Portsmouth CHILDREN'S TRUST

Portsmouth's Integrated Working & Safeguarding Programme

Sam Wilkinson

Children's Workforce Development

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Vision

To have a clear pathway of continuous professional development to enable the workforce to gain and develop their skills, knowledge and confidence to work together effectively to keep children safe and promote good outcomes

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Aims

- To promote across the city an effective *culture* for early intervention and safeguarding - the values, principles and behaviours necessary
- To improve practitioner's and managers *confidence, skills* and *knowledge* around safeguarding and integrated working
- To ensure the workforce in the city are clear about the *expectations* on them to keep children safe from harm

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Issues to address

- Clarity
- Support
- Permission
- Responsibility

Basic Awareness Safeguarding Children

Module 1

Awareness of Integrated Working

E-Learning

CAF
Info Share
Safeguarding

Module 2

Understanding needs and strengths – holistic assessment of children and families

Module 3

Assessment, Analysis and Planning Skills

Module 4

Safeguarding Children

Case Conference

Refreshers

Module 5

Safeguarding and Early Intervention for Managers

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Module 5

- Change Management
- New approach, new perspective
- A space to develop practice, time to think, reflect and find solutions
- Setting "The Bar" – peer challenge
- Seeing change

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Basic Safeguarding

Module 1

Module 2

Module 3

Module 4

Module 5

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Turning the vision into reality

- Framework
- Developing a multi-agency training pool
- Consultation on content
- Train the trainers – recruitment of full time trainer
- LSCB training
- Message and flow

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Snapshot of impact

- Requests per week for courses have risen 450%
- 94% of participants scored 4 out of 5 or above on achievement of the learning outcomes
- 92% of participants scored 4 out of 5 or above for 'usefulness'
- Implementing the Kirkpatrick model

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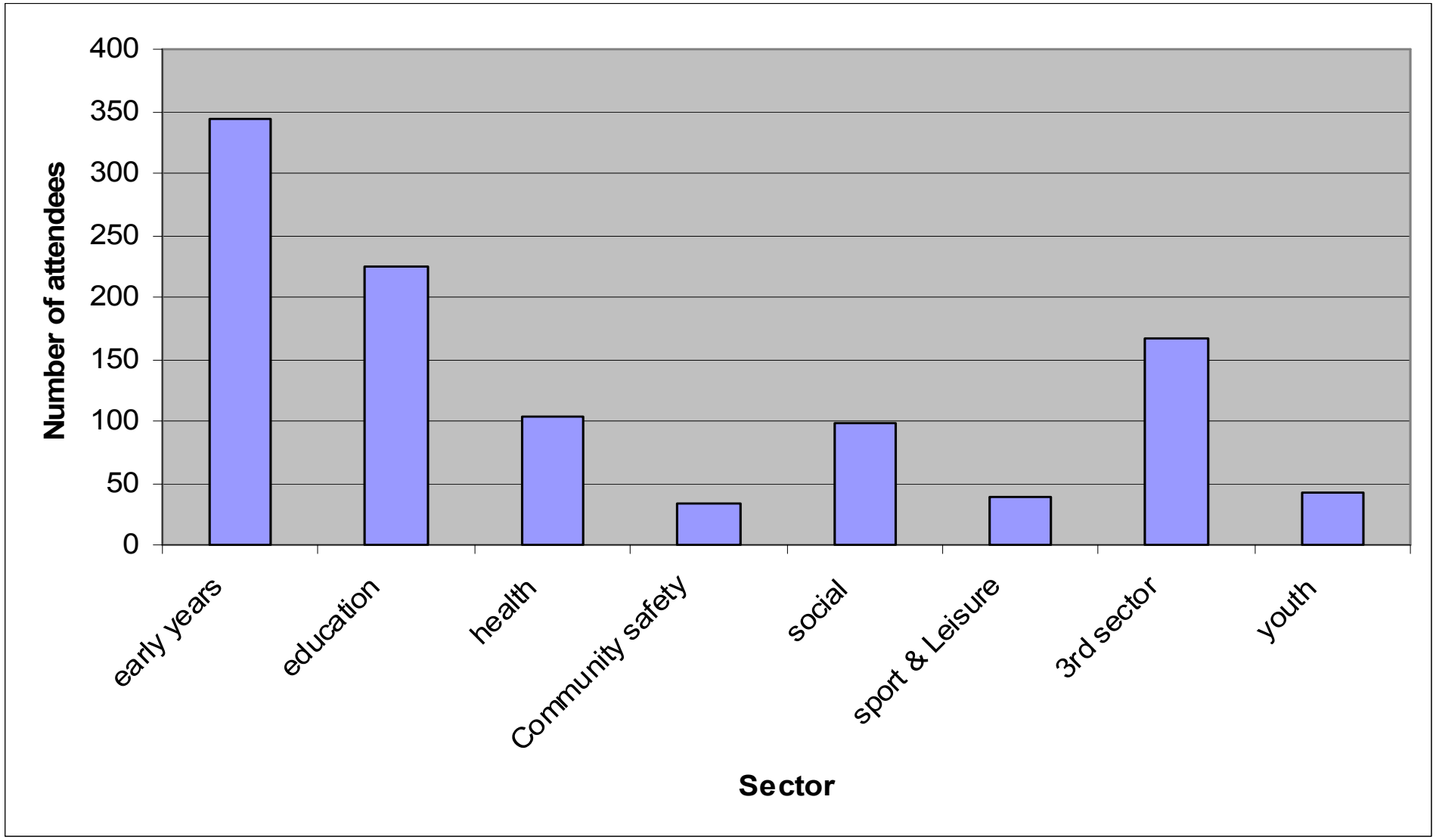

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" Thank you very much - my eyes are a lot wider open then they were"

"I started the course not knowing what to expect but I got into the course and left having a really good understanding of safeguarding, thanks very much"

"I now have a much better understanding of my safeguarding responsibilities"

"A very child centred approach to professional development"

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What would we do differently?

- Prioritise development
- Start with Module 5 for managers
- Link the managers on Module 5 with their staff on Module 1
- Engage with adult services sooner
- Strategic buy in for commitment to the multi-agency training team

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Next Steps

- Sustainability
- Development of further courses in line with needs analysis and consultation
- Aligning additional safeguarding courses

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Key Messages

- Module 5 for managers
- Cultural Change
- Taking responsibility to safeguard children and promote good outcomes

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Sam Wilkinson

Sam.wilkinson@portsmouthcc.gov.uk

www.portsmouthchildrenstrust.org/