

## Safeguarder CPD – Learning and Development

The Safeguarders Panel Team (SPT) will provide Safeguarders with high quality training, development and support which meets the needs of individual Safeguarders as well as the collective Safeguarders Panel. This will enable Safeguarders to deliver an excellent service for children and young people in line with the Practice Standards.

By working and planning collaboratively with Safeguarders, we will continuously improve the quality of training to ensure we safeguard the interests of children and most importantly provide children and young people with the best possible service.

### *Practice Standard 7 - KEEPING UP TO DATE WITH SKILLS AND KNOWLEDGE*

*A Safeguarder will value the role and that of others by taking responsibility for his or her own learning and development. To ensure that children and families get the best contribution from a Safeguarder who is up to date with required knowledge and can apply this knowledge in practice and fulfil their role properly and effectively to support decisions that achieve the best outcome for the child. Safeguarders need to be self-aware and reflective and to ensure that practice requiring improvement is identified and appropriate support can be provided or action taken.*

### Learning and Development Plan

Safeguarders are required to attend and successfully complete two days of mandatory training per appointment year (regulation 8(3) of the 2012 Regulations and signed letter of appointment and reappointment). We will facilitate this by offering a range of opportunities which address relevant areas of practice and consider the diverse needs of Safeguarders. This will include offering these in locations and at times which suit Safeguarders needs.

We will provide learning and development opportunities in the form of:

- **Full day training – Safeguarders Conference**
- **A range of Online Learning – Digital Strategy**
- **Workshops**

### **Full Day Training – Safeguarders Conference**

A full day training event will include a keynote speaker followed by a choice of workshops. Three Conference events will take place each Safeguarder year, helping to ensure maximum engagement of Safeguarders. The format will follow the agenda below.

Each Conference will be themed around a relevant aspect of Safeguarder practice, which the keynote speaker and other content will address. The keynote speaker will be knowledgeable regarding the Children's Hearings System and will be briefed, as required, regarding the

culture, aspirations and values of the national Safeguarders Panel as well as relevant practice issues for Safeguarders. They will be chosen to speak on a topic of relevance and interest to Safeguarders and to attract Safeguarders' attendance.

The workshops throughout the day will include a blend of practice, theory and research with an opportunity to further discuss Safeguarder practice, promoting shared learning. We will include partner agencies to lead and facilitate workshops, and to attend and promote their services and resources during breaks by having promotional stalls for Safeguarders to explore (marketplace).

### **Online Learning**

We have developed an online learning platform, the Virtual Learning Academy, in partnership with Children's Hearings Scotland (CHS). We believe this has the capacity to develop significant resources, easily accessible for Safeguarders, and an opportunity to connect Safeguarders and the SPT with our partners in Children's Hearings Scotland

The Academy will be fully operational by August 2020 and opportunities for learning how to use this resource as well as log in details will shortly be provided to all Safeguarders. A full users guide will be available and Safeguarders are encouraged to communicate with Support Managers for any additional advice and guidance required to ensure ease of access.

The Learning Academy includes four portals; My Courses, Knowledge Hub, Learning Record and Support:

- **My Courses:** This portal is the Safeguarders and SPT specific area. This can include any electronic content including training courses/modules, videos, presentations from training attended and research for instance. We will upload Practice Standards, Practice Notes, specific Safeguarder Policies and Guidance, and other useful documents here. This will be easily navigable for Safeguarders to find the required content.
- **Knowledge Hub:** This is open to all users of the Learning Academy (i.e. Panel Members, CHS managers as well as Safeguarders). This allows Safeguarders to access valuable learning resources from the CHS community and provide information for this community (around 3500 users). We will use this portal to help this community develop a greater understanding of the role of the Safeguarder and the Safeguarders Panel Team. We will also co-develop resources with CHS which can be accessed here (and in our My Courses portal)
- **Learning record:** This will provide individual Safeguarders and the SPT with access to individual learning records which show what learning has been accessed and completed.
- **Support:** This is a space where IT support can be accessed re this system.

A variety of training modules are already available for Safeguarders in the “My Courses” portal including:

- Conflict resolution
- General Data Protection Regulations
- Child and Adult Protection
- Conflict Management URL
- Developing Resilience URL
- Mental Health Awareness SCORM package
- Display Screen Equipment SCORM package
- Emotional Intelligence URL
- Communicating Effectively URL
- Be Assertive in the Right Way URL
- Decision Making URL
- Creative Problem Solving URL
- Data Security and Cyber Awareness URL
- Negotiation and Influencing People URL
- Coaching Skills URL
- Office 365 Basic
- Age of Criminal Responsibility (Scotland) Act 2019
- Child Development
- Contact
- Diversity, Equality and Inclusion
- Introduction to ACES in a Hearing Room
- Neglect

These modules have been developed in partnership with CHS and are relevant for Safeguarders as their audience.

We see this online learning and development opportunity as organic and expect to grow a catalogue of learning opportunities and resources over time. The learning platform has space to share research, policy and relevant social media such as YouTube documentaries or TED talks on relevant subjects to help grow Safeguarders knowledge.

The Virtual Learning Academy allows Safeguarders to record their CPD on a learning log. It has a robust reporting system which allows Safeguarders to take responsibility for their own learning. We will develop this tool by encouraging Safeguarders to record additional training and events attended/ material accessed external to the SPT accessible information.

### **Workshops**

Workshops will be condensed learning opportunities which will involve a focus on shared discussion, practice reflection and development, rather than presentation. The workshops will be developed and facilitated by a blend of Safeguarders, partner agencies, Children 1st staff and Safeguarders Panel Staff. For example, report writing and court practice discussion

Workshops will be half day learning opportunities which will take place on a needs led basis, delivered over various locations with the option of a weekday or weekend to provide flexible opportunities for attendance.

Whilst workshops will be topic based, they will also provide an opportunity for Safeguarders to engage with each other and share learning and practice. An opportunity for Safeguarders to discuss wider practice issues will be promoted and facilitated, as required by SPT through this mechanism.

### Where are we now?

Due to Covid-19 restrictions being implemented in early March we are currently unable to deliver full day training events and face to face workshops.

Despite the plan for recovery we have given consideration about how we meet learners needs to enhance and develop practice within our Safeguarder community. We have explored some creative ways to deliver quality learning experiences and believe that we should focus on a digital learning experience until such times as we can offer more blended opportunities.

We are exploring ways to deliver the learning opportunities remotely to include:

- Recording presentations
- Webinars
- Online interactive sessions

The Safeguarder community have a wealth of skills, knowledge and expertise in a diverse professional landscape which we believe should be embraced and shared wider amongst Safeguarders. We have contacted a number of Safeguarders to explore the opportunity to develop and deliver some online webinars which can then be recorded and saved on the Virtual Learning Academy as a point of reference. Our theme for this year's learning and development is around 'Communication' which we will continue to honour with some webinars and presentations using specific communication tools such as 'Talking Mats' and 'kitbag'.

We continue to explore creative, quality learning and development opportunities to meet our learners' needs in the current climate. We are mindful of the need to give a blended approach to our learning and hope to provide a more personal approach to learning in future. We will continue to listen to Safeguarders' learning requirements and work in partnership with our stakeholders to enable Safeguarders carry out their role in the best interest of children and young people. Further information (when available) will be communicated to all Safeguarders via email.