

Darlington Safeguarding Partnership

Protecting Children and Adults

Multi-Agency Training, Learning & Development Strategy 2025 - 2028



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1. Introduction

Darlington Safeguarding Partnership (DSP) acknowledge that in Darlington everyone shares a responsibility for safeguarding, protecting and promoting the welfare of children, young people and adults irrespective of individual roles. A key responsibility for DSP is to ensure that there are appropriate training and learning opportunities for people who work with children, adults with needs for care and support, carers and families.

All learning opportunities coordinated by the DSP embrace a diverse range of delivery methods beyond the typical 'classroom' type setting including sessions delivered online and activities such as seminars, conferences, workshops, briefings and e-learning. Reference to 'training' in this strategy therefore includes a range of activities aimed to develop practitioner's skills, knowledge, attitudes and practice in safeguarding.

These opportunities are designed to meet the diverse needs of staff at different levels across the wide range of agencies that work with children or adult family members. This includes training provided by single agencies to their own staff and complies with the requirements of The Children Act 1989 and 2004; The Common Core of Skills and Knowledge 2010; RCPCH: Safeguarding Children & Young People: Roles and Competencies for Healthcare Staff; The Care Act 2014; Royal College of Nursing: Adult Safeguarding: Roles and Competencies for Healthcare Staff and other relevant legislation and complimentary plans. This strategy is underpinned by Working Together to Safeguard children 2023 and Care Act 2014 guidance.

The sessions delivered by the DSP address generic skills and basic awareness, alongside more focused and specialist topics. Learning from local and national reviews is always fully integrated into courses.

2. Our Strategic Aims and Objectives

Is to ensure everyone working with children, young people and adults in the Darlington locality have the right skills and knowledge and are competent in the

work they undertake, to provide the right support and interventions to protect them from abuse and harm. We will do this by:

- Creating a continuous learning culture where good practice becomes standard practice
- Ensuring the quality of multi-agency safeguarding frontline practice through a co-ordinated approach that supports and encourages inter-agency working enabling a cohesive multi-agency workforce culture of behaviours, skills and knowledge which will ensure good outcomes for children, young people and adults at risk.
- Ensuring learning is multi-agency focused, i.e. the learning outcomes and programme contents are developed to compliment a multi-agency audience, with input into design and delivery from all agencies
- Ensuring all training interventions support reflective practice by encouraging participants to share experiences and ideas in the learning environment.
- Enables improved communication and information sharing between professionals, including a common understanding of key terms, definitions and thresholds for action

3. Purpose

This strategy provides the framework for the training, learning and development of all employees and volunteers who work with children, young people, adults and families and describes the workforce development standards and expectations that all multi-agency organisations will adopt to ensure that their staff access the required safeguarding training, specialist development programmes specific to their area of specialism and responsibilities. This strategy will promote better inter-agency working and understanding of how 'working together' provides the best opportunity for positive outcomes and enable services to identify:

- specific training requirements and responsibilities for those who work with children, young people and adults at risk
- the levels of safeguarding training required by staff dependent on role

- staff groups requiring single and/or multi-agency training
- the learning outcomes that will support the delivery of quality services for children, young people and adults at risk and
- the skills and competencies that should be developed as an outcome of training.

A multi-agency training programme has the further significant advantage of bringing together practitioners from a range of partner agencies enabling them to learn about one another's service and their safeguarding systems, processes and practices. This is crucial to the promotion of basic safeguarding practice including information sharing, and professional challenge for example.

4. Governance

Training, Learning and Development is integral to the work of all DSP sub groups to ensure it is not seen in isolation, however the Learning and Development Group will have ultimate responsibility to:

- identify training needs based on learning from reviews, audit activity, complaints, research, national good practice and develop and deliver high quality multi-agency safeguarding learning and development activities.
- evaluate multi-agency and single agency learning and development activities to seek assurance that training delivery is of high quality and has led to improvements of individual practice.
- ensure that the learning and development activity takes account of developments in national and regional safeguarding policy and practice, as well as relevant research, national good practice and emerging learning from national, regional and local safeguarding reviews
- monitor arrangements to ensure that there are opportunities for refresher training and regular review and update of training programme in line with local and national developments
- monitor single agency training to seek assurance that agencies meet their responsibilities in relation to safeguarding training and seek

assurance on how partner agencies evaluate the effectiveness of single agency training

- ensure that lessons learnt are effectively disseminated across the partnership.
- ensure good practice is identified and shared and encourage the partnership to do more of it.
- provision of annual report which will include a review of the quality, scope, reach and effectiveness of both single and inter-agency training.
- Use of statistical data, training analyses and evaluation reports will be utilised in the review and future development of training courses to meet changing needs and adhere to any legislative requirements.

5. Training Levels

Training will be provided for all those who work with children, young people and adults at risk, both directly or indirectly. This includes all employees and volunteers of all Darlington member organisations. Training should be targeted at the following groups:

- those with and specialised responsibility for safeguarding children and/or adults at risk such as designated or named professionals
- those who work regularly with children, young people or adults at risk
- those with some contact with children and young people and adults. People who operate in an environment where they see children or adults but do not have care responsibility for them.

Training through the DSP is offered at four levels:

Level One

- Those who have infrequent contact with children and young people and/ or parents/ carers who may become aware of possible abuse and neglect

- Those who have infrequent contact with adults at risk of abuse who may become aware of possible abuse and neglect

Level Two

- Those in regular contact with children, young people and adults at risk of abuse who have a responsible for the role of safeguarding lead/manager within the organisation

Level Three

- Those who work predominantly with children, young people and/ or parents/ carers and may contribute to assessing, planning, intervening and reviewing the needs of a child and parent where there are concerns
- Those who work predominantly with adults at risk of abuse and may contribute to assessing, planning, intervening and reviewing the needs of the adult
- Those with responsibilities to contribute to section 47 enquiries or Formal enquiries
- Those responsible for the strategic management of services

6. The DSP Training Programme/offer

The annual training programme is informed by DSP priorities and lessons learnt from case reviews, quality assurance activities and complaints as well as identifying the local needs of the multi-agency workforce through an annual training needs analysis. The training offer comprises of sessions that are delivered on Microsoft Teams by the Training Officer and also a range of e-learning modules that can be accessed online and completed at any time. The courses offered are promoted across the Darlington area via the monthly newsletters and also in the Darlington Council communications.

Details of the courses offered and session dates and times can be found both on the [Darlington Safeguarding Partnership website](#) and also by logging in to the [Me Learning site](#).

7. Training Needs Analysis

Training needs analysis is the process of identifying the gap between training and needs of training. Training needs analysis is a crucial stage in the training process and involves a procedure to determine whether training will address the learning needs which have been identified. Training needs analysis looks at each aspect of an operational domain so that the initial skills, concepts and attitudes of the human elements of a system can be effectively identified and appropriate training can be specified.

DSP seeks to promote a continuous learning culture and ensures the learning offer is not only reflective of partnership priorities but that of local and national learning. Therefore, this strategy strongly links to wider learning and quality assurance framework.

Each year the partnership will undertake a multi-agency training needs analysis. This forms a significant part of forward planning in respect of the training programme, but it is not the only driver for development and will ensure it is aligned to partnership activity and priorities.

This strategy will be reviewed and refreshed every three years. This version (2.1) of the Strategy was agreed and approved by Learning & Development Group 2 December 2025.