

Schools Forum 8 December 2009

Report of the Director of Children's Services

Schools Safeguarding Trainer

Purpose of Report

1. The purpose of this report is to advise Schools Forum of the role of the Dudley Safeguarding Children's Board, in relation to training and development in schools and to request financial support from Schools Forum under the combined budget provision from 2010/11, to appoint a dedicated safeguarding trainer for schools and governors.

Budget Working Group Discussed

2. Yes.

Schools Forum Role and Responsibilities

3. The Schools Funding Regulations include a provision for "Combined Budgets" under the types of funding that can be retained centrally from the Dedicated Schools Grant; it is conditional that the Schools Forum agrees the amounts involved.
4. In considering whether to approve a request from a local authority to retain an amount of funding centrally for this purpose, the Forum must ensure that the educational benefit test is met. To do this the local authority must demonstrate to the Schools Forum that there are clear benefits to pupils and schools from the increased contribution.

Action for Schools Forum

5. To note the mandatory position regarding safeguarding training in schools from 2010 and to approve financial support to ensure that a dedicated trainer is available to fulfil these duties for Dudley schools including governors.
6. The request is in accordance with Schools Forum powers under the combined budgets provision of the School Funding Regulations.

Attachments to Report

Appendix 1 – The Role of DSCB in relation to Schools.

Karen Cocker
Children's Services Finance Manager
18 November 2009

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Purpose of Report

1. The purpose of this report is to advise Schools Forum of the role of the Dudley Safeguarding Children's Board, in relation to training and development in schools and to request financial support from Schools Forum under the combined budget provision from 2010/11, to appoint a dedicated safeguarding trainer for schools and governors.

Combined Budgets

2. The Schools Funding Regulations include a provision for "Combined Budgets" under the types of funding that can be retained centrally from the Dedicated Schools Grant; it is conditional that the Schools Forum agrees the amounts involved.
3. This provision is designed to "recognise the multi-agency work that local authorities already are or will be undertaking in relation to the Every Child Matters agenda and where that work is of direct benefit to pupils and schools."
4. In considering whether to approve a request from a local authority to retain an amount of funding centrally for this purpose, the Forum must ensure that the educational benefit test is met. To do this the local authority must demonstrate to the Schools Forum that there are clear benefits to pupils and schools from the increased contribution.
5. If Schools Forum agrees to a deduction from the Schools Budget under the combined services regulations, then there is no need for the authority to seek the Schools Forum's formal agreement to the continuation of the deduction, but the local authority should report to their Schools Forums on the progress of the joint working.
6. Central government policy clearly envisages a key role for school partnerships in the reform and development of children's services as a whole, working with other providers and agencies to meet the full range of children's needs

Background - Working Together

Schools

7. The Role of Schools in respect of training and development for safeguarding children and young people is to ensure that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Each employer should:
 - Ensure that their employees (including volunteers) are aware of how to recognise and respond to safeguarding concerns, including signs and symptoms of possible abuse and neglect. This knowledge and expertise should ideally be put in place before employees attend inter-agency training;
 - Provide staff who have the relevant expertise to support the development and delivery of the Dudley Safeguarding Children Board (DSCB) Training Programme and allocate the time required to contribute to the planning, delivery and evaluation of inter-agency training and other tasks effectively
 - Release staff to attend the appropriate single or inter-agency training courses and ensure that staff have opportunities to consolidate learning from such training
8. Dudley's 111 schools employ approximately 9,000 staff, all of who should undertake Level 1 Basic Awareness training every 3 years. During 2008-09, approximately 2260 education staff attended a child protection course delivered under the auspices of DSCB, including single agency/whole school or multi-agency training.
9. With effect from 1 January 2010, it will be a mandatory requirement that any staff recruited in schools have been appointed by a panel that includes at least one member who has completed safer recruitment training.

Dudley Safeguarding Children's Board

10. The role of DSCB in respect of safeguarding training and development is to develop policies, manage the identification of training needs, evaluate agency training, deliver or commission inter-agency training through a pool of suitably skilled and experienced practitioners and managers from Local Safeguarding Children Board member agencies.
11. The Board will aim to ensure that all training in safeguarding and promoting the welfare of children will be delivered by knowledgeable trainers who are informed by current research evidence and promote children-centred practice.
12. The purpose of inter-agency training is to help develop and foster improved communication between professionals, more effective and integrated services, effective working relationships and sound decision-making in order to achieve better outcomes for children and young people.

13. Appendix 1 details further information in respect of the role of DSCB in relation to schools.

Current Resources

14. DSCB currently has one part-time trainer dedicated for multi-agency training to the whole of the children's workforce, estimated to be around 15,000 people across the borough.

15. In terms of education, the Directorate of Children's Services employs a part-time Child Protection Officer with a range of responsibilities including support and advice to schools and some limited amount of training sessions on a whole-school basis. The post-holder is located within Safeguarding and Review and a key deliverer within the multi-agency training team. It is envisaged that this will continue.

16. A limited number of basic awareness Level 1 sessions are delivered by Child Protection Co-ordinators who have undertaken an additional 'training for trainers'.

Proposal

17. With new Ofsted and DCSF requirements in respect of safeguarding, there is a significant resource pressure in supporting schools and their governing bodies meet their statutory duties under Section 175 of the Education Act 2002.

18. The proposal is to enhance capacity to schools by employing an additional full-time trainer dedicated for schools to deliver single agency/whole school training (approximately 60%), to contribute to the multi-agency training programme accessed by school staff (approximately 30%) and to deliver training to school governors and other key education staff (10%).

19. The post is graded at scale POB, therefore the cost would be £45k per annum including on-costs. The post would be located within Safeguarding & Review and jointly managed by the Child Protection Officer (Education) and the Safeguarding Development Manager

20. If approved, the £45k can be funded from the central budget areas of the Dedicated Schools Grant by diverting funds from Special Education Needs budgets without breaching the Central Expenditure Limit (CEL). However, as this type of expenditure is not directly eligible to be charged to the DSG then Schools Forum is required to approve the budget as a combined budget regulations.

21. It is proposed that this is a permanent appointment and a progress report is presented to Schools Forum annually.

Finance

22. The funding of schools is prescribed by the DCSF through the School Finance (Amendment) (England) Regulations 2008.

23. Schools Forums are regulated by the School Forums Regulations 2002 as already amended by the Schools Forums (Amendment) Regulations 2004 the Schools Forums (Amendment) 2005 Regulations and the Schools Forums (England) (Amendment) Regulations 2008.

24. From 1st April 2006, the Schools Budget has been funded by a direct DCSF grant: Dedicated School Grant (DSG)

Law

25. Councils' LMS Schemes are made under Section 48 of the School Standards and Framework Act 1998. The Education Acts 1996 and 2002 also have provisions relating to school funding.

Equality Impact

26. The Council's Equal Opportunities Policy is taken into account when considering the allocation of resources.

Recommendation

27. Schools Forum is invited to:

- Note the role of the Dudley Safeguarding Children's Board in relation to training schools and governors; and
- Approve financial support from the dedicated schools grant to appoint from 2010/11 one additional full-time trainer, at an estimated cost of £45k per annum, in accordance with the powers under the combined budgets provision of the School Funding Regulations.



Mark Wyatt

Director of Children's Services

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Dudley Safeguarding Children Board

Working Together to Keep Children & Young People Safe

Business Case for Schools Safeguarding Trainer

Working Together

The Role of Schools in respect of training & development is to ensure that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Each employer should:

- ensure that their employees (including volunteers) are aware of how to recognise and respond to safeguarding concerns, including signs and symptoms of possible abuse and neglect. This knowledge and expertise should ideally be put in place before employees attend inter-agency training;
- provide staff who have the relevant expertise to support the development and delivery of the DSCB Training Programme and allocate the time required to contribute to the planning, delivery and evaluation of inter-agency training and other tasks effectively
- release staff to attend the appropriate single or inter-agency training courses and ensure that staff have opportunities to consolidate learning from such training

The role of Dudley Safeguarding Children Board in respect of safeguarding training and development is to:

- develop policies for safeguarding and promoting the welfare of children and ensuring that people who work with or come into contact with children & young people are trained in accordance with these local arrangements;

- **manage the identification of training needs in respect of safeguarding children as part of the wider workforce strategy, and use this information to inform the planning and commissioning of training;**
- **check and evaluate single-agency and inter-agency training to ensure it is meeting local needs;**
- **deliver or commission inter-agency training according to agreed standards;**
- **ensure appropriate staffing with sufficient capacity and adequate resources are available to support planning, deliver and evaluation of training & development;**
- **establish and maintain a Training & Development Sub-Committee chaired by a member of the Board with lead responsibility to include people with sufficient knowledge of training needs and processes to enable them to make informed contributions to the development and evaluation of a training strategy;**
- **develop a pool of suitably skilled and experienced practitioners & managers from LSCB member agencies, who work together to design, deliver and deliver inter-agency training, co-ordinated and supported by the Child Protection Training Officer and Safeguarding Development Manager.**

The Board will aim to ensure that all training in safeguarding and promoting the welfare of children will:

- **be delivered by trainers who are knowledgeable about safeguarding children and relevant specialist knowledge where appropriate, and are skilled in the facilitation of a positive learning experience;**
- **be informed by current research evidence, lessons from serious case and child death reviews, and national and local developments;**
- **promote children-centred practice and the participation of children & families in safeguarding processes;**
- **promote working collaboratively across agencies and in partnership with children, young people and their families;**

- reflect an understanding of the rights of the child, be informed by an active respect for diversity and the experience of service users and a commitment to ensuring equality of opportunity; *and*
- be regularly reviewed to ensure that it meets the agreed learning outcomes

The purpose of inter-agency training is to help develop and foster the following, in order to achieve better outcomes for children & young people:

- a shared understanding of the tasks, processes, principles, and roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare;
- more effective and integrated services at both the strategic and individual case level;
- improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action;
- effective working relationships, including an ability to work in multi-disciplinary groups and teams; *and*
- sound decision-making, based on information sharing, thorough assessment, critical analysis and professional judgement.

What is the need for training?

Dudley's 111 schools employ approximately 9,000 staff, all of who should undertake Level 1 Basic Awareness training every 3 years. During 2008-09, approximately 2260 education staff attended a child protection course delivered under the auspices of DSCB, including single agency/whole school or multi-agency training.

SAFEGUARDING	EVIDENCE	Y/N	ADVICE & SUPPORT
<p>All staff have received child protection training at the appropriate level to their role</p> <p><i>Schools: Ofsted Judgement 5 (page 14)</i></p>	<p>All staff in the education setting have undertaken Level 1 Basic Child Protection Awareness training in the last 3 years (face-to-face or e-learning)*</p>		<p>DSCB Multi-agency Training Programme: Level 1,2 & 3</p>
	<p>The Child Protection Co-ordinator has undertaken specific training in respect of their role as a Co-ordinator and Level 2 training in the last 2 years (Safeguarding Children & Safer Recruitment in Education Guidance, 2007)</p>		<p>For more information contact helen.pryor-andrews@dudley.gov.uk</p> <p><i>Single-School Training:</i></p> <p>For more information funbir.jaspal@dudley.gov.uk</p>
	<p>The Head Teacher (who is not the CP Co-ordinator) has undertaken Level 1 training in the last three years (Safeguarding Children & Safer Recruitment in Education Guidance, 2007)**</p>		<p>Child Protection Co-ordinators Training: For more information Phil Rhind-Tutt, Woodsetton School</p>
	<p>All Governors have undertaken Level 1 child protection training in the last 3 years***</p>		<p>School Governors Training: john.Lawton@dudley.gov.uk</p>
	<p>The Head Teacher & Chair of Governors or Lead Governor for Recruitment have completed Safer Recruitment Training (NCSL) either on-line or face-to-face*** (see also Standard 7)</p>		
	<p>Staff access a range of other more specialist child protection training as appropriate</p>		
	<p>The education setting maintains a record of staff training****</p>		
	<p>The Child Protection Officer in Education maintains a record of all Head Teachers / Child Protection Co-ordinators who have received Child Protection Training</p>		

(taken from 'Safeguarding in Education', DSCB (November, 2009))

With effect from 1 January 2010, it will be a mandatory requirement that any staff recruited in schools have been appointed by a panel that includes at least one member who has completed safer recruitment training.

**Graham Tilby
Divisional Manager – Safeguarding & Review
Chair of DSCB Training & Development Sub-Committee**