



Cumberland  
Safeguarding  
Children Partnership

# CSCP Training Strategy 2026-2029



Cumberland  
Council



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North East and  
North Cumbria

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# Introduction

Cumberland Safeguarding Children Partnership (CSCP) is committed to a culture of continuous learning and improvement.

This Training Strategy is for everyone who works with children, young people and their families in Cumberland, and it complies with Working Together to Safeguard Children 2023.

Multi-agency and multi-disciplinary training is important in supporting the collective understanding of the demographics and needs of the local community, the local practice framework, and the services available to support children. All practitioners working with children, young people and their families, including those in universal services and those providing services to adults with children, need to understand their role in identifying emerging problems.

Overall, we need to know who needs to be trained, ensure they receive the training and that the training and learning opportunities have made a positive difference to their practice, to help and support children, young people and their families in Cumberland.

The importance of multi-agency training is reinforced through research and reinstated through local and national child safeguarding practice reviews. Effective safeguarding is underpinned by strong multi-agency working, and professionals' understanding and acting upon their respective roles and responsibilities, in relation to safeguarding children. It must be remembered that individual agencies remain responsible for ensuring that their staff are competent and confident to carry out their roles safely, including their safeguarding children responsibilities.

This Training Strategy, which sits alongside the CSCP's **Learning & Improvement Framework** and the Workforce Learning and Development's Work Plan, will be subject to revision on a three-yearly basis and reviewed annually by the Workforce Learning and Development Sub-Group.



# Who is this Training Strategy for?

This Training Strategy is aimed at everyone who works with children, young people and their families, including those working with adults who are parents and carers, in Cumberland. This includes:

- Partner organisations of the CSCP.
- Organisations who have Section 11 duties outlined in the Children Act 2004.
- Organisations included within Section 175 of the Education Act 2002.

The CSCP expects all agencies to implement this strategy and thereby ensure that all staff and volunteers are trained to safeguard children to the appropriate level. This includes specialist training, where appropriate.

## Training Strategy Aims

The aim of this Training Strategy is to:

- State the expectations of the CSCP and the responsibilities of all staff and volunteers within the Cumberland workforce, in relation to safeguarding children training.
- Set out how the CSCP will monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals within Cumberland.
- Describe how all agencies will be monitored against their responsibilities in ensuring staff and volunteers have the skills and support to keep children safe.
- Clarify the need for training and identify those who should receive particular levels of safeguarding children training.
- Provide clear pathways to enable managers, trustees and individuals to understand which elements of training are required for particular roles and when/how to access each of them.
- Outline how evaluation of single and multi-agency training will take place.
- Provide details of the mechanisms by which high standards will be maintained.



# The Role of the CSCP Workforce Learning and Development Sub-Group

The CSCP's Workforce Learning and Development Sub-Group is responsible for the planning, co-ordination, commissioning and evaluation of high quality multi-agency training to the children's workforce in Cumberland.

The group ensures that the learning and development provided within agencies will equip professionals to effectively safeguard children.

The core functions of the Workforce Learning and Development Sub-Group are:

- To develop an effective, area specific, CSCP Training Strategy, which the Sub-Group will take ownership for.
- To develop and review a multi-agency Learning and Development Programme within the context of local and national policies, research and practice developments.
- To ensure standards are set for single agency basic training/learning and evaluate and review single agency provision.
- To commission the design, planning, organisation and implementation of the training/learning programme based on CSCP priorities, learning from Serious Case Reviews and reviews of child deaths.
- To monitor and evaluate the quality and effectiveness of the CSCP Learning and Development Programme.
- To support, develop and monitor the CSCP Training Pool.
- To ensure oversight and information about individual agency training that links to the CSCP priorities and to consider whether any of these training packages could be accessed by partner agencies, to share knowledge and understanding.
- To ensure that learning from Serious Case Reviews is communicated in single and multi-agency training and embedded in practice, seeking assurance as to how agencies are doing this.
- To seek assurance that individual agencies focus on how staff in their organisations are achieving and maintaining their competencies in safeguarding using a range of learning opportunities.
- To provide the CSCP with an impact evaluation of training delivered on a six-monthly basis, in order to measure the effectiveness of training delivered throughout Cumberland.
- To ensure individual agencies capture the voice of the child, to enable this to be included in any development of training.
- Jointly with the Education Strategic Group, undertake, facilitate and seek assurance on the Section 11/ 175 Audit, which will be published bi-annually.

# The Role and Responsibility of Agencies

Under UK Law, employers are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities to safeguard and promote children's welfare.

Employers should ensure that their employees are aware of how to recognise and respond to safeguarding concerns, including the identification of neglect. This knowledge and expertise should be put in place before employees attend multi-agency training, as part of their single agency training plan.

Employers also have a responsibility to identify adequate resources and support for inter-agency training by:

- Providing staff who have the relevant expertise to support the CSCP (e.g. by attending and contributing to the CSCP Practitioner Forums, and/or contributing to the CSCP multi-agency training pool).
- Allocating the time required to complete multi-agency training tasks effectively.
- Releasing staff to attend multi-agency training courses that are appropriate to their role.
- Ensuring that staff receive relevant single-agency training that enables them to maximise their learning derived from multi-agency training, and have opportunities to consolidate learning from multi-agency training.

## CSCP Training and Delivery

There are a range of learning opportunities for those staff that require multi-agency learning, as part of their role and responsibility. The CSCP are involved in the co-ordination of a themed multi-agency training programme, which provides a range of strength based learning events that support those who require multi-agency learning in meeting their safeguarding competencies.

The content of the programme is based on local and national drivers and particular areas of interest, which are developed into priorities for the programme. These are reviewed annually and identified in the CSCP Business Plan.

The programme is resourced via a range of contributions from different agencies across the Cumberland partnership. However, there are other multi-agency opportunities available across Cumberland, and these can contribute to staff meeting their safeguarding competencies.

For more information about the training that the CSCP deliver, please visit the CSCP website:

**[Face to Face Training | Cumberland Safeguarding Children Partnership](#)**

# Training Programme

The training programme delivered by the CSCP seeks to offer a wide, high-quality range of courses that provide information on both processes and, also, researched based learning. The programme covers the basic awareness levels of training that all staff require and moves through to higher level learning opportunities that challenge professionals' belief and values, in order to support judgements and assessments that are required to be made.

Training courses and sessions provided include learning from thematic audits and reviews undertaken by the CSCP.

The training programme includes a range of online, e-learning courses, along with multi-agency training, which is delivered both in person and virtually.

The CSCP expects that, as a professional and/or practitioner working with children or young people, you have undertaken the necessary mandatory safeguarding training and that you possess the essential standards of competence required to safeguard children and young people.

Any additional training should be provided by the employer, to ensure that staff attain the competencies appropriate to their role.

More information about the training delivered by the CSCP, along with details about how to book any sessions, is available on the CSCP website: [Training | Cumberland Safeguarding Children Partnership](#)

## Ensuring Effective Training

All training in safeguarding and promoting the welfare of children should create an ethos which values working in partnership with others, respects diversity (including culture, race and disability), promotes equality, is child centred and promotes the participation of children, young people and their families within safeguarding processes.

## What Training is Right for Me?

It must be remembered that individual organisations and agencies remain responsible for ensuring that their staff are competent and confident to carry out their roles safely, including their safeguarding children responsibilities. Any additional training should be provided by the employer to ensure staff attain the competences appropriate to their role.

The CSCP recommend that professionals attend safeguarding training every 3 years as a minimum or every 2 years for school staff, early years staff and childminders.

Before booking CSCP Training, Practitioners are encouraged to review the What Training is Right for Me document, to ensure that the training they wish to book is designed for their role.

The CSCP's What Training is Right for Me document is available to view on the CSCP website: [What Training is Right for Me.](#)

# Cancellation & Non-Attendance Policy

The CSCP appreciate that, at times, organisations may need to cancel places they have booked on training courses. However, this can be costly in relation to wasted resources. Therefore, the CSCP have a Cancellation & Non-Attendance Policy.

If participants are unable to attend a course they have booked, they should inform the CSCP 5 working days prior to the course date. Otherwise, charges will apply.

Further information and details can be found in the Cancellation & Non-Attendance Policy on the CSCP website: [Training & Non-Attendance Policy](#).

## Definitions of Single and Multi-Agency Safeguarding Training

Training needs to equip people to work effectively with those from other agencies to safeguard and promote the welfare of children. This work typically takes place in two ways:

- Single-agency training: which is training carried out by a particular agency for its own staff.
- Multi-agency training: which is for employees of different agencies who either work together formally or come together for training or development.



# Quality Assurance Standards for Training

In order for the CSCP to be able to effectively quality assure safeguarding training, an agreed set of standards for both single agency and multi-agency safeguarding training have been established, which are as follows:

## Minimum Standards for Single-Agency Safeguarding Training

1. Involve children, young people and their families in the design, delivery and/or evaluation.
2. Trainers will meet the requirements of the competency criteria set out in this Training Strategy.
3. The organisation will have in place a current, individual Training Strategy.
4. All training will have explicit aims and objectives outlined.
5. All training will be evaluated using an appropriate Evaluation Form.
6. Training will be delivered in an environment conducive to learning.
7. At each training course, candidate information will be recorded by the agency.
8. Training records will be kept up to date and be made available to the CSCP, when required.
9. Training will reflect anti-oppressive, non-judgemental and anti-discriminatory practice.
10. Working Together to Safeguard Children Guidance is an essential feature of all training in safeguarding and promoting the welfare of children.
11. Equip staff for working with, communicating and sharing information with others.
12. The training covers: Awareness of Child Abuse and Neglect, Safeguarding Responsibilities, Cumberland Multi-Agency Threshold Guidance and Understanding the Levels of Need and the Referral Process, along with Safeguarding/Protecting Children (Multi-Agency) - Conferences, Planning and Collaboration.

## Minimum Standards for Multi-Agency Safeguarding Training

1. Involve children, young people and their families in the design, delivery and/or evaluation.
2. Trainers will meet the requirements of the competency criteria set out in this Training Strategy, but, in addition, they will have experience and knowledge in the specialised area being delivered.
3. All training will have regular impact assessments completed to ensure that they are up to date with current legislation and practice, using the standard proforma.
4. All training will have explicit aims and objectives outlined.
5. Candidates will complete a Training Evaluation Form, which will also require them to detail what effect it has upon their practice.
6. A summary of Evaluation Forms will be shared with the CSCP Workforce Learning & Development Sub-Group.
7. Training will be conducted in an environment conducive to learning.
8. Candidates will receive training slides after the training session, containing all the pertinent information for them to refer to as and when required.

9. Training sessions will utilise a range of strategies geared to the different learning styles of candidates.
10. Training will reflect anti-oppressive, non-judgemental and anti-discriminatory practice.

## **Minimum Standards for Attendance at Safeguarding Training**

All candidates wishing to attend CSCP training must adhere to the following standards:

1. To attend a multi-agency CSCP training course, a booking form must be completed, via the CSCP website.
2. To apply for the training, candidates' job roles should be stated within the What Training is Right for Me document for the given course.
3. Candidates must attend the course for the specified period.
4. Candidates should be willing to participate in the session and activities, as appropriate.
5. Candidates must give constructive feedback upon completion of the course on the provided Evaluation Form/s.
6. Candidates must include within their Evaluation Form how the training will positively impact on their safeguarding practice within their organisation.
7. Candidates should respect other group members and demonstrate anti-oppressive practice.

## **Minimum Standards/Competencies of CSCP Trainers**

CSCP Trainers, as part of the multi-agency Training Pool, will all be required to possess the following minimum standards and competencies:

1. Trainers are knowledgeable about safeguarding and promoting the welfare of children.
2. When delivering training on complex areas of work, trainers should have the relevant specialist knowledge and skills.
3. Trainers have completed a 'Train the Trainer' programme or professional equivalent.
4. Trainers are informed by current research evidence, lessons from serious case and child death reviews, and local and national policy and practice developments.
5. Trainers work in line with the CSCP values, and have a good awareness of the CSCP's priorities.
6. Trainers are able to reflect an understanding of the rights of the child, and be informed by an active respect for diversity and the experience of service users and a commitment to ensuring equality of opportunity.
7. Trainers must have line management support/approval and must be able to commit the time to deliver training.
8. Trainers must be committed to their ongoing professional development and willing to undertake relevant training.

To ensure that Trainers meet these minimum standards and competencies, they will be regularly reviewed and evaluated to ensure they meet the agreed learning outcomes and have a positive impact in practice.

# How Impact and Effectiveness will be Evaluated

All training and learning opportunities will be evaluated in relation to the Learning and Improvement Framework. Working Together to Safeguard Children 2023 requires that the CSCP maintain a shared local Learning and Improvement Framework across those local organisations working with children, young people and their families.

The aim of the framework is to enable local organisations to improve services through being clear about their responsibilities to learn from experience and, particularly, through the provision of insights into the way organisations work together to safeguard and protect the welfare of children.

The Learning and Improvement Framework should be shared across all agencies that work with children, young people and their families, and it is available to view within the CSCP's Procedures Manual: **Learning and Improvement Framework**

This responsibility includes ensuring that:

- Outcomes from the evaluations of training inform the CSCP Training Plan.
- The CSCP Workforce Learning & Development Sub-Group will receive regular reports in relation to quality assurance and effectiveness of training.

## Evaluating the Impact of Training

Evaluating training is key to understanding if learning has been effectively transferred to the wider workforce and has made a difference to children, young people and their families.

The focus of all training evaluations should consider the following:

- Quality of training delivery - relevance, currency and accuracy of course content
- The impact the training has had on practice

Kirkpatrick's Model of Training Evaluation (1977) identifies four levels in measuring impact:



The Kirkpatrick Model supports the need for training evaluation, which collects information relating to the effectiveness of training at all four levels, from attendee satisfaction to overall impact on business.

- Participants reaction to the session:
  - How the delegate felt about the training or learning experience.
- Learning as a result of session participation:
  - Measurement of the increase in knowledge.
- Changes in behaviour as a result of the session:
  - The extent of the applied learning back on the job – implementation.
- Real world results of the session:
  - The effect on the business or environment, attendee’s practice has been changed or confidence reinforced.

## The Multi-Agency Training Evaluation Process

The CSCP’s multi-agency training evaluation process includes:

- An Evaluation Form is designed specifically for multi-agency training to measure the effectiveness of the training, i.e. are the newly acquired skills and knowledge being used to inform practice, the effectiveness of the training.
- At the end of each training course the participant completes the Evaluation Form. This moves evaluation beyond “learner satisfaction” and attempts to assess the extent participants have advanced in skills and knowledge.
- Following completion of an Evaluation Form, the participant will be issued with a certificate.
- On a quarterly basis, the CSCP Business Team contact a sample of attendees who have undertaken training, to understand how they have changed or improved their practice since the training, to ensure that training is impacting positively on safeguarding practice in Cumberland.
- An overview of the evaluation data collected, and the initial analysis of the data undertaken by the CSCP Business Team, along with any significant issues, will be shared with the CSCP Workforce Learning & Development Sub-Group. In addition:
  - Data gathered will be used to inform ongoing training, allowing what is working well and areas of improvement to be identified.
  - Information will be used to inform the commissioning of training and adapt existing training.
  - Training materials will be updated regularly to ensure content is up to date, relevant and current.

# Support and Resources for Safeguarding Learning

The CSCP support training, learning and improvement of staff within Cumberland.

Resources and information are available on the CSCP website ([Cumberland Safeguarding Children Partnership | Cumberland Safeguarding Children Partnership](#)), including research updates and briefings.

