



Workforce Learning and Development Strategy for Safeguarding

April 2023 - 2026

Background

Working Together to Safeguard Children (2018) Multi-Agency Safeguarding Arrangements sets out that safeguarding partners should implement local and national learning including from serious child safeguarding incidents.

Wigan Safeguarding Children's Partnership (WSCP) will do this by:

- Reflecting on national and local practice reviews
- Early identification and analysis of new safeguarding issues and emerging threats
- Ensuring learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practise
- Embedding learning that is reflective of identified practise priorities.

Purpose

The aim of this strategy is to achieve the best possible safeguarding practice within service delivery across the Partners. To ensure that the safeguarding needs of children and young people are responded to by a confident, committed and competent workforce.

Lead Partners

- **Wigan Council**
- **Greater Manchester Police**
- **Wigan Integrated Care Board**

Vision: The children's workforce across Wigan Borough will be competent and confident in identifying and responding to children, young people and families where there may be a risk of harm, neglect or abuse.

How will this happen?

- By supporting a culture of best practice
- By encouraging professional curiosity and challenge
- By developing a skills based offer of multi-agency learning
- By achieving measurable practice outcomes that support the delivery of quality services.
- By having a robust system for embedding learning of local and national reviews across partners
- By effectively responding to the learning and development needs of the workforce
- By promoting critical analysis
- By supporting professional accountability and responsibility across the workforce.

Wigan Safeguarding Children's Partnership practice priorities

1. Professional Curiosity, Critical Thinking and Challenge:

We need to check out everything we are told – with the children, with the network, with partner agencies: Triangulate it. Successfully engage those who may be reluctant to work with services.

[Professional Curiosity, Critical Thinking and Challenge - All Documents](#)

2. Impact and Analysis

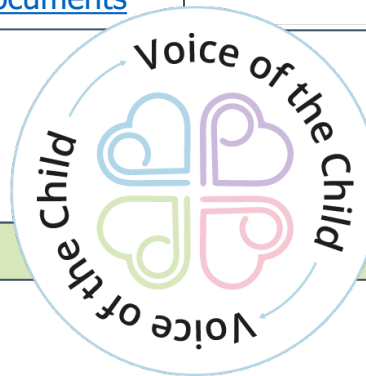
Make the links between the history and the current situation – what does it mean for the future?

How likely is change (and sustained change)?

What has been the impact of this child's situation?

Always answer the **So What?** question in your analysis

[Impact and Analysis - All Documents](#)



3. SMART Planning:

Be specific about who will do what and by which DATE. Do not generalise – describe. What does support, or direct work, or family work, look like?

Use the plan as a tool by which to measure progress. Go through the actions. What has been done? What difference has it made? How do we know this? If there has not been an impact, do we need to do something differently? If so, change the plan.

[SMART Planning - All Documents](#)

Key functions of the strategy

Learning and development needs analysis

- Identify workforce learning and development needs
- Identify different learning styles
- Analyse learning review outcomes for workforce development changes.

Coordination of learning and practice improvement

- Support workforce leads across the partnership to design and develop skills based learning
- Development of alternative learning options
- Supporting Partners to develop new ways of learning
- Development of workforce improvement plans based on case review recommendations.

Quality assurance of learning and practice improvement

- Evaluation of all safeguarding training delivery
- Quality assurance of the impact on practice and improvement in service delivery
- To collate learning data to evidence
- To provide assurance to partnership governance of practice priorities being delivered.

Wigan Safeguarding Children's Partnership responsibilities

- To provide a training offer that is reflective of local learning to support the development of practise
- To manage the Engage (Virtual College) learning platform
- To support part leads to develop and deliver training courses
- To provide practice indicators from learning outcomes from local safeguarding child practice reviews
- To quality assure workforce development and improvements in safeguarding practice and management across the partnership
- To conduct an annual training needs analysis with all partners

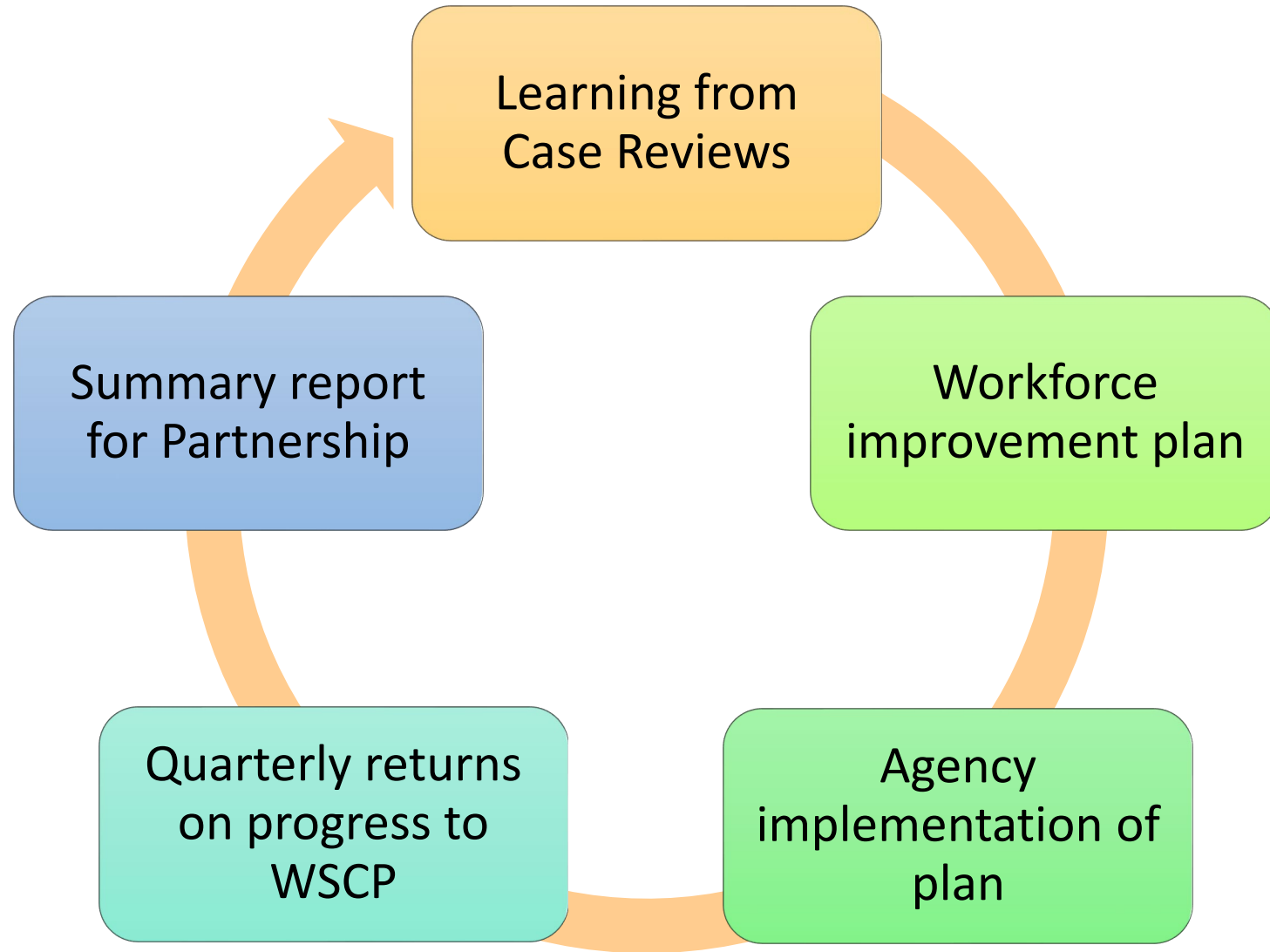
Responsibilities of partners

- To be accountable for the development and delivery of learning.
- To utilise staff supervision to identify learning needs of staff and support them to attend the required learning to support the delivery of practise.
- To actively respond to learning from LSCPRs and share that information within their agency
- To ensure that workforce improvement progress is quality assured by the Partnership
- To ensure that learning is embedded and demonstrable to partnership governance.
- To comply with the charging policy for non-attendance as ratified by Wigan Safeguarding Children's Partnership.

Quality assurance

- As a result of outcomes and learning from case reviews, WSP workforce development will identify agency outcomes for practice improvement.
- Workforce improvement action plans will be shared, relevant to the agency.
- Partners will be responsible for ensuring that progress is recorded and evidenced
- Quarterly updates on progress against outcomes will be reviewed by the relevant Partnership group.
- Support to agencies will be provided by WSP workforce development.
- A report on agency progress will be submitted to the WSP Partnership annually.

Quality assurance process



Outcomes for Partnership

- Ensure the annual training programme reflects learning of local and national reviews from the previous year
- Improvements in practice can be evidenced through practice data
- Efficient feedback systems are in place to provide sufficient quality data to analyse the impact of training and workforce development
- Safeguarding training and workforce development meets the emerging needs of the workforce and community groups
- Quality assurance of all training provided by the partnership evidences the continued relevance and high standard of training content.

Charging Policy

If someone is unable to attend a course, they are to inform WSCP within 3 working days of the course.

When courses are more than one day, participants are expected to attend the full course.

Non-attendance on second or subsequent days will result in a charge for each day missed, and the whole course will need to be completed at a later date.

Managers will be informed if any participant leaves the course before the end of the session and they will be expected to repeat the full course with a possible charge.

All cancellations or information about substitute delegates must be notified to wscbtraining@wigan.gov.uk

The cancellation charges are as follows:

- Any training course up to 3 hours duration: £50
- Any single full day training course: £100
- Any 2 day training course: £200
- Failure to complete E-Learning within 28 days: £25

Invoices will be sent to the authorising managers for payment.