

REPORT FOR THE CHILDREN AND YOUNG PEOPLE'S TRUST EXECUTIVE GROUP

Date of meeting:	14/10/21
Report Title:	Workforce Development Update re Children's Services
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Status of report:	Not Confidential
Approved by:	Head of Service Amanda Glew

1. Purpose of report/ Introduction/ Background

To provide TEG Board members with an update on progress relating to workforce development.
A wide range of opportunities are available, and this update contains information from the following:
Multi Agency Safeguarding Training, Early Help, SEND and Children's Social Care.

Progress Update

Multi Agency Children's Safeguarding Training.

In 2020/21 150 training courses were delivered to a total of 4795 delegates. This is an increase on 2019-2020 when 124 courses were delivered to 2850 delegates.
The training programme offered is accepted regionally as being by far the most comprehensive child safeguarding training programme on offer.

The Multi Agency trainer continues to offer the online Lite Bite sessions and virtual training. Uptake on courses has increased and feed back continues to indicate the sessions are fit for purpose and of high quality.

There have been several new courses developed this year including:

- Learning the Lessons from Local Reviews
- Multi-Agency Approach to Elected Home Education
- Principles of Restorative Practice
- Safeguarding Young People in the First Year of Life
- Managing Unwise Decisions for 16+

In addition, 2 half day conferences were held on Understanding Adverse Childhood Experiences and the Effects on the Child and in total 322 people attended.

Safeguarding Awareness (SAW) Week 2021

This year, Barnsley will be taking part in the South Yorkshire wide Safeguarding

Awareness Week. There are a wide range of events and training planned around the four themes:

- Mental Health and Wellbeing
- Safety within the Family and the Home.
- Looking out for your Community
- What to do if you are worried about yourself or others.

During the week, there will be events available for the public to attend as well as those aimed at workers and volunteers.

There are a wide range of information sessions each day including:

- Understanding alcohol, its use and impact on pregnancy, children and adults.
- Online Harm
- Safeguarding in the First Year of Life
- Teenage Vulnerabilities and Exploitation

In addition, during Safeguarding Awareness Week, the Exodus Project, who have sixteen activity clubs and reach about 300 families every week are going to put some safeguarding information and advice in their newsletter that week and also have a safeguarding theme in their clubs, probably around sexual and criminal exploitation.

Early Help

Early Help Assessment Training is available on POD.

There are 3 courses and completions are as follows:

- Early Help (e-learning)
20/21: 141 completions and April 2021 to date: 56 completions
- 'Helping you with Early Help'- How to do Early Help (via Teams)
20/21: 57 completions and April 2021 to date: 28 completions
- 'Helping you with Early Help'- Perfecting the Paperwork (via Teams)
20/21: 53 completions and April 2021 to date: 32 completions

All Family Support Workers in Family Centres have completed Family Mediation training as conflict in families through lockdown was identified as increasing. This was identified from requests for support into the Early Help Panel. This also links in with the restorative practice training previously completed.

Reducing Parental Conflict (RPC) continues to be a priority moving forward and a successful bid to the DWP was approved for a Reducing Parental Conflict Training Co-ordinator to work 18.5 hrs to coordinate and deliver RPC training to multi agency partners across the borough. This role is initially until March 2022 with a strong chance it will be extended through DWP funding until 2025. Eight workers have completed the RPC trained trainer modules through Knowledge Pool DWP training. A steering group is responsible for the development and delivery of the RPC agenda and to ensure it is completed in a multi-agency way, ensuring all partners are aware of the detrimental effect on children of conflict within the family home.

SEND

- Induction and training package now developed and implemented within the EHC

team.

- Programme of training and learning events delivered to schools, settings and EHC team in the use of needs assessment guidelines to support the EHC process.
- A full time, permanent position for a SEND Improvement Officer created to support schools to develop whole school inclusion and drive forward workforce development. Relationships between schools and the local authority continue to grow and develop because of the connections and support being offered.
- COMPASS model focus on whole school approach, supporting early identification and workforce development.
- Focus on workforce development and training offers to education staff and wider CYP workforce (Chilypep funded training, centralised training offer)
- Development of the Designated Senior Lead for Mental Health Network to improve communication with schools and support improved early identification.
- SEN Support Inclusion toolkits – Early years and School (through to post 16) aim is to ensure that all staff have knowledge to be able to identify early and emerging need and look at the graduated approach as a process. APDR (assess, plan, do, review) across four areas of need gives strategies and provision which can be put in place and then reviewed. In a recent survey 63% of the responses collected said that early identification of need had improved since the introduction of the toolkits and 75% said that teacher understanding of SEND had improved because of the toolkit introduction.
- Provision maps are used by schools and settings to support early identification. first step to record provision and strategies and evidence impact as part of the graduated approach.
- School focussed plan (schools) and graduated approach (Early years) used to identify needs and analyse barriers to education. These now include Preparing for Adulthood (PfA) and relate directly to the Hub.
- Secondment of skilled SENCOs from Barnsley schools is successful and continues to develop and enhance sector-led support and to target schools/settings who are vulnerable in relation to SEND and vulnerable learners. The council is seeking to expand this model, through further recruitment into the next academic year.
- Analysis of data and intelligence enable the LA to target specific schools and offer support following discussions with SLT and SENCOs. A proactive system is in place to identify where school support is required.
- A clear link between schools and local authority to ensure information is conveyed consistently and swiftly through SEND Improvement team.
- EIS service offer – free at point of delivery. Schools able to engage all staff in whole school training and bespoke packages to meet training requirements. EP, SCI, Sensory services work with schools and settings to support their graduated approach and support in identifying need at the earliest opportunity. Professionals are contactable and available. Good relationships with EIS service.
- EIS centralised training offer – multi agency – combines education and emotional health and wellbeing offers. Aim to upskill and provide all staff working with children and young people the understanding of how to meet the early and emerging needs of all. All courses readily available on POD and schools have log in now. New system in place for this academic year. Schools booking on training now.
- SEND improvement team offer CPD to schools to upskill teaching and TA staff so that they understand how to recognise early and emerging need and how to use the graduated approach to meet need.

- Quality Assurance work being carried out which links with education, health and social care to look at EHC plans but also RP and INMSS and mainstream SEND audits.
- SEND newsletters – half termly – include health and wider services to give current information to all education settings
- SEND Space – new portal for SENCOs to gather all information relating to SEND in one place. Information for referrals and early identification of need can be found in one place. Space dedicated to SENCO role.
- Early identification of CYP with SEND who are at risk of school suspension remains a priority for The Barnsley Schools Alliance.
- Early Help forms part of the graduated approach to early identification and early support. Dedicated team that works closely with schools to support in EHA process including training

Children’s Social Care

A wide range of workforce development opportunities continues to be offered within Children’s Social Care and opportunities are detailed in the CSC Training and Development Programme.

They include:

- Restorative Practice- recently held update seminars and 3 internal staff are now trained to deliver this course to provide a rolling programme for all to attend and remain up to date.
- Membership of Research in Practice- with resources being shared weekly and the provision of an online course on Cultural Competency.
- Series of Chronology courses- resourced from South Yorkshire Teaching Partnership.
- Children’s Social Work Matters- wide variety of Webinars
- Daily emails counting down from ninety days to the deadline for Social Work re-registration, which is annual, and each email contains a continuous professional development opportunity.

New Post: Contextual Safeguarding Training Specialist funded for one year by Children’s Social Care and commenced in August 2021.

Courses planned:

- ‘Understanding Contextual Safeguarding’ e-learning package. Due to be available on POD by mid-November 2021. This will be accessible to all council employees and will be recommended for any staff working within children and families services.
- A Seven step safeguarding briefing document for professionals is being launched on the Safeguarding Board website during Safeguarding Awareness Week. This will be emailed out to various children’s and families services; this document has also recently been presented to the DSL Schools Forum.
- A Fifteen-minute pre-recorded webinar exploring this document in greater depth is currently being developed and will be available on POD.
- Awareness Raising of Contextual Safeguarding, Child Sexual Exploitation and Online Harms which will be delivered to practitioners via MS Teams and POD from November 2021 right through to summer 2022.

Forward Plan:

- To develop more specific ‘targeted’ training on contextual safeguarding assessment and intervention methods

	<ul style="list-style-type: none"> Further training sessions looking at specific areas of contextual safeguarding such as sexual harmful behaviour, peer on peer abuse, serious youth violence etc.
2.	<p>Recommendations</p> <p>Members are asked to note the ongoing progress relating to workforce development.</p>
3.	<p>Conclusion/ next steps</p> <p>Request</p> <ul style="list-style-type: none"> for feedback as to the time of year members would like to receive this update. At present the update refers both to the completed previous financial year and the year to date? for feedback on the content and the information that members would find useful.
4.	<p>Risks/ barriers</p> <p>As the previous year, time to attend remains challenging while others have embraced the opportunity for virtual and online learning</p>
5.	<p>Financial Implications</p> <p>None</p>
6.	<p>Co-production/ stakeholder engagement</p> <p><i>(State how views of children, young people, and partners have been included)</i></p> <p>The Engagement & Participation Strategy was drafted with Barnsley BMBC and the Clinical Commissioning Group working together to engage with the SEND Youth Forum and parents/carers, through meetings and online sessions, about their views regarding participation and engagement.</p> <p>The Preparation for Adult Strategy was coproduced from the start with children, young people and parents/carers who were involved in focus groups and online discussions about the strategy.</p>
7.	<p>365 The Barnsley Children Young People 's Trust Offer</p> <p>Please tick as appropriate to identify the related CYP Trust Strategic Priority(s) and CYP Plan Priority(s) covered in this report.</p> <p>6 Strategic Priorities:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Keeping children and young people safe <input checked="" type="checkbox"/> Improving education, achievement and employability <input checked="" type="checkbox"/> Tackling child poverty and improving family life <input checked="" type="checkbox"/> Improving staff skills to deliver quality services

Supporting all children, young people and families to make healthy lifestyle choices

Encouraging positive relationships and strengthening emotional health

CYP Plan Priorities (if applicable).

Early Help

Emotional Health and Wellbeing including access to Therapeutic Services

Improved Life Outcomes for CYP with SEND & Transitions at all key life stages

Inclusion & Engagement

Youth Council key issues & Local Campaign Priorities

8. Appendices/ background papers

None

Please note that any presentations need to be sent to the CYPTrust mailbox no later than a day before the meeting. Presentations cannot be brought on a datastick.