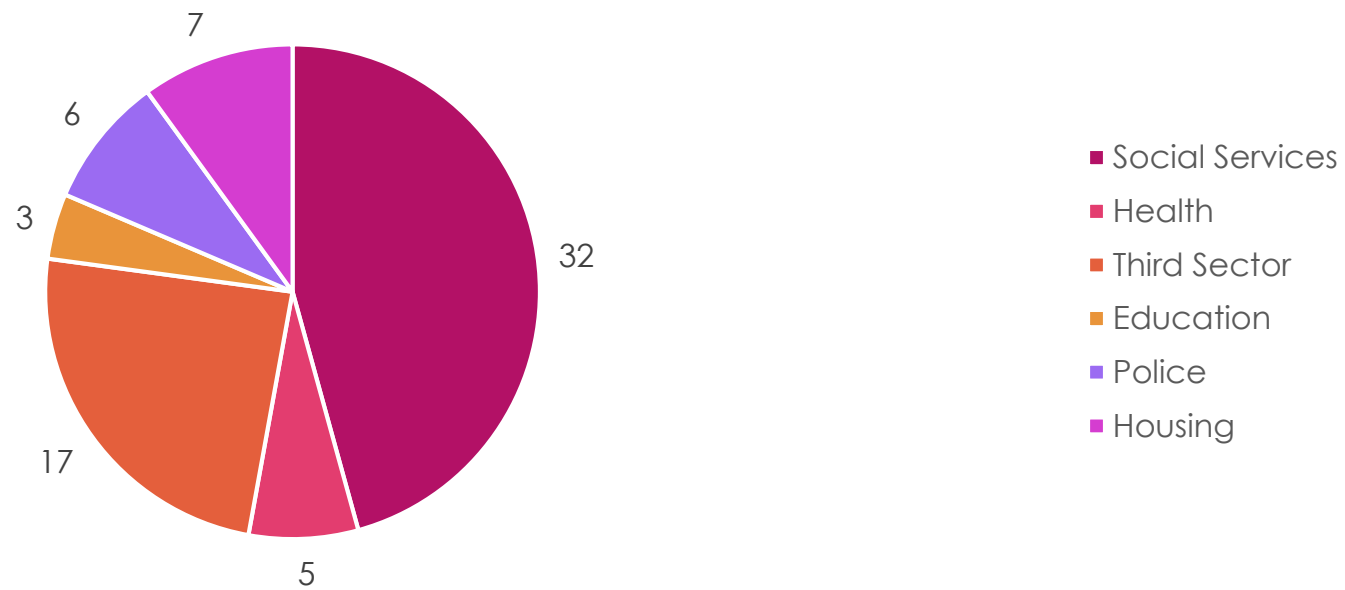


# PRISM: 2 Sessions in 2018



# In Your Shoes Conference June 2018

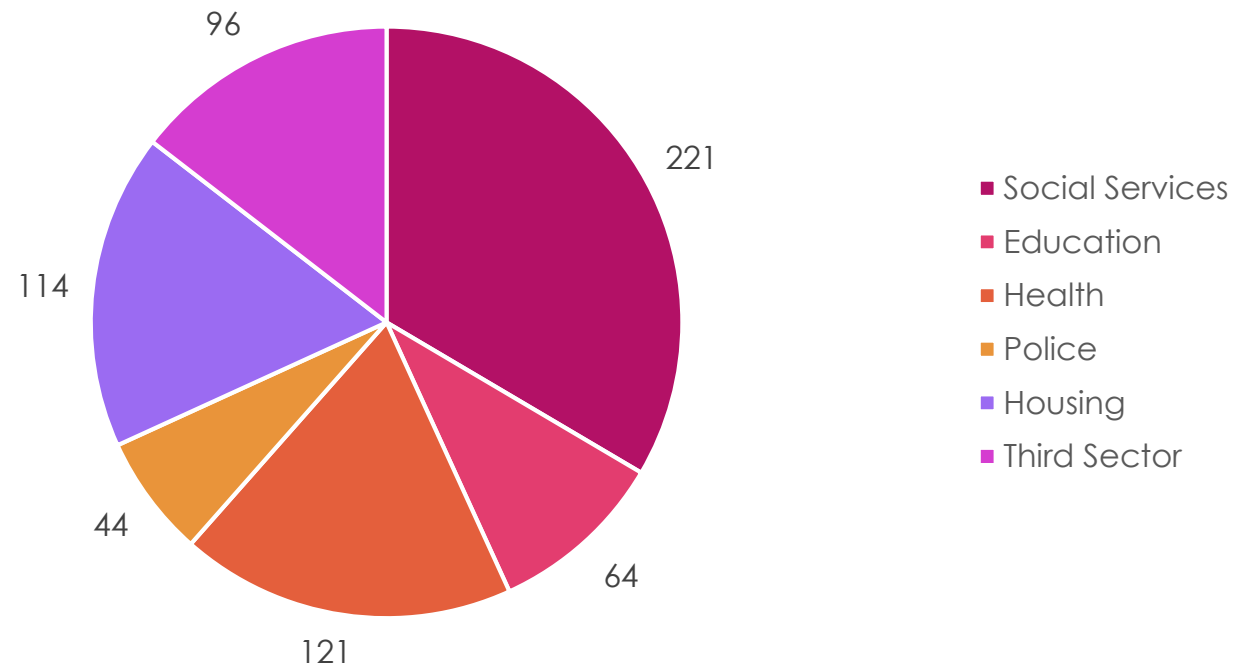
Conference



# Annual Attendance

- 665 Participants in 2018 out of a possible 750
- 85 Cancellations from individual participants

Annual Attendance



# Additional Sessions for 2019

- Child Protection Awareness sessions have been added to the calendar for 2019
- PLACE-In the form of Toolkit
- Housing staff
- Working with Resistance to social work teams
- SCRA: Attending Hearings Module and Non Disclosure Workshops (Twilight)
- Child Sexual Abuse: Break the Silence 3 x sessions for 2019
- A further 2 Keeping Children Safe online in collaboration with CEOP Ambassadors

# Evaluations: Stage One, some positive comments

All development sessions were evaluated well on the day:

- ▶ Excellent and insightful – lots of opportunity for worthwhile professional discussion
- ▶ Real life like case study was helpful
- ▶ Very engaging, practical, informative
- ▶ Great to have a multi-agency approach more familiar with toolkit
- ▶ Pace of course very good. Knowledge/style very good.
- ▶ Personable. Made a difficult topic interesting.



# Comments to CPC-

- ▶ More information about specific services would be helpful (Children living with PMH)
- ▶ Perhaps more information about how to speak to children when they are making a disclosure (communicating and connecting with children)
- ▶ Course could be longer. 3 hours not enough. Full day with more advanced training for practitioners in afternoon. (Disability Awareness in CP)
- ▶ There are better providers of this subject. (Child Sexual Abuse)
- ▶ A full day for this course would have been better to allow more time for discussion. (Trauma Informed Practice)

# So what...?

## Evaluating the Evaluation!!...

- Practitioners in their immediate responses to multi-agency training events very consistently refer to the benefit of three main areas:
  - Physically being in the same room with colleagues from other agencies to understand different roles and perspectives in relation to child protection
  - Concern there is not enough communication and information sharing between agencies to keep children safe in North Ayrshire
  - That the most valuable learning comes from experiential learning namely case studies, group activities and information from SCR's

This has remain unchanged from the evaluations of the previous years report 2017. Although there can be a function of on line training within a single agency context to reach a large number of staff – the core element of multi-agency practice development sessions requires there to be direct learning experiences within a shared physical space and discussion to support communication within operational practice

# So what...?

## The Evaluation Process...

<b>STAGE 1</b> <b>Learning</b>	<b>STAGE 2</b> <b>Transfer of learning into practice</b>	<b>STAGE 3</b> <b>Impact of training</b> <b>Supporting improvements in practice and outcomes for children and young people.</b>
<p><b>L&amp;D group responsibilities</b> By asking those who attended what they think including were the learning outcomes met using evaluation feedback sheets at the end of course delivery</p> <p><b>Staff responsibilities</b> By following up on any course requirements and reporting back /sharing learning with colleagues and teams.</p>	<p><b>L&amp;D group responsibilities</b> By emailing out post training evaluations to measure how attendance has affected practice and better protected children.</p> <p><b>Staff and managers responsibilities</b> By reflecting on learning in CPD/PPD, supervision and auditing processes to consider how learning has transferred into practice and improved outcomes for children, in line with single agency frameworks for continuous learning.</p>	<p><b>NACPC L&amp;D Sub Group Responsibilities</b> Analysing findings from evaluation processes and reporting improvements to NACPC</p> <p><b>NACPC responsibilities</b> Identifying practice improvements as part of strategic and operational self-evaluation processes</p> <p><b>Single agencies responsibilities</b> Evidence of learning and development from auditing and review processes e.g reference to specific tools written in case files.</p>

# So what...?

## Evaluation the Evaluating...

- It is clear in liaison with other CPC's across Scotland the question of how we measure the impact of training across practice is difficult to quantify and therefore a challenge
- In considering the evaluation model overleaf – there are systems in place at present for North Ayrshire CPC – there are evaluation forms given and completed on the day (Stage One), there is some follow up after the training event (Stage 2) and both the Committee and the Sub Group have a clear and helpful input in identifying learning needs across agencies which inform the direction of the training plan (Stage Three).  
IMPACT
- As outlined in the previous report the potential missing connections in evaluating impact is the direct link to practice in the form of liaison with front line managers, understanding how training influences or forms part of supervision/consultation/Personal Development Plans, and file audit information which can provide visual clues as to the how the threads of the training experience surface within case recordings and supervision notes

# Suggestions for 2019/20

- There is a need for time to be allocated to meeting with line managers even in a 'briefing form' in both single agency and multi agency settings to lessen the potential existing disconnect between training and practice and support threads through supervision. This will be discussed at the next L&D sub group.
- The role of supervision/consultation – this connects to the previous two areas of the relationship and connection to direct line manager and the importance of this for learning to be threaded through. I am aware there is initiative to take forward the role and culture of supervision across agencies which have varying experiences – some who do not have this function 'written in' and others who do (predating and also linked to the SCR).
- Alternative learning methods – it has been agreed via the L&D Sub Group that as opposed to replacing a multi-agency context – the alternative methods would be development of materials that participants would read/prepare before and after training events to consolidate learning This is an on going development process for each course.

# Suggestions 2019/20

- Electronic **methods of evaluation** have largely been used as a way of capturing feedback. Although easier in theory to correlate responses – Gathering feedback/evaluations throughout 2019 has already been initiated in the form of Survey Monkey. The first quarter has seen a total of 11 development sessions, being delivered, from January –April and all participants present on the day have been asked to complete the evaluation. In addition to this, participants will be invited to a **Joint Evaluation Session**, where feedback will be gathered regarding how the training has had an impact on practice within their services. This is on the L&D Sub group agenda, and still in initial proposal stage
- **Trauma Informed Practice Sessions**  
Significant joint work had taken place with the Principal Psychologist and joint sessions were delivered in 2018. Initial feedback has been positive, however participants felt the session was too short. After considerable discussion, in partnership with Children 1<sup>st</sup> it has been agreed that they will facilitate afternoon sessions, covering practical practice sessions and the Ed Psych will continue to deliver the morning sessions and show case the film.