

Derby and Derbyshire Safeguarding Children Boards'

Training Evaluation Strategy 2016 - 2017

Working Together 2015 sets out a number of principles to be applied by LSCBs and their partner organisations to all reviews including the principle that:

*“there should be a culture of continuous **learning and improvement** across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice”*

DSCB Learning Improvement Framework outlines a commitment to assess the effectiveness of provision through, audit or review and in monitoring the impact of recommendations from case reviews and the impact of training the LSCB. It is also expected that *“information will be drawn from: children, young people and parents; feedback from frontline staff, case records and organisational activity.”*

There are seven strands to this strategy which will be applied consistently to evaluate children’s safeguarding learning in Derby and Derbyshire:

1. Evaluating the Learning Experience.

Feedback forms are completed by participants at the end of each course or seminar. The aim is a completion rate in excess of 95%. On occasion, participants send in a completed form if they have needed to leave the course early. Where necessary, participants can send in a form if they need to leave a course early. It is expected that participants identify themselves and include contact details to enable follow up from comments raised. The form allows for quantitative and qualitative information to be gathered. For each course, data is then gathered in three areas to ascertain the rating of the attendees: **confidence, skill development** and **overall satisfaction** with the course. This information will then be collated to provide a scoring for each subject area.

2. Evaluating the Impact of Training Courses on Practice

Derby and Derbyshire SCB use the same pro forma to carry out telephone interviews with participants 3-6 months after completing a training course. Participants will be asked what they remember from the course, what they have put into practice, including examples. If they have not been able to put the learning into practice they will be asked what the barriers to implementation were.

3. Agency responsibility

Supervisors and managers within all agencies have a responsibility to enquire what impact the training has led to for their members of staff's practice. This will help to identify future learning needs for their staff as well as any issues when allocating work. If during discussions with staff; managers become concerned about the messages delivered during the course, they have a responsibility to seek clarification from the Training Coordinator/Manager.

4. Evaluating the Sufficiency of Training

Agencies will be expected to Training Needs Analysis (TNA) and a Training Pathway to ensure Derby and Derbyshire SCB are informed about demand. Clear information will make it possible to plan future programme.

5. Evaluating Training within Single Agencies Including training delivered by External Providers

Derby and Derbyshire SCB will use the Training Validation Scheme to quality assure the content and processes for the delivery of safeguarding training by partner agencies and by external providers. Approved agencies and providers who meet the quality assurance standards will be identified on the LSCB's websites.

6. Evaluating Training within Single Agencies Including training delivered by External Providers

Derby and Derbyshire SCB will continue to use the validation process for training within single agencies and training which is delivered by external providers. Approved agencies and providers will be identified on the LSCB's websites.

7. DSCB Response to Feedback Highlighted on Courses

Trainers will be alert to issues raised on multi agency courses and give feedback to enable continuous improvement in practice and training programmes. Themes highlighted within training will be discussed on a quarterly basis at Training Provider meetings. The evaluation of the impact of training will be reported on an annual basis to the Workforce Group.