

IMPACT AND EVALUATION REPORT

LSCB TRAIN THE TRAINER

The following report provides a brief analysis of responses by practitioners who attended the LSCB train the trainer course on the 13th and 14th September 2016.

Background

The course is intended to equip practitioners with the confidence to deliver LSCB training. The course participants are all experts in their field. Much of the material in the course was developed by NWAIT, the course included a specific section on Cumbria LSCB, SCR's and the lessons to be learned from Cumbrian SCR's.

Course aims and Learning Outcomes

The course is designed to enable members of the Multi Agency Training Pool to be able to deliver multi-agency training in line with the expected standards of the LSCB. It will provide both the theoretical and practical skills required to meet these standards. By the end of the course practitioners will have;

Aims:

To equip participants with the training skills, knowledge and confidence, to enable them to deliver their LSCB training programme in a professional manner.

To enable participants to learn and share skills with professionals from other agencies and authorities

Learning Outcomes:

- By the end of the course, participants will be able to:
- Have the skills to facilitate safeguarding Children's training
- Be able to plan and prepare for multi-agency training
- Be able to state the issues around Multi Agency Training and have explored solutions
- Have a working knowledge and understanding of the content of the multi-agency training
- Be able to ensure that multi agency training is carried out in a fair and inclusive way taking account of diverse needs
- Be able to decide if multi agency training is for them

Response Rate

There were 8 people booked onto the course and 7 attended. One person was sick and is still keen to be involved; she will attend the course in January. All 8 completed the whole course and filled out an evaluation form.

Results

1. How would you rate your level of knowledge and skill in this subject prior to attending the course?

Fully informed in need of refresher	Fairly informed	Little knowledge	No knowledge
	3	4	

2. How would you rate your level of knowledge and skill after completing this course?

Fully informed in need of refresher	Fairly informed	Little knowledge	No knowledge
4	3		

3. Is there anything that you will do differently / improve in the workplace after attending this course?

Yes 6	No 1
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- Carry on promoting the best safeguarding practice by practising on them! i.e. Delivering little sessions.
- Be more confident in assessing and recording strengths and weaknesses
- Ask for opportunities to present to improve presentation skills prior to delivering the training.
- How to move on from discussion and stick to timings. Planning.

4. How would you rate the event overall?

excellent	good	adequate	Poor
6	1		

- Supportive, good activities, was good to practice training within the session
- Good, clear knowledgeable trainers, enjoyed the whole 2 days. Lots of information, tips and good practices for my 'tool box'.
- Excellent structure, well planned, sufficient breaks, gave participants the tools they need to become effective trainers. Lovely friendly trainers.
- I was very nervous and now feel reassured. Armed with lots of information and info on skills and strategies – very supportive team.

- Really informative and has increased my confidence
- The course was run at a good pace. It incorporated all aspects that are needed in practice. It was for relevant knowledge and still needed and allowed for practice, experience and discussion.
- Given a good foundation much improved my confidence in delivering and co-facilitating LSCB training in the future. Trainers were knowledgeable helpful and encouraging.

Impact on practice (Nov16)

Since the training 2 of the trainers have introduced the use of one of the exercises (needs of the child wall) into their single agency safeguarding level 3 training for CPFT staff and one of the trainers has used some of the exercises in the parental mental health training package that she has just written.

One participant has been promoting the LSCB website for guidance on all matters of safeguarding, and has been using the tools and guidance to aid health visitor assessments, and has promoted the guidance with regards to *'strengthening referrals when there is question over meeting the thresholds'*. The same participant has also promoted the conflict resolution policy twice in recent weeks due to disagreement of levels of risk and has cascaded information from the LSCB to colleagues.

Another participant (DA trainer) explained that she has done the initial introduction of ground rules differently by being clearer about expectations of course participants, looking after ourselves, no such thing as silly questions etc. This trainer is also looking to further develop a programme of the training in order for attendees to know the timing of the sessions/training so that they don't digress or are unable to fit in the whole session.

'I have introduced the 'park it' sheet of paper for questions not able to answer or insufficient time to answer. Also to help move on with the training if we get stuck on a subject and can't resolve or move it on. I've found this most useful as it elevates some of the pressure around answering difficult questions or dealing with persistent /difficult participants.'

Improving the communication between working with co facilitators especially when they work in a different organisation – key to good delivery of training 'preparation meetings with co-facilitators' was made very clear on the training.'

Conclusion

Overall it can be said that the training had a positive impact on the practitioners. The data above shows that the training has changed the practice of the attendees in that it has increased the skills and knowledge of practitioners as well as giving them confidence to deliver training as part of the LSCB training pool.

Future actions

- Ensure that the new trainers are kept up to date with LSCB information
- Ensure that the new trainers are engaged through the trainer development days to provide continuing support.
- Support the trainers in shadowing opportunities to develop them into lead trainers.
- Secure signed agreements from the trainers and Board members.