

# **Child Sexual Exploitation Training Strategy**



October 2015

Workforce Development Group

## **Contents**

1.	Introduction .....	3
2.	The Purpose of the CSE Training Strategy.....	3
3.	The role of Worcestershire Safeguarding Children Board (WSCB).....	3
4.	Agency responsibilities.....	4
4.1	Training requirements.....	4
4.2	Ensuring the effectiveness of training.....	4
4.3	Framework for evaluation with specific reference to Child Sexual Exploitation:.....	5
4.4	Staff requiring specialist training .....	6
4.5	Training resources.....	6
5.	Awareness raising for parents .....	6
	Appendix 1: CSE training required at each level.....	7

## **1. Introduction**

It is a statutory requirement that individual agencies/ organisations are responsible for ensuring that all people working in a paid or voluntary capacity have access to high quality training and support to ensure the safeguarding of children (Working Together, 2015). This includes the topic of Child Sexual Exploitation (CSE).

## **2. The Purpose of the CSE Training Strategy**

The purpose of this strategy is to enable every agency to understand their role in meeting their obligation to ensure that all practitioners are aware of CSE and those that require specialist training have access to this.

This strategy aims to support and assist key agency representatives in the development and management of a comprehensive training programme that meets required standards and locally identified needs. It does not replace the current [WSCB training strategy](#), rather add value to it.

## **3. The role of Worcestershire Safeguarding Children Board (WSCB)**

WSCB's general training strategy is that locally relevant multi-agency is preferable wherever possible, and the Board will assist in partners in meeting their statutory training duties by providing a multi-agency training programme.

WSCB currently delivers Target 1 and Target 2 multi-agency training as outlined in the WSCB training strategy. CSE is part of this training hence all practitioners attending the above training for the first time will be aware of their roles and responsibilities regarding CSE at the appropriate level. In the short term however there may be a number of staff who do not access this training and will require extra support to ensure that they can recognise and deal with CSE. WSCB will continue to roll out CSE awareness training for CSE leads to ensure that all agencies have the resources to disseminate to their workforce.

[Statutory guidance for CSE<sup>1</sup>](#) states that in fulfilling the function of ensuring that the training of people who work with children or in services affecting the welfare of children is provided, LSCBs should ensure that local safeguarding training includes information about how to identify the warning signs of and vulnerabilities to sexual exploitation, and covers:

- how to identify signs of sexual exploitation
- how professionals can seek help and advice on this issue
- how to manage situations in conjunction with neighbouring and other LA areas where children and young people who have been sexually exploited are believed to have lived or temporarily been present or where abusers and coercers have been present
- how to deal with issues relating to migrant children in situations which make them vulnerable to sexual exploitation
- the processes and possible responses for supporting children and young people who have been identified as being at risk of sexual exploitation or are being sexually

---

<sup>1</sup>

[Safeguarding children and young people from sexual exploitation: supplementary guidance](#), DCSF, 2009, Ref: DCSF-00689

- exploited how to manage situations of sexual exploitation through the use of technology such as the Internet
- how professionals can and should share information about concerns, appropriately and at the right times, with all relevant agencies in line with the Government's information sharing guidance the role of professionals in gathering and preserving the integrity of evidence about perpetrators of sexual exploitation

## 4. Agency responsibilities

Working Together (2015) states that employers are responsible for ensuring that their staff are trained competent to carry out their responsibilities for safeguarding, and that the LSCB role is to develop policies and procedures regarding the training of staff.

In relation to child sexual exploitation, all organisations should ensure that:

'safeguarding training and refresher training includes an awareness of sexual exploitation, the recording and retention of information and gathering evidence<sup>2</sup>

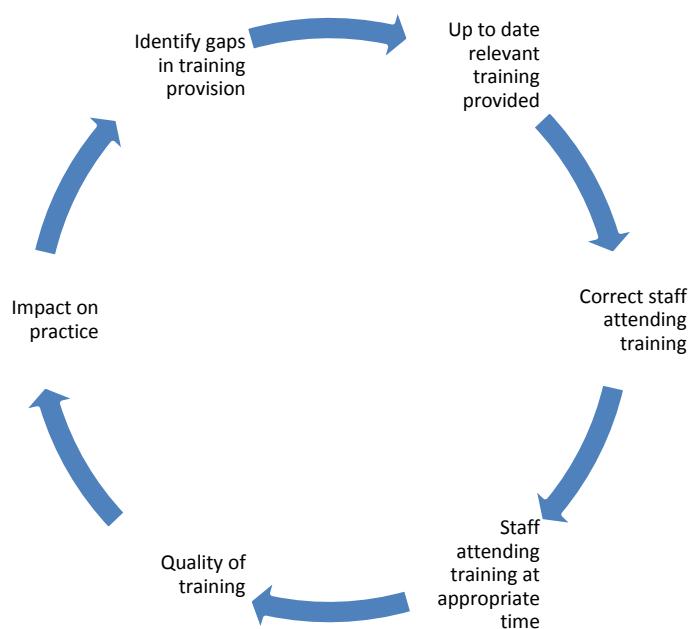
With respect to CSE, the Board will seek to maximise CSE training opportunities through its training programme. However, it remains the responsibility of each agency to ensure that their staff are accessing CSE training

### 4.1 Training requirements

WSCB core training covers the requirements detailed by statutory legislation at the appropriate level in accordance with the [WSCB training pathway](#). In order to ensure that all practitioners are equipped to deal with CSE at the appropriate level for their role agencies may need to deliver additional training to ensure that all staff are aware of their responsibilities. Details of the CSE training required at each level is available in Appendix 1.

### 4.2 Ensuring the effectiveness of training

Agencies should use the WSCB [Framework for evaluation](#) to ensure the effectiveness of CSE training:



<sup>2</sup> [Safeguarding children and young people from sexual exploitation: supplementary guidance](#), DCSF, 2009, Ref: DCSF-00689

#### 4.3 Framework for evaluation with specific reference to Child Sexual Exploitation:

Action	Partner agencies responsibilities	WSCB responsibilities
<b>Is up to date relevant training provided?</b>	<ul style="list-style-type: none"> <li>To ensure that in-house/commissioned single agency training reflects current evidence based practice, research and learning from Serious Case Reviews</li> <li>All staff to have attended mandatory induction including CSE</li> <li>Where sexual exploitation is known to exist locally, agencies should ensure that specialist training is available for all key professionals.</li> </ul>	<ul style="list-style-type: none"> <li>To provide a Learning and improvement framework</li> <li>To deliver multi agency training which takes into account current evidence based practice, research and Learning and Improvement framework relating to CSE</li> </ul>
<b>Are the correct staff attending training?</b>	<ul style="list-style-type: none"> <li>To identify staff roles and be aware of requirements of role and link to Training Pathway</li> <li>To keep accurate records</li> </ul>	<ul style="list-style-type: none"> <li>To assure via audit correct staff attending training</li> </ul>
<b>Are staff attending training at the appropriate time?</b>	<ul style="list-style-type: none"> <li>To keep accurate records of when staff attend training</li> <li>To monitor attendance and due dates when training required</li> </ul>	<ul style="list-style-type: none"> <li>To assure via audit correct staff attending training</li> </ul>
<b>Quality of training</b>	<ul style="list-style-type: none"> <li>Quality of trainer and training to be undertaken by commissioning body</li> <li>To ensure regular, planned review of training to ensure quality</li> </ul>	<ul style="list-style-type: none"> <li>To ensure quality of CSE lead awareness training and core training</li> <li>To ensure regular, planned review of multi-agency training to ensure quality and inclusion of CSE</li> </ul>
<b>Impact on practice</b>	<ul style="list-style-type: none"> <li>Conduct regular impact evaluations on training delivered</li> <li>Supervision to include reviewing how training has been embedded</li> <li>Use case file audits to support 'picture' of impact on practice</li> <li>To record impact on improvements in front-line practice and the experiences of children, young people, families and carers.</li> </ul>	<ul style="list-style-type: none"> <li>To conduct Multi Agency Case File audits to ensure that issues have been dealt with by CSE training</li> <li>To provide agencies with feedback from MACFA's/SCRS/Safeguarding conversations</li> <li>Conduct regular impact evaluations on CSE lead training</li> </ul>
<b>Identify any gaps in provision</b>	<ul style="list-style-type: none"> <li>Identify any gaps in provision and provide single agency training or report via Workforce Development Group representative of any gaps</li> <li>To be aware of current research, evidence and learning from MACFA's and Serious Case Reviews relating to CSE</li> </ul>	<ul style="list-style-type: none"> <li>To conduct audits to identify any gaps in provision as identified by partner agencies</li> <li>To bring any identified gaps to the Training and Delivery Group</li> <li>To fulfil recommendations from SCR's, Case File Audits and MACFA's</li> </ul>

#### **4.4 Staff requiring specialist training**

Some services who may not normally attend WSCB multi-agency training need to be alert to their responsibility for safeguarding children and their role in identifying situations where CSE may take place. This includes leisure services such as libraries, parks and gardens, sport and leisure centres, events and attractions, museums and art centres. Other services which could highlight and identify CSE include pharmacies, taxi drivers, hotel staff etc. These agencies should ensure that they provide safeguarding training for staff, and where necessary for volunteers and contractors, which should include the need to be alert to Child Sexual Exploitation

#### **4.5 Training resources**

CSE leads can access training via [wscbtraining@worcestershire.gov.uk](mailto:wscbtraining@worcestershire.gov.uk). This event aims to equip CSE leads with the resources and knowledge to cascade training internally. It includes a presentation, video clips and case studies.

CSE e-learning can be accessed at:

[http://www.worcestershire.gov.uk/info/20204/safeguarding\\_children\\_information\\_for\\_professionals/897/safe\\_guarding\\_children\\_training/7](http://www.worcestershire.gov.uk/info/20204/safeguarding_children_information_for_professionals/897/safe_guarding_children_training/7)

## **5. Awareness raising for parents**

Parents can access information at

- [Parents Against Child Sexual Exploitation \(External Website\)](#)  
Pace, in partnership with Virtual College, has launched an interactive online [information package](#) for parents on the signs of child sexual exploitation. This **free** tool is designed to equip parents with the information and knowledge to safeguard children from this abuse.

Agencies, in particular schools are expected to share this learning resource with all parents.

- [Barnardo's](#) spot the signs: Advice for parents, professionals and young people on the signs of sexual exploitation and how to keep safe
- [Child Exploitation and Online Protection Centre \(CEOP\)](#) has released a series of short animations providing advice to parents and carers about dealing with the challenging issue of sexting and selfies.
- [Chatdanger.com \(External Website\)](#) - a site all about the potential dangers on interactive services online like chat, IM, online games, email and on mobiles.
- [Child Exploitation and Online Protection Centre \(External Website\)](#) is dedicated to eradicating the sexual abuse of children.
- [Stop It Now! \(External Website\)](#) - to protect children and to prevent child sexual abuse.
- [Staying safe online \(External Website\)](#): All about parental control software

## **Appendix 1: CSE training required at each level**

### **CSE Training required at each level**

### **WSCB Core Pathway**

Sexual abuse training. Specific professional competencies required within each agency e.g. ABE training, supervision training, working with young people who are at risk of CSE

#### **Target 2**

To have the knowledge and confidence to participate effectively in multi-agency meetings  
How to take part in a CSE multi- agency process  
Understand the pathway

Understand the Thresholds of risk  
*Target 1*

Ability to use the screening tool  
Know Indicators of CSE  
How to report CSE  
How to complete multi-agency screening tool  
Models of exploitation

Know CSE is a type of abuse  
Understand the definition of CSE and implications for practice  
Challenging perception of lifestyle choice  
Use professional curiosity to look beyond the obvious,

Know definition of CSE  
CSE exists in Worcestershire and is a shared responsibility  
Who to contact if concerned

**Specialist workers including social workers working with Children at risk of CSE/Missing**

**Target 2 - those involved with CP plans**

**Target 1 - front line staff working with children/young people**

**Universal - all staff who have contact with children/ young people including leisure services, taxi drivers, hoteliers**

**Induction - all members of staff**