

1.	Meeting:	Children, Young People and Families Partnership
2.	Date:	21st May, 2014
3.	Title:	CSE Learning & Development Plan – 2014/15
4	Agency/Directorate/Organisation presenting report:	Warren Carratt, Children & Young People’s Services, RMBC

5. Purpose:

This report has been requested to outline the planned learning and development activity to raise awareness of the advent of – and actions required by officers to respond to – the sexual exploitation of children and young people.

6. Recommendations:

That members of the Partnership note achievements to date and accept the plan included in appendix A

7. Progress, Achievements and Impact:

As all members of the sub-group are aware, CSE learning and development has been a priority area of action for the Borough for some time now, and the ante for this was upped in 2013 to extend the remit of the LSCB’s work to cover general awareness raising as well as multi-agency training. Prior to the publication of Working Together 2013, statutory guidance was clear that LSCBs’ had responsibility (only) for learning and development for multi-agency staff at “group 3” and upwards, which is defined as “Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.”¹

In the absence of any clear guidance on learning and development provision or workforce definitions in the 2013 refresh of Working Together, Rotherham LSCB opted to retain the definitions outlined in Working Together 2010, and these are included in our Learning & Improvement Framework. However, as the LSCB has been commissioned by the Rotherham Children, Young People & Families Strategic Partnership (néé Children’s Trust) to deliver the partnership CSE strategy and associated action plan, the remit of the LSCB’s responsibilities for learning & development in relation to CSE have been extended, to include communication and general awareness raising.

¹ Working Together 2010

This extension is being delivered within existing resources for the most part, however additional funding is being sought for initiatives which can augment what is already planned. Where these developments are known, they are included in the plan in appendix A.

Whilst distinct CSE training is being rolled out where required, it has also been incorporated into our existing learning and development offer to ensure it is an embedded component of broader practice developments e.g. CSE assessment is a specific part of the Family CAF process, and therefore staff will be trained in how to assess and respond to CSE as part of broader Family CAF training. The same ethos applies to the Early Help Core workshop. It is important that this is both acknowledged and included in our reporting of progress.

In 2013/14, 320 individuals undertook CSE training, building on the 556 the previous year. In 2013/14, 8 trained trainers went through the CSE workshop and will be supported to deliver multi-agency training in 2014/15.

8. Objectives not Achieved and Risks:

Given this report is to inform the sub-group of planned activity, there are no objectives which have not been achieved.

The biggest risk to delivery is agency engagement with the available learning and development resource available. Whilst it is right and proper that value has been placed on face to face delivery of learning and development, this does require officers to be freed up for a day, which is increasingly challenging in a reducing workforce. However, as discussed at the last sub-group meeting, this type of learning and development input does provide the greatest potential for improved outcomes to be achieved, as it places a strong onus on relationship building in a multi-agency setting a cross-pollination of experience and expertise in CSE from a wide range of provider services.

The effectiveness of e-Learning can often be over-estimated: whilst this is a good tool to facilitate knowledge transfer and for organisations to measure compliance, it does not allow for multi-agency discussion and relationship building to take place, as e-Learning is a virtual learning environment. However, in some instances it is a proportionate and more accessible response to need.

In 2013/14, there were many instances where single agency training was requested and delivered, to provide a timely response to requests for CSE awareness. Where appropriate and where staffing resource permits, this will continue in 2014/15. However capacity has been increased in the multi-agency workshops offered by the LSCB, to allow for more learning to take place in a multi-agency setting. There is therefore a risk that agency expectations on CSE training provision are not aligned with the reality of available resources. Additionally, there is also a risk that – where agencies have a trained trainer for CSE – single agency training will be delivered (appropriately) but not captured centrally and therefore not accounted for. To mitigate this risk, all partner agency are asked to ensure they send registers of any single agency CSE provision to Faye.Prosser@Rotherham.gov.uk.

9. Resources:

- The work of the Sub Group is within the existing resource budget.

10. Sources of reference

- RLSCB Business Plan
- Working Together 2010 and 2013
- RLSCB Safeguarding Learning & Development Prospectus 2014-15
- RLSCB Early Help Learning & Development Prospectus 2014-15

11. Contact Name:

Warren Carratt – Service Manager RLSCB

**Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation
Learning & Development Plan 2014-15**

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
<p><u>Group 1</u></p> <p>Staff in infrequent contact with children, young people and/or parents/carers who may become aware of CSE.</p>	<p>Recognise potential indicators of child sexual exploitation</p> <p>Taking appropriate action to address concerns.</p>	<p>Community awareness raising workshops delivered by identified trainers in the Rotherham CYP&F Consortium.</p>	<p>Maria Langham</p>	<p>Pending funding bid decisions by POCA and PCC</p>
		<p>e-Academy e-Learning module on CSE for parents and carers on RLSCB website.</p>	<p>Phil Morris/Tracy Holmes</p>	<p>RLSCB staff awaiting training on development of new RMBC website. Once this has taken place, content will be published there.</p>
		<p>Distribution of crime stoppers leaflets to universal services to raise awareness of CSE</p>	<p>Warren Carratt/Tracy Holmes</p>	<p>Leaflets handed out at RLSCB March meeting</p> <p>Leaflets handed out to GPs and practice staff at March event at New York Stadium</p>

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
		Awareness/Refresher session for elected members	Warren Carratt/Caroline Webb	Agreed with democratic services officer to include in 14/15 development plan for members
		Governor training	Warren Carratt	Sessions delivered in March 2014, with future dates planned.
<p><u>Group 2</u></p> <p>Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff, who may be in a position to identify concerns about maltreatment,</p>	<p>As above and:</p> <p>Acts as an effective advocate for young person at risk of CSE</p> <p>Clear about roles, responsibilities and professional</p>	Early Help – Core Workshop	Warren Carratt	<p>Dates scheduled for:</p> <ul style="list-style-type: none"> ▪ 20th May 2014 ▪ 11th Aug 2014 ▪ 10th Nov 2014

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
including those that may arise from the use of CAF.	<p>boundaries.</p> <p>Able to refer appropriately if a safeguarding concern is identified.</p> <p>Documents concerns appropriately, maintaining an appropriate record differentiating between fact and opinion.</p> <p>Shares appropriate and relevant information</p>	Family CAF Workshop	Warren Carratt	<p>Dates scheduled for:</p> <ul style="list-style-type: none"> ▪ 22nd April 2014 ▪ 12th May 2014 ▪ 17th June 2014 ▪ 22nd July 2014 ▪ 18th August 2014 ▪ 16th September 2014 ▪ 20th October 2014 ▪ 17th November 2014 ▪ 15th December 2014

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
				<ul style="list-style-type: none"> ▪ 26th January 2015 ▪ 16th February 2015 ▪ 16th March 2015
		e-Academy CSE e-Learning package for practitioners	Warren Carratt	Package available – communicate to go out to all multi-agency staff in April 2014 to re-advertise availability.
<p>Groups 3 & 4</p> <p>3) Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and</p>	<p>As outlined above and:</p> <p>Uses child and family focused practice when identifying instances CSE</p> <p>Has professionally relevant core and case</p>	<p>RLSCB Workshop: Safeguarding Young People at risk of Child Sexual Exploitation</p>	<p>Warren Carratt</p>	<p>Dates planned for:</p> <ul style="list-style-type: none"> ▪ 23/05/2014 ▪ 01/07/2014 ▪ 23/09/2014 ▪ 02/12/2014

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
parenting capacity where there are safeguarding concerns. Or 4) Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, including professionals from health, education, police and children’s social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.	specific competencies. Contributes to interagency assessments, gathering and sharing information and where appropriate analysing risk. Documents concerns in a manner that is appropriate for safeguarding and legal processes.			<ul style="list-style-type: none"> ▪ 03/02/2015
		Schools Designated Safeguarding Leads Forum	Warren Carratt	Summer term 2014
		NWG e-Learning Packages (as refresher)	Phil Morris/Tracy Holmes	RLSCB staff awaiting training on development of new RMBC website.

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
				Once this has taken place, content will be published there.
<p>Groups 5 & 6</p> <p>(5) Professional advisors, named and designated lead professionals.</p> <p>(6) Operational managers</p>	<p>As per groups 1,- 3 and:</p> <p>Able to effectively communicate local safeguarding knowledge, research and findings from audits.</p> <p>Undertakes the development of action plans where</p>	<p>NWG e-Learning package</p>	<p>Warren Carratt/Phil Morris</p>	<p>RLSCB staff awaiting training on development of new RMBC website.</p> <p>Once this has taken place, content will be published there.</p>

Appendix A: Rotherham Local Safeguarding Children Board – Child Sexual Exploitation Learning & Development Plan 2014-15

Target groups to include members of statutory, voluntary, independent and community organisations	Expected Core Competencies	Learning and development activity planned	Lead Officer(s)	Update – 8.4.2014
	<p>appropriate.</p> <p>Provides advice and information about CSE to the employer.</p> <p>Participates in sub-groups of the LSCB.</p> <p>Leads safeguarding quality assurance and improvement processes.</p>			
<p>Group 7 & 8</p> <p>Senior managers responsible for the strategic management of services;</p>	<p>Champions CSE at a strategic level</p>	<p>NWG e-Learning package</p>	<p>Joyce Thacker</p>	<p>RLSCB staff awaiting training on development of new RMBC website.</p> <p>Once this has taken place, content will be published there.</p>