

Evaluation Framework for single and multi-agency training



Assuring the Quality of Safeguarding Training

An evaluation framework for single and multi-agency training

Revised 2017

Contents

Introduction	3
Stages in monitoring and evaluating the effectiveness of training:	3
Table 1: Stages in monitoring and evaluating the effectiveness of training	4
Responsibility For Actions	5

Introduction

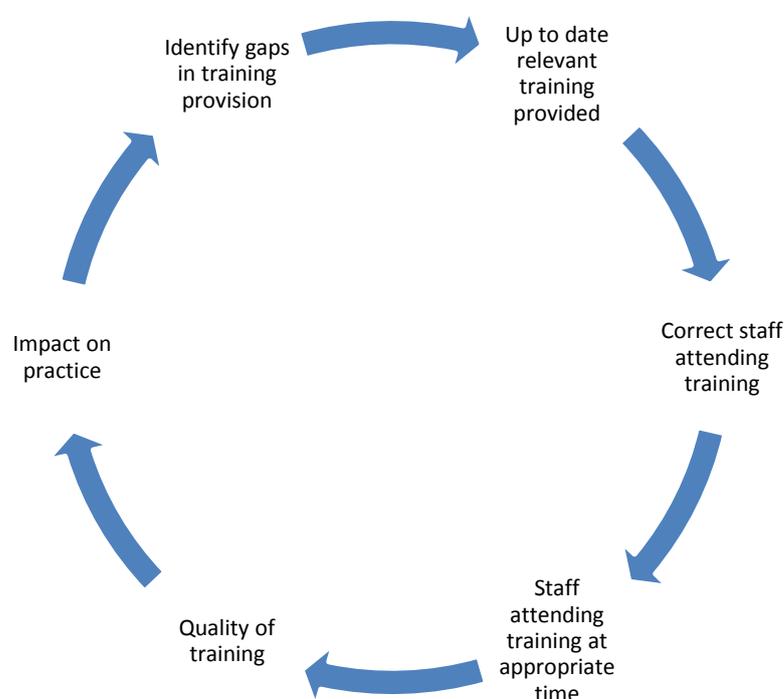
Working Together (2015) states that Local Safeguarding Boards should:

'Monitor and evaluate the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children'

(WT, 2015:67)

The focus of any evaluation of training should be based on the extent to which training is improving the knowledge and skills of the workforce in order to work together and safeguard and promote the welfare of children. Demonstrating the effectiveness of training is not an easy matter and this document aims to support partner agencies in achieving this goal.

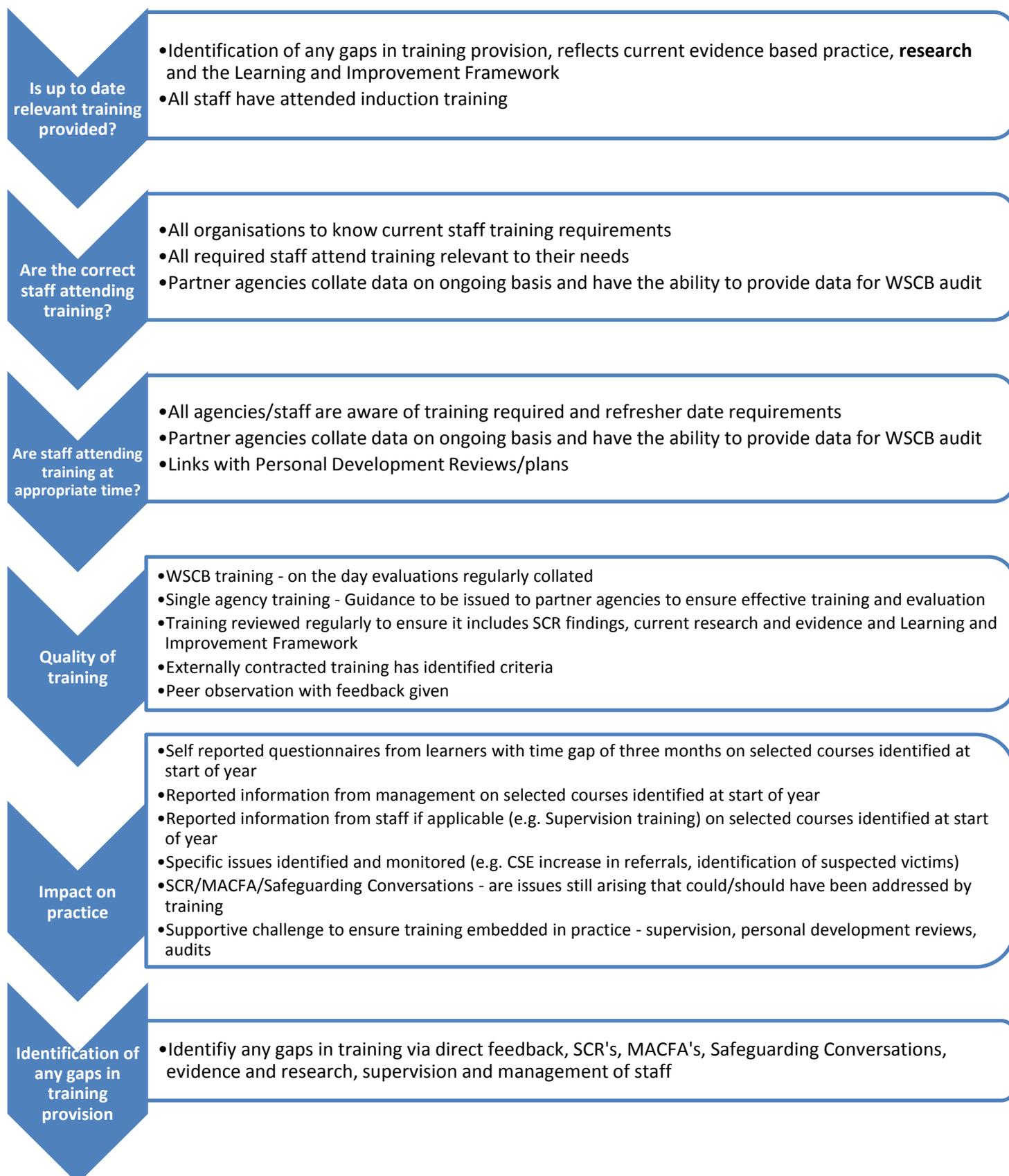
Stages in monitoring and evaluating the effectiveness of training:



For a full overview of each of these stages see Table 1.

Worcestershire Safeguarding Children Board (WSCB) will seek to provide evidence of quality of training and impact of practice via systematic evaluation of training and learner feedback. An evaluation strategy will be put in place to monitor the extent to which training is contributing to improving the knowledge and skills of the workforce with regard to Working Together to safeguard and promote the welfare of children (2015). An agreed set of data will be reviewed by the Workforce Development Group (WDG). The WDG will collate and analyse the results and provide a report on a six monthly basis (April – September and October to March).

Table 1: Stages in monitoring and evaluating the effectiveness of training



Responsibility for actions

Action 1: Is up to date relevant training provided?

Partner agencies responsibilities

- To ensure that in-house/commissioned* single agency training reflects current evidence based practice, research and learning from Serious Case Reviews
- All staff to have attended mandatory induction

WSCB responsibilities

- To provide a Learning and improvement framework
- To deliver multi agency training which takes into account current evidence based practice, research and Learning and Improvement framework

Action 2: Are the correct staff attending training?

Partner agencies responsibilities

- To identify staff roles and be aware of requirements of role and link to Training Pathway
- To keep accurate records

WSCB responsibilities

- To assure via audit correct staff attending training

Action 3: Are staff attending training at the appropriate time?

Partner agencies responsibilities

- To keep accurate records of when staff attend training
- To monitor attendance and due dates when training required

WSCB responsibilities

- To assure via audit staff attending appropriate training

Action 4: Quality of training

Partner agencies responsibilities

- Quality of trainer and training to be undertaken by commissioning* body
- To ensure regular, planned review of training to ensure quality

WSCB responsibilities

- To collate evaluations on an ongoing basis and report via WDG to Improving Front Line Practice group.
- To identify standards required of trainers
- To ensure regular, planned review of multi-agency training to ensure quality

Action 5: Impact on practice

Partner agencies responsibilities

- Conduct regular impact evaluations on training delivered
- Supervision to include reviewing how training has been embedded
- Use case file audits to support 'picture' of impact on practice
- To record impact on improvements in front-line practice and the experiences of children, young people, families and carers.

WSCB responsibilities

- To conduct Multi Agency Case File audits to ensure that issues have been dealt with by multi-agency training
- To provide agencies with feedback from MACFA's/SCRS/Safeguarding conversations
- Conduct regular impact evaluations on selected training delivered as identified by TDG at start of year

Action 6: Identify any gaps in provision

Partner agencies responsibilities

- Identify any gaps in provision and provide single agency training or report via TDG representative if multi-agency training required
- To be aware of current research, evidence and learning from MACFA's and Serious Case Reviews

WSCB responsibilities

- To conduct audits to identify any gaps in provision as identified by partner agencies
- To bring any identified gaps to the Training and Delivery Group
- To fulfil recommendations from SCR's, Case File Audits and MACFA's

Practitioner's responsibilities to ensure training is effective are:

- Seeking appropriate training to meet agencies mandatory requirements
- Fully participate in training
- Complete evaluations of training constructively
- Reflect on and apply learning
- Identify any gaps in training
- Highlight issues of challenges to attending training to manager
- Keep up to date with current practice and research

For further information regarding this evaluation framework please contact:
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N.B. *Commissioned training refers to the partner agencies preferred provider for single agency training. WSCB presently delivers multi-agency training and will seek to meet these guidelines