

# **Training Sub-Committee**

## **ANNUAL REPORT**

April 2006 to March 2007

and

## **BUSINESS PLAN**

April 2007 to March 2010

## **Introduction**

It is the responsibility of the Wakefield District Safeguarding Children Board (Working Together 2006) to ascertain local training needs and to ensure that appropriate training is provided; taking a strategic overview of inter-agency training to promote effective practice to safeguard and promote the welfare of children. The responsibility for carrying out this work is delegated to the WDSCB Training sub-committee.

This report details the work by the WDSCB Training sub-committee, gives an overview of the work carried out in 2006-2007 and provides an action plan for 2007-2010

## **National Context**

The numbers of staff and volunteers requiring training has grown considerably since the development of the Every Child Matters Programme. Recognition has been given in the ECM: Children's Workforce strategy and the National Service Framework for Children of the need for a common core set of skills, knowledge and competencies for staff working with children and young people across all agencies. These are as follows:

- Effective communication and engagement with children, young people and their families and carers;
- Child and young person development;
- Safeguarding and promoting the welfare of the child;
- Supporting transitions;
- Multi-agency working;
- Sharing information.

Every Child Matters has emphasised preventative work and the role of the private, voluntary and independent sectors in this work. In addition to this the type of work traditionally thought of as child protection has widened to ensure the needs of children and young people who are particularly vulnerable to abuse are identified. For example those working with children and young people in the looked after system; those working with children with disabilities; those vulnerable through sexual exploitation, bullying, forced marriage and children from ethnic minority backgrounds. This means that the amount and diversity of training required has increased considerably and will continue to do so.

It will be the role of the Training sub-committee to take forward this heavy agenda and the action plan in this document details the steps required to make progress.

## **Terms of reference of the Sub Committee**

1. To contribute to the establishment and implementation of staff development strategies for all partner agencies of the WDSCB.
2. To develop strategies to meet the requirements of safeguarding children training within the Wakefield and District area
3. To disseminate information regarding training to relevant groups as agreed by the training sub-committee
4. To undertake an annual audit of training needs across partner agencies which will inform the training strategy
5. To make links with areas which have shared boundaries with the Wakefield District to ensure training is provided at a similar level and quality and that gaps in provision do not emerge.
6. To produce an annual training plan to be presented to, and endorsed by the WDSCB
7. To provide an annual monitoring report to the WDSCB, setting out achievements against business plan targets.

8. To establish and maintain meaningful links with other WDSCB sub committees.
9. To quality assure courses provided by WDSCB and others partner agencies.
10. To identify the training needs of those working within the Wakefield District.
11. To manage the WDSCB Standing Conference programme.
12. To manage the Training Sub-committee budget.

### **Membership of the Training Sub Group**

Rosie Faulkner, Business Manager, WDSCB  
Geraldine Allen, Named Nurse Child Protection  
Jason Barrett, Young People's Substance Misuse Trainer, Public Health Training Team  
DI Lawrence Bone, CPPU, West Yorkshire Police  
Judy Colquhoun, Senior Childcare Quality Co-ordinator  
Jenny Goodchild, Acting Senior Probation Officer, West Yorkshire Probation Board  
Ann Hodson, Team Manager, Family Support  
Jerry Hollis, Acting Head of Children's Services, HMP New Hall  
Julie Lodge, Named Nurse, Safeguarding Children, SWYMHT  
Phil Lynch, Governor, Rivendell Unit, HMP New Hall  
Jill Marshall, Named Nurse Safeguarding Children  
Gill Newey, Child Well Being Co-ordinator  
Bernie O'Brien, Community Child Care Co-ordinator, St George's Community Centre  
Jenny Price, Head of Access, Family Services  
Mark Stead, YIST Co-ordinator  
Neil Stott, Ossett School  
Rod Walsh, Principal Therapist, SWYMHT

## WDSCB Training Sub-committee Action Plan 2006-2007

Objective	Action	Progress
Scope the requirement for training	Carry out full training needs analysis at each of the Tiers outlined by Working Together Make clear links with other training providers to ensure no gaps or duplication in provision	Some information received, will be progressed when Training officer in post Links with Public health and CWB training made. Awaiting appointment of Domestic Abuse Project principle officer
Commission and carry out training	Develop e-learning programme Run Training for trainers course Link with other training providers to ensure needs are met (including CWB training)	E-learning now available Course offered but insufficient participants of right calibre Public Health trainer and CWB coordinator now joined sub-committee
Evaluate courses	Develop performance management structure which includes single agency and WDSCB training Provide clear commissioning structure	Performance indicators developed, still need individual agency indicators Commissioning structure in place
Carry out WDSCB training priorities	Sexual Exploitation Domestic Violence Core Groups and CP Planning Forced Marriage Serious Case Reviews Continue with existing training programme	Training programme carried out including additional course on 'Neglect'

### Achievements

Voluntary sector: the voluntary sector training forum now has 5 volunteer trainers. This is not sufficient to meet the needs of the sector. A recruitment drive took place but was unsuccessful. The group continues to bid for funding for a trainer to take forward the work of this project. The WDSCB continues to work closely with NACRO, VAWD and Children's Fund to support this work. A number of training courses have been run throughout the last year, both full day courses and short 2 hour ones, to meet the various needs of the sector.

E-learning: Currently we provide an e-learning programme as a basic awareness course to meet Levels 1 and 2 of Working Together, aimed at anyone who will come into contact with children in their work environment and for those who work regularly with children. Departmental verifiers have been set up in key areas (PCT, SWYMHT, Adult Education, Early Years, Schools, Wakefield College). These individuals are responsible for ensuring members of their agency are set up on the e-learning programme. The WDSCB is a member of the Virtual College e-academy and as such is able to influence the development of e-learning modules. The basic child protection e-learning course has been available since last August and is slowly beginning to reach its target audience. To date 156 people have completed the training and of the 11 Local Authorities who have purchased the course, Wakefield has the highest percentage of people completing the course. This

is largely due to the work of Neil Stott, Head of ICT and CP at Ossett High School. Neil has been systematically rolling this out to secondary schools in Wakefield.

This course will be continued with the possibility of purchasing other e-learning courses such as domestic abuse and Common Assessment Framework.

In addition to e-learning course, a basic child protection course is provided by each of the individual partner agencies to meet the needs of their staff. The WDSCB training sub-committee provides guidance on the content of any basic child protection courses.

The third level identified in Working Together is aimed at those professionals working in the field of child protection. Courses outlined in the Training Programme provide some of this specialist knowledge. Additionally, WDSCB provided training on Neglect and Core Groups.

Family Service Staff Development Section also provided training for Social Workers on risk assessment and S47 investigations.

Training for managers has not been provided although it was planned to provide training on undertaking Serious Case Reviews; this was not achieved due to the difficulty in appointing a training officer.

The WDSCB have agreed to fund a Training and Development Officer to ensure the work identified in Working Together (HM Gov 2006) is carried out. The recruitment process is underway and contingency plans are being considered in the interim period.

The training programme for 2007-8 is available on the WDSCB website. A Training Needs Analysis is being undertaken by partners to identify the level of training need at each of the levels identified in Working Together. This will be used to determine future training priorities.

A Neglect course was developed which ran in November 2006. This will run again when the training officer is in post.

Child Exploitation Online Protection: This police initiative focuses on online abuse and grooming. A course was run by the Police recently for trainers. Discussions have begun on how this can be rolled out in schools.

Work has begun around Common Core of Skills and Knowledge, and how these can be demonstrated in WDSCB courses. This work will be continued when a training officer is appointed.

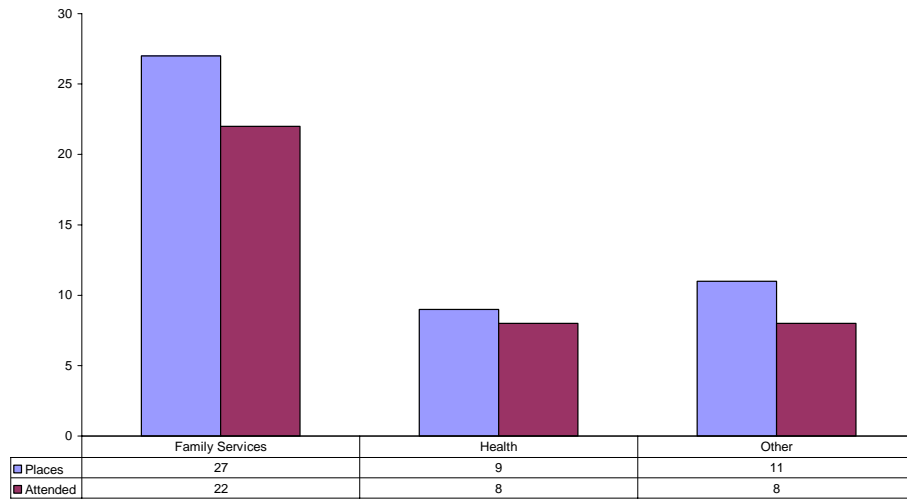
To ensure the wider remit of safeguarding is reflected in the WDSCB training the Child Well Being training courses have been included in the WDSCB training programme and the Public Health Trainer and Voluntary Sector are now represented on the Training Sub-committee.

'Allegations against professionals' training has been provided for Senior Managers within the organizations who have operational responsibility for ensuring allegations are dealt with appropriately.

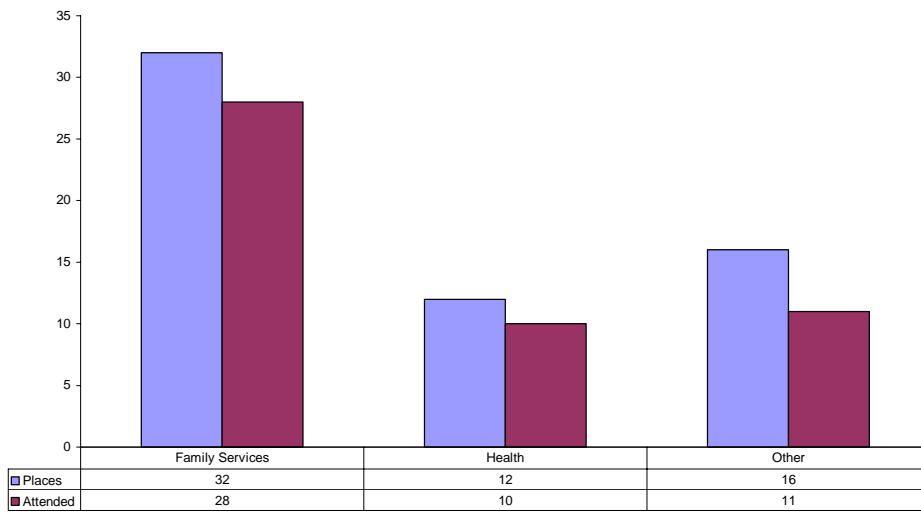
Training on Safe recruitment practices has been provided by accredited trainers commenced this year. This training is a Government requirement for all Head Teachers and one School Governor from each school and can only be provided by those who have undertaken one of the Governments accredited courses. We have started rolling out the training and by July 2007 had held 4 training days which have been attended by 51 heads/deputy's 44 governors and 3 internal (HR/governor services staff)

We have 5 more dates planned and currently have 107 people booked on to these. We are also running two bespoke sessions - 1 for schools advisors on the 9th July and one for Airedale School pyramid where they are inviting around 40 people mix of governors and heads/deputy's In addition a further 22 people have completed the on line course provided by the Government. A monitoring system is in place to ensure all schools take up their training.

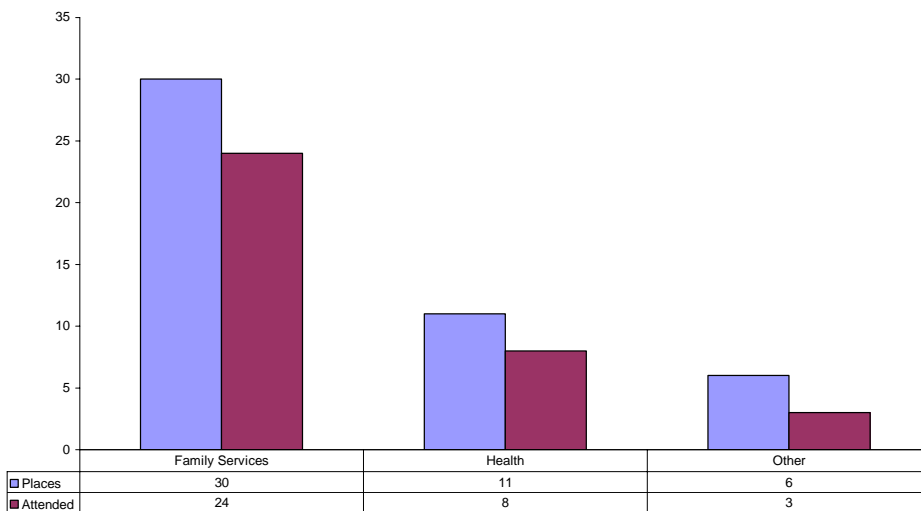
**Domestic Violence - 4 courses**



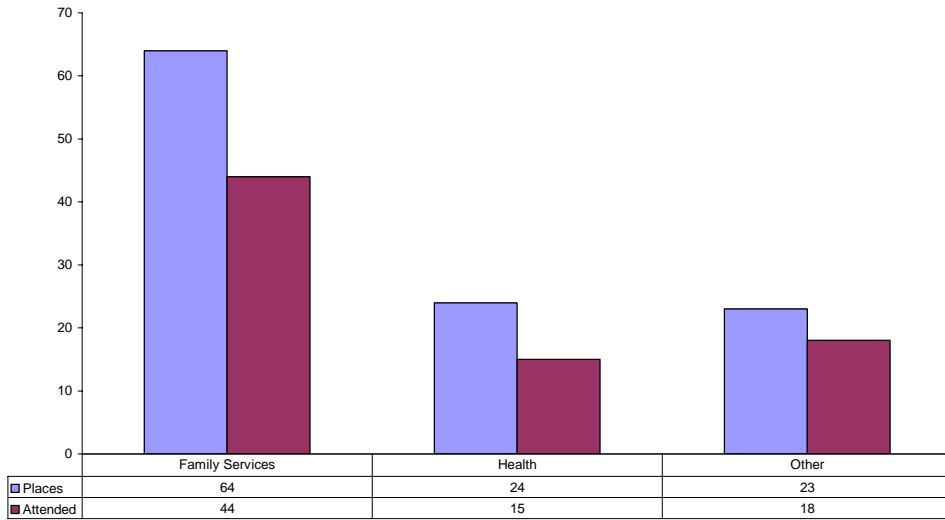
**Child Sexual Abuse - 4 courses**



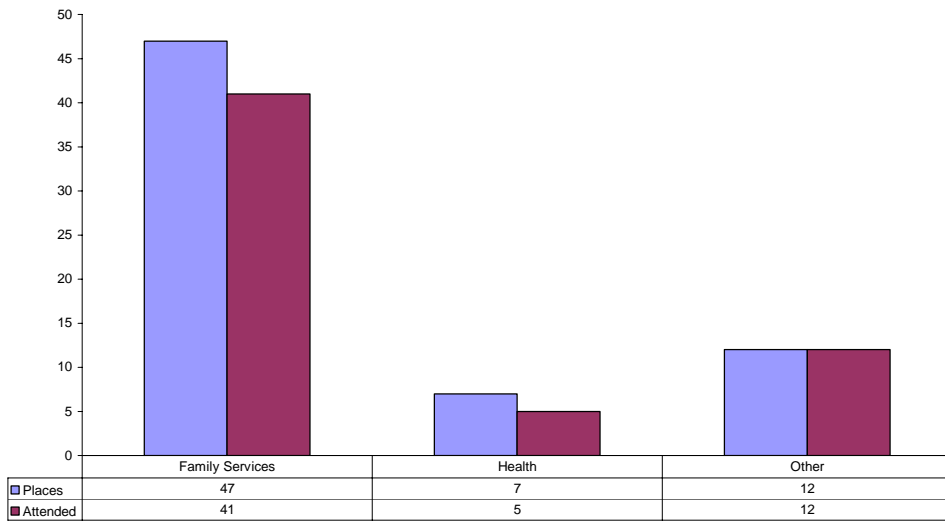
**Court Craft Skills - 3 courses**



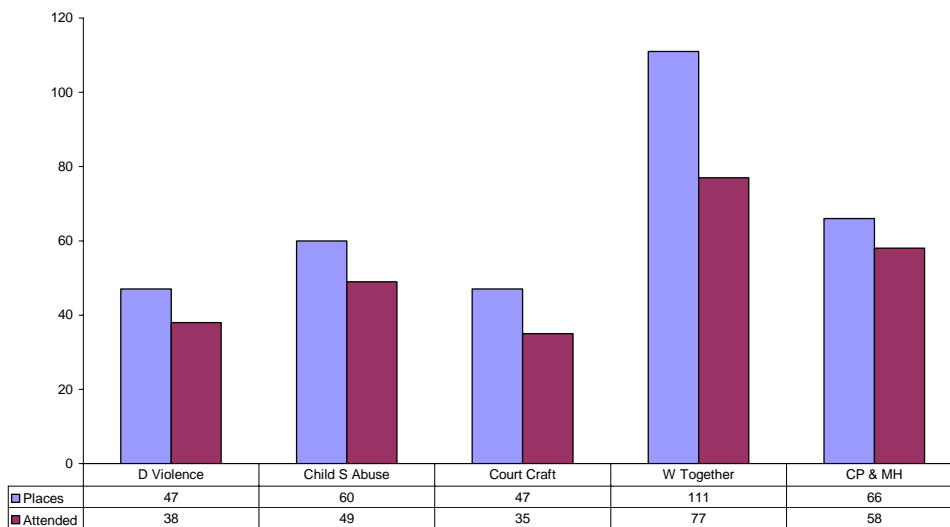
**Working Together - 6 courses**



**CP and Mental Health**

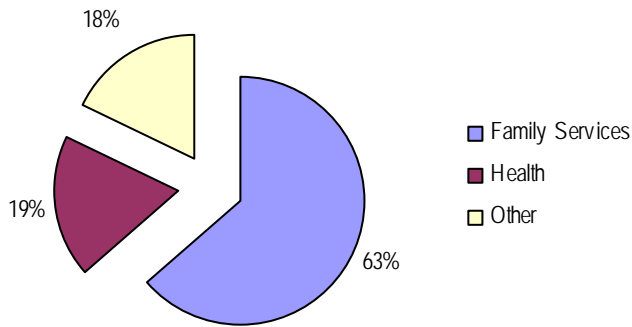


**Totals**

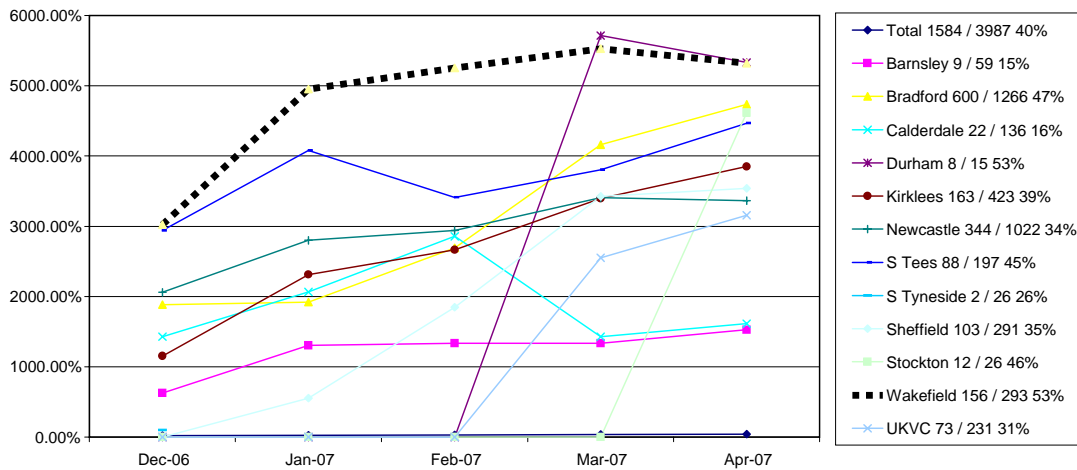


## Attendance by agency

Of the courses which took place, the percentage take up of places by each agency: 2006 - 2007



### Safeguarding Children e-Academy Basic Awareness of Child Abuse Course Completion Rate (courses passed/courses allocated)



## **OTHER SAFEGUARDING CHILDREN TRAINING PROVIDER REPORTS**

### ***HMP New Hall***

HMP & YOI New Hall continues to deliver child protection training through scheduled training sessions in the main establishment training department. All staff working with juveniles have to complete JASP training which incorporates an element of child protection training, this is delivered jointly with Women & Young Peoples Group outside of New Hall. Due to the turn over of staff at New Hall child protection training is ongoing.

### ***Health Community***

Wakefield Health Community will utilise the 6 levels of training identified in Working Together 2006 and in the Safeguarding Children and Young People: Roles and Competences for Health Care Staff.

In-house training is developed to compliment and work with the inter-agency programme.

### ***Wakefield District Primary Care Trust***

All newly appointed staff who work primarily with children, young people and their families, have a one-to-one induction session with a member of the safeguarding team.

A WDPCT Named Nurse attends all Trust generic induction programmes. This is to raise child protection awareness to all new members of staff. This ensures compliance with specifications laid down by the WDSCB to guarantee that all staff are made aware of their responsibilities.

The training plan sets out specific levels of training for staff. These levels range from a basic awareness session through to inter-agency WDSCB training for key frontline staff.

During 2006/2007, 521 hours of safeguarding training was provided by the safeguarding team.

### ***Pubic Health Training Team (Substance Misuse worker)***

Designed, developed and piloted a dedicated one day course on Young People & Substances in April 07. The participants all provided services to young people in the Wakefield District area. The pilot was well received and positively evaluated. The course highlighted the effects of different drugs and the harms that can be experienced by young people and the wider society from substance misuse. It explored attitudes and beliefs, introduced the local screening tool identified the links with the Child Well Being model and enabled participants to practice skills in the facilitation of the tool. Further courses will be rolled out throughout the coming year.

Delivered a one day bespoke training course to professionals working within the Youth Offending Team in March and April. These sessions provided an opportunity for workers to raise their knowledge and understanding of a variety of substances and their effects, patterns of substance use, how to facilitate behaviour change and the provision of brief interventions.

In May 07 delivered four substance use awareness sessions. Over 50 Youth Offending Team Volunteers participated. The volunteers fulfilled mainly panel member and appropriate adult roles within the Wakefield District area.

Co facilitated with the Child Well Being coordinator two workshops as part of the Safeguarding Children Conference in February 07. The workshops focused on the launch of the Substance Misuse policy and procedures.

Delivered a training session around the introduction and facilitation of the district wide screening tool to staff at Ings Road Looked After Children's Unit in February 07. Further training to Looked After Children staff planned for 3<sup>rd</sup> Quarter.

Work continues with the Outwood Pyramid of Schools in planning training for the PHSCE coordinators.

Co facilitated 3 two day Tier 1 Substance Use courses.

Co facilitated 1 one day Overdose course in May.

Partnership Working: Attended Safeguarding training sub group away day in May and regularly attend sub group meetings.

Maintained and developed links with YOT identify training opportunities.

Regularly attend and contribute to PAYP meetings to provide a public health perspective and to identify training opportunities

Continue to develop links with specific agencies in order to identify training needs.

### ***The Mid Yorkshire Hospital Trust***

Safeguarding children training is recognised as mandatory for all employees. The Trust recognises that staff groups will have different training requirements to fulfil their duties and responsibilities and therefore levels of training for Trust employees have been developed in line with the Intercollegiate Document Safeguarding Children and Young People: Roles and Responsibilities for Healthcare Staff 2006. The Trust in house training programme is delivered by the named professionals.

Level 1 – A one hour introduction to safeguarding children, suitable for all clinical or non-clinical staff who may have little or no direct contact with children.

Level 2 - A basic awareness, half day session, suitable for all clinical and non-clinical staff who have contact with children or regular contact with adults who are parents; this may include staff working in adult focused services considering that many of their client group may be parents.

Level 3 – A full day session which also incorporates issues which may have a detrimental impact on the welfare of children i.e. domestic abuse and parental substance misuse. This session is suitable for all staff working predominantly with children and families.

Staff who are employed by the Trust also have access to multi agency training courses.

From April 06 to March 07 a total of 858 Trust employed staff, which includes medical staff employed by the Trust, but not junior doctors who are classified as doctors in training, received face to face training and records are maintained on a central database. Training records for junior medical staff are maintained by individual medical education centres.

In general the Mid Yorkshire Hospital Trust requires staff undertaking level 1 and 2 training to update as a minimum every three years. Staff undertaking level 3 training will be required to access a refresher update annually. All health professionals are required to demonstrate continuing professional development and this is monitored through the internal appraisal system.

### ***Connexions***

Connexions staff receive training on child protection as part of their induction process. The training introduces them to the principles of child protection and to the child protection guidelines which are part of the ISO quality system.

New Personal Advisers undertake the LDSS NVQ which includes a compulsory Unit covering child protection. As part of the NVQ, Personal Advisers undertake an assignment covering legislation, including that relating to child protection.

As an organisation we ensure that all staff receive details of, and are encouraged to attend Child Well-Being training provided by the Local Authority and significant numbers of staff have undertaken the courses. In addition Connexions West Yorkshire provides training centrally on general principles of child protection which has been attended by Wakefield PAS.

The Quality and Training Manager has delivered Child Well-being / CAF training jointly with Gill Newey, the Child Well-Being Project Co-ordinator, to the majority of Personal Advisers. The Quality and Training Manager is a member of the Child Wellbeing Training Subgroup which enables us to fully participate in staff developments in the Child Wellbeing model.

### ***Child Well Being Training Overview***

Training and awareness raising sessions on all aspects of the Child Wellbeing Model has been commissioned and provided for a wide multi-agency audience. The training has been well attended by all agencies, over 400 candidates have attended since December 2005. In recent months the training plan for 2007-2008 has been agreed and is now part of the WDSCB plan. To date there have been 15 launch/ awareness raising events and 23 full day training days. There is a further 10 events planned from 04/07-03/08

The quality assurance evaluation of the pilot highlighted that there was a need to develop chair training and further assessment and planning training. The chair training has already been commissioned and run. It is currently being evaluated and a further 4 events have been planned. Assessment and planning has been identified as a general training need across all disciplines and will be jointly planned with WDSCB.

### ***Youth Offending Team***

YOT are currently undertaking a full training needs analysis to determine the level of training required by its staff and volunteers. We are in the process of undertaking an audit of the safeguarding/child protection training that YOT and YPS staff have taken over the past 3 years.

Currently, WDSCB training is accessed by staff and a basic Child Protection course has been provided for volunteers by YOT and Staff Development. Mandatory training pathways will be agreed when the training needs analysis has been completed.

### ***Family Services Safeguarding Training 2006/2007***

Family Services Staff Development Team work closely with the Child Well Being Coordinator and the WDSCB to provide a range of courses for its staff.

It provides training at tier 1 - 3 as defined in Working Together; e-learning is available through the WDSCB for those who come into contact with children, basic Child Protection for those who regularly work with children and S47 training for those who work regularly in Child Protection.

#### *Numbers trained:*

- Basic Safeguarding, numbers 14
- Good Practice in Section 47 enquiries 28

### ***Early Years***

Various opportunities are offered for Child Protection Training for Child Care providers. These include opportunities for distance learning and group learning. The online e-learning programme has now also been offered the Early Years Child Care providers.

#### Courses offered:

Child Protection	Wakefield College	5 hours	£16
Child Protection Awareness	Distance Learning (NSPCC)		Nil
BTEC Safeguarding Children	Wakefield College	Level 3	£48

Two briefing sessions re Safeguarding

Two free child protection courses for childminders were delivered to 30 childminders per course.

E-learning Child Protection Course completed by:

40 Early Years staff

17 Equality and Diversity staff

5 Crèche Pool staff  
2 Westfield Resource Centre  
3 Childminders

Children's Centres – Child Protection training has been identified as a key training need for all children's centre staff. A training audit has been sent to all Children's Centres to determine level of need. It has been agreed that all staff will need basic training. Staff with involvement with children will require level 1 training and staff with a family support remit will have level 2 training. Domestic Abuse and mental health training has also been highlighted as a need for Children's Centre staff.

The Children's Information Service undertook an audit of all Settings to determine how many staff have had child protection training at what level.

Ofsted have commented that they have noticed practitioners have a raised awareness of Child Protection over this last year.

### ***Voluntary Sector Training***

The Wakefield Voluntary and Community Sector Child Protection Forum, delivers Basic Child Protection Training to volunteers and staff working in the Voluntary and Community Sector across the Wakefield District. We offer a 2 hour course that usually takes place on an evening and a full day course.

The aim of the Forum is to increase staff and volunteers in the Voluntary Sector awareness about the signs and symptoms of child abuse, communicating with children and young people in a sensitive manner, and what to do if they think that a child/young person is being abused.

We have delivered 10 training courses this year attended by 109 people.

The following outcomes were raised by participants:

- Increased understanding around child protection and safeguarding issues
- Increased self confidence in their ability to talk to children/young people about abuse/safeguarding
- Increased understanding about confidentiality and how that must be broken when dealing with child protection issues
  
- Clearer understanding of their roles and responsibilities and what are the responsibilities of Social Care Direct and Children's Services.
- Desire to know their own organisation's child protection policy and procedures or to produce them.

The forum will promote the service more during the next year, as during 2006-7 we had a long waiting list and through word of mouth courses were all well attended. Although we currently have a waiting list of approximately 20 people, the forum would like to promote the service further, to ensure that all Voluntary and Community groups are aware of the service and have the opportunity to access training. Publicity through existing networks such as the VYON and VAWD will be utilised.

At present there are only five approved trainers who are also on the management committee. Increasing the number of trainers is a key objective in the coming year. To do this the forum believe it is necessary to appoint a coordinator. The forum raises funds by charging for courses but would need additional funding to appoint a coordinator. Grant funding has been applied for but currently the forum has been unsuccessful in its bid.

<b>Education</b>					
		<b>Whole School Inset</b>			<b>Services</b>
04.09.06	FD	Kingsland School	05.04.06		Learning Providers (18-19)
29.09.06	FD	Common Road Infant	25.04.06		Transport Escorts
03.11.06	HD	Streethouse School	02.05.06		Transport Escorts
10.11.06	HD	North Featherstone Infant	12.05.06		Primary Behaviour Support
15.12.06	HD	Felkirk – 'Not School'	15.09.06	HD	EPS
08.01.07	HD	Netherton J&I	18.10.06	FD	Connexions
08.01.07	2hr	Burntwood J&I	22.01.07	2.5hr	Whitwood College
16.02.07	HD	Horbury Bridge	15.12.06	HD	Not School
		<b>Twilight Sessions</b>			<b>INSET</b>
03.04.06		Grove Lea Primary	09.05.06	FD	Primary NQTs
03.04.06		Pinders Primary	10.05.06	FD	Secondary NQTs
04.04.06		Pinders Primary	16.05.06	FD	Teachers & LEA Staff
12.09.06		Simpson's Lane	26.06.06	FD	Teachers & LEA Staff
02.10.06		Upton Primary	19.09.06	FD	Headteachers' Induction
16.10.06		Upton Primary	15.11.06	FD	NQTs
30.10.06		Badsworth Primary	01.12.06	FD	Inset
06.11.06		Badsworth Primary	27.02.07	FD	Inset
14.02.07		Snapethorpe Primary	09.03.07	FD	Support Staff
08.03.07		Featherstone High	16.03.07	FD	Inset
03.04.06		Pinders Primary	22.06.07	FD	Inset
04.04.06		Pinders Primary	09.03.07	FD	Support Staff
12.09.06	2.5hr	Simpson's Lane	16.03.07	FD	Inset
02.10.06	2hr	Upton Primary	30.03.07	FD	Inset
16.10.06	2hr	Upton Primary	16.05.07	HD	Secondary NQTs
06.11.06	2hr	Badsworth Primary	16.05.07	HD	Primary NQTs
06.12.06	2hr	Mill Dam Primary	19.06.07	HD	Transport Escorts
08.01.07	HD	Netherton Primary	20.06.07	HD	Transport Escorts
14.02.07	2hr	Snapethorpe Primary	22.06.07	FD	Inset
08.03.07	2hr	Featherstone High			
13.06.07	2hr	West Bretton			

<b>OTHER</b>		
03.01.07	HD	Wakefield Girls' Junior

FD – Full Day, appr. 09.00-15.30

HD – Half Day, appr. 3-3.5hrs

<b>Governors</b>		
15.05.06	2hr	South Ossett
30.10.06	2hr	Badsworth Primary
20.11.06	2hr	Newton Hill
22.03.07	2hr	Purston Infant
18.06.07	HD	Governors Inset
28.06.07	2hr	Chequerfield

## FINANCE

<b>Expenditure</b>	
Trainers	21,794.62
Administration	98.24
Room Hire	220.00
Refreshments	348.27
<b>Total</b>	<b>22,461.13</b>

## FUTURE PLANNING

In deciding its priorities for the following year, the Training Sub-Committee takes into account the priorities of the WDSCB and other national and local priorities, including the lessons learnt from serious case reviews.

### **Working Together 2006**

The main driver influencing priorities has been Working Together 2006. The Training Sub-Committee will continue to develop the tiers of training outlined in Working Together.

### **Children's Workforce Development Council**

A key Government initiative which has influenced the future plan is the Workforce Development Council's work on the core skills and knowledge for professionals working with children. The WDSCB will be taking account of this initiative in the development and commissioning of all future courses.

### **Hidden Harm**

This document emphasises the needs of children of parents who misuse drugs and alcohol. The WDSCB has provided a course focussing on this issue for a number of years. However it needs updating to include the new substance misuse procedures and re-targeting at specialist substance misuse workers.

### **Serious Case Reviews**

The WDSCB has undertaken a Serious Case Review in the last year which has reinforced the need for more training on alcohol misuse and its links with domestic abuse. It has also highlighted the need for tiers of training for domestic abuse.

### **WDSCB Business Plan**

The WDSCB has identified 3 high level objectives which it will achieve by the year 2010. These are:

#### Objective 1

Children/parents/carers feel understood and involved in safeguarding services which help them find solutions to family difficulties.

#### Objective 2

The WDSCB reaches and safeguards children in need with compromised parenting.

### Objective 3

The WDSCB strategically influences universal services to ensure that the protective influences which prevent children ending up in level 3 – 4 of the CWB model are enhanced, and to reduce the factors which undermine parenting (e.g. domestic abuse, substance/alcohol misuse, poverty, poor mental health)

Each of these objectives embodies different challenges for the training sub-committee. More details about the actions plan can be found in the WDSCB Annual Report and Business Plan on the WDSCB website. The objectives have been incorporated into the Training sub-committee action plan for the next year.

## TRAINING SUB-COMMITTEE PRIORITIES 2007-8

Objective	Action	Lead person
Ensure Working Together (2006) training priorities are met	Ensure training on safe recruitment of staff is provided	Julie Wray
	Ensure training on allegations against professionals is provided	Geraldine Allen, Julie Lodge
	Develop more opportunities for Tier 3 training (e.g conference, forum, master classes)	Jill Marshall/Ann Hodson (Rachel Holmes)
	Provide guidance on levels of training (appraisal)	Jill Marshall/Mark Stead
Ensure staff know how to address risk at a preventative level	Provide training on Family Group Conferencing/ solution focussed work	Gill Newey
	Provide training on assessment (esp Common Assessment Framework)	Gill Newey/Ann Hodson
	Provide training chairing meetings and making plans	Gill Newey
	Include information on Risk and resilience in basic one-day courses	Training Officer – evidence will be updated training notes
Ensure those working predominantly with adults in substance misuse and domestic abuse fields are aware of and know what to do to safeguard children	CP Training for specialist substance misuse workers	Jason Barrett
	* see below	
Ensure common core of skills and knowledge are incorporated into safeguarding children training	Matrix developed to illustrate where core skills and knowledge incorporated into WDSCB courses (plus NVQs)	Gill Newey
Provide training as identified in serious case reviews	Provide alcohol abuse training	Jason Barrett
	*Ensure tiered levels of training on domestic abuse are available for staff	Training Sub Committee
	Provide guidance on level of training required	Training Sub Committee
	*Ensure links between substance misuse and domestic violence are included in training courses	Jason Barrett
	Provide training on working with fathers	Training Officer
Ensure safeguarding training needs of voluntary sector are met	Establish voluntary sector training support group	Bernie O'Brien
	Provide training to trustees on legal responsibilities re safeguarding	Bernie O'Brien
	Those working in and with	Training Officer

	Madressahs know what to do to safeguard children	
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