



# **Learning and Improvement Strategy**

## **2022 – 2024**

---

WOLVERHAMPTON SAFEGUARDING TOGETHER PARTNERSHIP

## Introduction

Wolverhampton Safeguarding Together (WST) is committed to supporting its partner organisations to achieve the best possible safeguarding practice within their services. We will do this by contributing to the learning, development, and education of the multi-agency workforce through multi-agency safeguarding learning opportunities linked to local priorities and resource capacity.

To support and strengthen the messages across the workforce to promote early intervention such as, 'Think Family', and 'Make Safeguarding Personal', Wolverhampton Safeguarding Together will deliver the strategic priorities with a clear focus on the learning and development of the local, multi-agency workforce.

## Background

WST has a statutory duty to promote the principles of the current Working Together to safeguard children 2018. The Children Act 2004 (as amended by the Children and Social Work Act 2017). WST are under a duty to make arrangements to work together with other partners locally, to safeguard and promote the welfare of all children in their area.

All agencies have a responsibility under Section 11 of the Children Act 2004, and S175 and 157 of the Education Act 2002 to ensure that their functions are exercised with a view to safeguarding and promoting the welfare of children.

WST has a number of statutory responsibilities in relation to Safeguarding Learning and Development – these are fully advocated by WST and are:

- To know the Learning and Development needs of the Workforce
- To monitor that local professionals and volunteers get the learning and development training they need
- To evaluate the impact of learning and development they receive upon practice
- To evaluate the impact on the improvement of services

Working Together to Safeguard Children (2018) requires that a Safeguarding Partnership will enable partners to be clear about their responsibilities, to learn from experience and improve frontline practice and services as a result.

The Care Act 2014 (implemented in April 2015) was when safeguarding became a statutory function for the first time. The Act set out requirements for local authorities and partner agencies to safeguard adults with care and support needs. In summary, The Department of Health Statutory Guidance 2014 (Care Act 2014, para 14.3) states that the aims of adult safeguarding are:

- To prevent harm and reduce the risk of abuse or neglect to adults with care and support needs
- To safeguard individuals in a way that supports them in making choices and having control in how they choose to live their lives
- To promote an outcomes approach in safeguarding that works for people resulting in the best experience possible
- To raise public awareness so that professionals, other staff and communities as a whole play their part in preventing, identifying and responding to abuse and neglect

The Care Act also states that there are six key principles that should underpin all safeguarding work: Empowerment, Prevention, Proportionality, Protection, Partnership, Accountability.

To provide excellent safeguarding practice in our city everyone should be able to recognise, prevent and act upon abuse and neglect.

To achieve this, a multi-agency programme of information, training, learning and development will be available to people and partners across our city. This is an important part of our collective continued learning. It will provide assurance about improved practice, and good outcomes for our children, young people, adults with care and support needs at risk of or experiencing abuse and neglect.

## Objectives

The Learning and improvement Group will ensure training is effective (and complies with best practice in Working Together 2018 guidance).

The group will oversee a multi-agency training programme which brings together a range of professionals and organisations to model partnership working in practice.

The group are committed to evaluating the effectiveness of training through quality assurance, feedback, and evaluation. We will develop impact measures through audits, and action plans completed with participants that identify changes to their professional practice based on learning from learning and training. We will then revisit those plans, with their consent, at agreed intervals to assess how practice has been influenced in reality.

The Scrutiny and Assurance co-ordination group will also have a role in monitoring and evaluating the impact of multi-agency training through thematic audits

In addition we will:

- contribute to a learning culture across the city
- provide relevant information and resources, multi-agency learning and scrutiny to enable continuous improvement

- support the development of competent and confident workforce across the partnership
- promote robust inter-agency working and effective information sharing

## Broader aims

We are committed to a culture of continuous learning to identify improvements and consolidate good practice. Professionals will have access to a wide range of learning and development disseminated through a range of methods:

- Wolverhampton Safeguarding Together multi-agency training
- The Bi-annual Safeguarding Events
- Conferences
- Development days
- Wolverhampton Safeguarding Together newsletters
- Information on the Wolverhampton Safeguarding Together website
- Awareness campaigns
- Partnership forums

The expectation is that WST partners will engage with the learning offer and promote opportunities and participate in quality and improvement.

The overall aims of the Learning and Improvement Group is to:

- Maintain a joint children and adults safeguarding learning offer
- Identify training requirements and provide and promote a relevant programme of partnership learning
- Refer to and develop learning as directed by the Scrutiny & Assurance Co-Ordination Group
- Monitor single agency participation in multi-agency training and highlight concerns to the Scrutiny & Assurance Co-Ordination group
- Quality assure the delivery and impact of each training programme and learning events
- Make joint decisions about spend against the learning and development budget
- Influence and support the design and delivery of one-off learning events, conferences, and awareness campaigns

## Delivering the Strategy

The Learning and Improvement Group is responsible for the strategy development, promotion and provision of multi-agency training and learning to safeguard children, young people and adults with care and support needs.

A detailed annual work plan will be created and implemented by the group: reviewed and monitored at the scheduled meetings.

The group will provide multi-agency learning opportunities that comply with best practice, local learning, and legislative requirements.

The focus of the work for the WST for 2022-2024 is to promote a continuous learning environment through a clear communication route.

Learning and Improvement Group will regularly initiate a Learning Needs Analysis based on the following sources:

- Children's Safeguarding Practice Reviews, Safeguarding Adult Reviews and Lessons Learned Reviews
- Relevant single and multi-agency audits
- Findings from regulatory inspection activity
- Evaluation of current learning provision

All safeguarding training and learning opportunities delivered on behalf of WST will:

- be person centred focussing on the strengths, rights, and choices of young people and adults with care and support needs, and the Making Safeguarding Personal principles
- promote a Think family approach
- be child-centred, incorporating and promoting children's rights and needs and ensuring that their welfare is paramount
- provide learning opportunities that address issues of diversity and promote the understanding and recognition of additional vulnerabilities and protected characteristics e.g., disability
- build effective relationships with children, young people and adults, parents and carers, with a focus on recognising their strengths as well as needs and risks
- ensure that training recognises the principles of adult learning and reflects this in the commissioning, delivery, and evaluation of learning opportunities
- use evaluation tools to measure the impact of training on frontline practice and the experiences of children, young people, adults and their carers
- provide the knowledge base to ensure that those who attend training and learning events are better equipped to safeguard children, young people and adults in our city

## **Quality Assurance**

On behalf of Wolverhampton Safeguarding Together, the Learning and Improvement Group have a responsibility to ensure that training is of a consistently high standard. From workforce learning needs analyses, through to commissioning, delivery and

evaluation, the effectiveness of training and implementing learning into practice, will aim to effect positive change in practice. Quality assurance will:

- ensure quality content
- ensure commissioning quality trainers
- ensure regular and ongoing evaluation

## **Evaluation**

Both short-term and long-term evaluation of training and learning is key.

Evaluating learning will include how practice will change because of it.

Evaluation will demonstrate effectiveness in strengthening multi-agency safeguarding practice in Wolverhampton

Evaluation will provide assurances about the skill and competency of the partnership and its workforce, and the impact upon and experience of children young people, adults, and their parents and carers.