

Key priorities around safeguarding practice for workforce and training across Children's Services and Education & Youth

Children's Services

Safeguarding Adults and Children Awareness: The basic one-day Safeguarding Adults and Children Awareness course is aimed at front line staff and volunteers from all social care agencies whose work brings them into contact with potentially vulnerable people – Adults, Children and Young People. The rolling programme is delivered monthly in Flintshire.

Safeguarding Awareness Refresher: now delivered every 2 months within a recommended 3 year refresher period.

Safeguarding Children for Professionals: This quarterly half day course is for statutory and non-statutory Children's Services staff who have completed the Safeguarding Adults/Children Awareness Course, is used as a Children's Services equivalent to Safeguarding Adults Level 3. The course was originally developed in response to the needs of Adult Social Work Teams, who had safeguarding knowledge as part of their general SW training, but were as familiar with Children's safeguarding.

s47 Investigation Training: The course is for social workers who are expected to take part in Child Protection investigations, or who are at the end of their first 3 years of practice as part of CPEL. In Flintshire it is based on what was originally a regional North Wales 5-module format known as Joint Investigation Training or JIT, which is currently undergoing a review.

Achieving Best Evidence: This course provides knowledge and skills to work jointly with North Wales Police to gain the effective interviewing and support of vulnerable child witnesses. It aims to improve practice and confidence in Social Workers who need to carry out video interviews of vulnerable & intimidated witnesses & victims. The course involves practicing video interviews and receiving feedback. The course is delivered on a regional basis in partnership with North Wales Police, and is currently under review. It is usually delivered as 5 x one day modules. Participants must have completed the s47 Investigation (JIT) training.

Achieving Best Evidence Refresher: The aim of this one day course is to refresh the knowledge, skills and confidence of Social Workers who feel they need to refresh their ABE skills – e.g. if it has been over 3 years since undertaking the full course, and they apply the skills infrequently.

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Training: The e-learning module of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 is the first stage of the VAWDASV National Training Framework, with an expectation that all staff across the Council complete this level. A face-to-face version of the training is available to staff who do not have workplace internet access.

Domestic Abuse (MARAC/DASH): Delivered quarterly in Flintshire. The focus on VAWDASV risks obscuring the need for Social Workers and other professionals to develop and maintain skills in using the MARAC forms and DASH procedures.

Domestic Abuse Awareness: Delivered quarterly in Flintshire, this course highlights a gap in the VAWDASV programme for training for non-statutory sector in all aspects of domestic abuse and sexual violence.

During the year Social Services also delivered bespoke training on:

Emotional Abuse Of Children: Causes, effects and response. The course explored the issues relating to emotional abuse, examining how to identify it, parental and family dynamics, messages from research, and appropriate ways to respond. Emotional abuse is the category with the second highest number of children on Child Protection Registers in Wales.

Did She Know. The one-day course explores cases of child sexual abuse and decisions related to child safety and the ability of a mother or partner to protect. Often, these decisions are made more difficult by a context of silence, whilst inappropriate denial or minimising by the offender involved creates additional difficulties both for the mother or partner, as well as for professionals working with the family. The facilitator draws on research and work by the Lucy Faithfull Foundation with sexual offenders and non-abusing mothers or partners.

Education and Youth Services

Safeguarding Practice: for the Education and Youth workforce has been joined up with the work of other departments which make up the Corporate Safeguarding board. The group meet bimonthly and is chaired by the Chief Officer for Education and Youth. The Corporate Safeguarding Policy has been established and there is a regular safeguarding newsletter and information on the shared internal website. Photographs of members have been shared with all staff via the newsletter and website.

North Wales Police CSE Videos: these have been shared with all workforce staff. In addition County Lines information is cascaded to all relevant teams and A prevent refresher arranged. These were also cascaded to Education & Youth managers in the portfolio workshop.

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General Safeguarding Awareness: This now includes school escorts, cooks and cleaners moving forward at a basic awareness level.

Safeguarding Leads Training: Key education staff and governors are invited to attend the schools training programme for safeguarding leads, governors and head teachers. This academic year will include the following:

- 3 dates for Designated Safeguarding Lead training (2 delivered to date) and 1 pilot course = 135 trained
- 3 dates for CSE (2 delivered to date) = 35 trained
- 2 dates for Prevent and County Lines (1 delivered to date) = 39 trained
- 1 date for FGM and Modern slavery (delivered) = 11 trained
- 1 date for Domestic Abuse alongside the roll out of the online programmes.
- 2 courses for Governors with safeguarding responsibility (1 delivered to date) = 15
- 3 dates for level 2 courses (2 delivered to date) = 79 trained
- Ongoing programme of basic awareness level 1 and refresher training for all schools alongside this – all schools (79)