

## **BTC training for Northamptonshire LSCB – October 2014 to March 2015**

### **Analysis of data evaluations returned via Survey Monkey by 15<sup>th</sup> April 2015**

**Compiled by Fiona Ward**

#### **CSE Extract**

<b>Dates</b>	<b>Topic (page number in this summary)</b>	<b>Trainer</b>	<b>No. Attend</b>	<b>Evaluation completed</b>	<b>% completing evaluation</b>
March 10, 11, 12, 13	Child Sexual Exploitation Workshop (p.45)	Andy Bowly	140	86	61

#### **1. Summary of key observations**

##### **Child sexual exploitation – action learning set/thematic workshop**

**2015 only** – Some people thought they were going to disguised compliance but seemed happy to learn about CSE instead. The trainer raised the limited awareness of procedures. The level of confidence in knowledge and understanding increased significantly for most attendees – almost all were quite or very confident by the end of the training and the training was seen a highly relevant. A large number of participants described how they would change their practice – getting to know local policies/toolkits and sharing the learning were frequently mentioned. They also suggested a range of ways their organisations could develop in this area. Training needs identified were most frequently about having more detail on aspects of the subject which they could achieve through further research or training. The trainer was seen as being highly effective.

#### **2. Child Sexual Exploitation (workshop)**

##### **2.1.Trainers' feedback**

2.1.1. Which part/s went well and why?

- *7 x 1/2 sessions. Overview of CSE & introduction to LSCB Procedure & Toolkit All learning objectives met All aspects of the course, including attachment*

2.1.2. What (if anything) could be improved?

- *Issues with venues*
- *The numbers varied between 17-22 (not all attended to capacity)*
- *Some confusion re content- a few still thought it was disguised compliance (that's what they initially booked) and not until they received confirmation did they realise it was CSE*

2.1.3. How did participants respond to materials and exercises?

- *Very well & for many it was a first introduction to CSE Issue re learners not having seen LSCB CSE Procedure or Toolkit The ALS is only 3 hours- bite size intro to the subject*

2.1.4. Concerns or complaints raised regarding any aspect of this training

- *None*

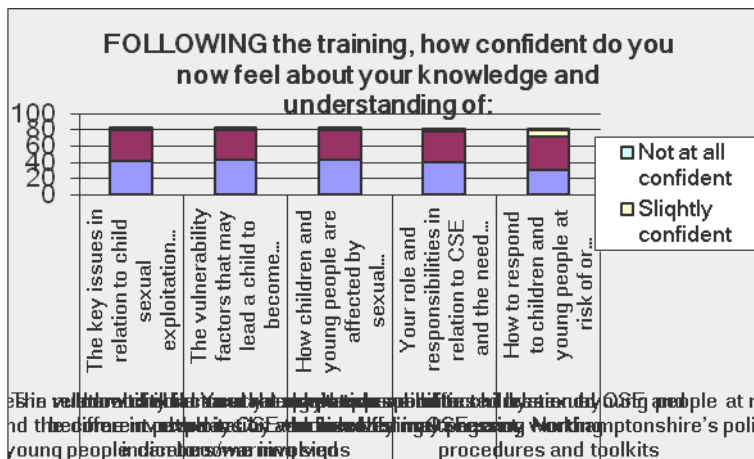
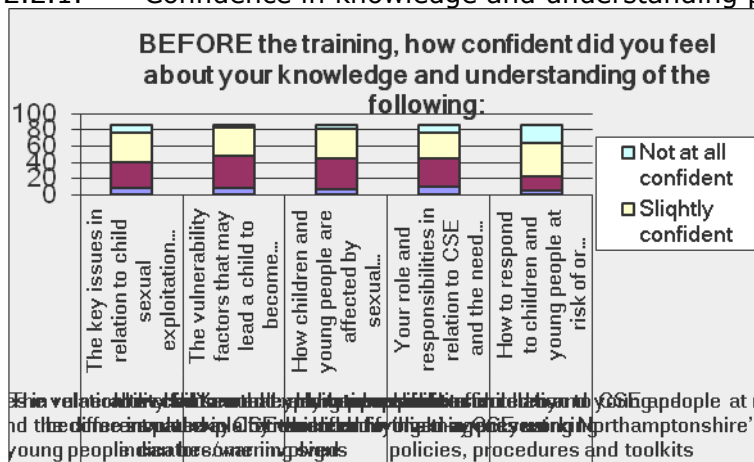
2.1.5. Policy, procedural or workforce issues that arose that need to be followed up outside the training

- *Very limited awareness of the existence of the LSCB CSE Procedure s.4.28 or the toolkit; i.e. majority of organisations hadn't seen it*

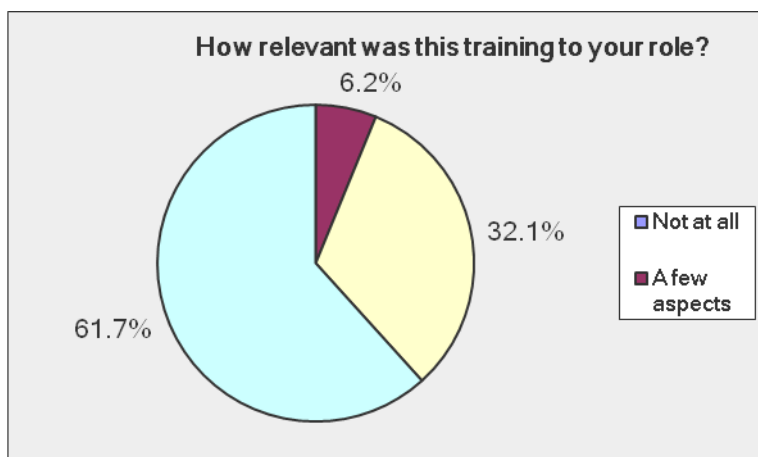
- Interest in Chelsea Choice play being rolled out in schools (the production company is N/hants based & it is based on a N/hants young woman)
- The CSE campaign was raised with the group on all sessions
- A service manager from NCC Children Social Care raised one issue about the toolkit/procedure; i.e. he was under the understanding that initial child protection conferences were being replaced by risk meetings - the procedure didn't reflect that
- Further learning needs identified from the training for participants:
  - Attachment training
  - Supervision skills
  - FGM & other honour based crimes
  - Internet safety (for schools, inc CEOP training)- the council Internet Safety Officer came on Thurs (pm session & I have asked him to link into you re his role being advertised on the new NSCB website- he can run the CEOP training for schools)

## 2.2. Participants' feedback (87 responses)

### 2.2.1. Confidence in knowledge and understanding pre and post training



### 2.2.2. Relevance to role



### 2.2.3. Changes for self

- Access relevant policies, documents and toolkits. Involve relevant services if appropriate.
- Act if I suspect that CSE is evident
- Be familiar with the toolkit
- Be more vigilant with families
- Become more aware of current policies we have in place
- Cascading down knowledge to relevant staff e.g e- safety officer
- Cascading knowledge/advising that others attend training on this subject
- Changes to PSD curriculum
- Continue to research
- Ensure children in Early Years and Primary ask for help when they feel unsafe and that know they will be heard.
- Ensure CSE statements are in the school's CP policy
- Ensure I have a better understanding of the toolkit
- Ensure team understand CSE legislation & toolkit
- Establish clearer protocols for identifying children at risk
- Familiarisation with the local procedures
- Familiarise myself with policies, procedures and toolkit
- Follow up policies, and refer to cse toolkit when referring to mash
- Following up on suggested reading as ongoing update of knowledge re same.
- Further awareness
- Further my knowledge by reading suggested texts - feedback to colleagues - suggest training to more of our staff
- Further reading in relation to the toolkit and procedures in place on the Iscbn website
- Further work with case studies - whole day training
- Have a working knowledge of Section 4.28 LSCB - CSE procedures and Sexual Offences Act 2003
- I have already printed off the toolkit and will share the relevant information at our next SLT meeting
- I shall continue to implement CSE in all Staff CP training
- I will continue to look at research that was recommended to me.
- I will ensure other colleagues are made aware of the Key Offences Act 2003 and Legislative update re-grooming (April 2014) and feedback the learning.
- I'll ensure it's included in safeguarding training delivered.
- Inform colleagues of information learnt about local area
- Look at Iscb website monthly for updates
- Look at the CSE Toolkit and familiarise myself with the procedures
- Look at the information on website and keep myself updated
- Look at the toolkit available
- Make more use of Northants policies and procedures where there are concerns.
- Make staff aware of toolkit, risk factors etc

- *More awareness*
- *Need to read all the relevant local national policies concerned with CSE.*
- *Promote the CSE Toolkit*
- *Promoting awareness*
- *Raise concerns with Line Management about irregular supervision. Become familiar with procedures and toolkits.*
- *Read information from LSCB procedures*
- *Read policies and download the toolkit*
- *Read policies and tool kit, explore further online.*
- *Read the CSE procedure and toolkit*
- *Read the documentation relating to the Northamptonshire protocols*
- *Read the information recommend, upskill myself*
- *Read up on the procedures*
- *Read up on the relevant laws and utilise the tool kits*
- *Really good content - I will be updating my training programme*
- *Recommend training to colleagues*
- *Review the CSE toolkit and look out for launch of new one in May 2015*
- *Re-visit toolkits on NCSB website.*
- *Seek the Tool Box - update colleagues*
- *Share info*
- *Share information from the training and be more aware of how children and yp can be come victims of CSE. Recommend the training to colleagues*
- *Share key points regarding warning signs and presenting behaviours to all staff*
- *Share learning with colleagues*
- *Share the toolkit within the organisation and adapt NCC policy*
- *Studying 4.28 procedures and 10.2 risk assessment tool and always using it for best practice*
- *Support for frontline practitioners to 'think the unthinkable' & respond accordingly*
- *Support practitioners in the use of the new CSE Assessment Tool / Raise awareness of the Assessment tool*
- *To be able read up more information/resources to back up the training.*
- *To be aware and fresh with everything I have learned in the training*
- *To be mindful of CSE when undertaking assessments of connected person's foster carers - understanding how this impacted on their previous parenting if they had children who presented as 'streetwise, difficult to manage and went missing' as teenagers. To signpost further where necessary. To help carers be aware of these issues so they can be more protective to the children in their care.*
- *To become familiar with Northants CSE policies*
- *To consider all aspects of CSE when working with children and young adults*
- *To ensure I use the check list if i have a gut feeling*
- *To ensure that i access the toolkit and ensure that i am fully aware of NCC policies*
- *To look at the NCC toolkit, Policy and Procedures.*
- *To look at toolkit and revisit procedures*
- *To monitor children and use toolkit if needs be*
- *To read as many documents relating to CSE and attend training when possible*
- *To read the tool kit and make sure it is visible and available to other team members.*
- *To try to attend the 1 day course*
- *To use a new tool kit*
- *To use the toolkit with concerns about CSE*
- *To use this awareness when considering the vulnerabilities of the young people I work with*
- *Training for all staff*
- *Use for caf work*
- *When working with young people*

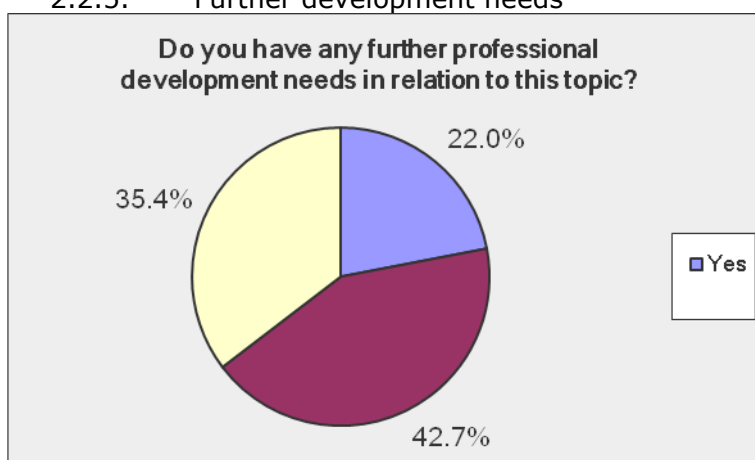
#### 2.2.4. Changes for organisation

- *Agree and action new policy*

- Allow time for reflection of learning
- Allowing time to be able to access this information, read and check out my understanding.
- Be more aware of how children and yp can become victims of CSE
- CEOP training
- Commit to regular supervision and clarify responsibilities for following procedures
- Consideration of 'risk meetings' to address CSE, rather than CP Conferences
- CSE Strategy
- Embed safeguarding as a running agenda item in team meetings
- Encourage all practitioners and professionals to be aware of the local guidance, procedures and USE the toolkit!!!
- Ensure CE is fully included in safeguarding policy and training
- Ensure CSE forms part of safeguarding policy and all Child Protection team members have a working knowledge of above.
- Ensure everyone is aware of Northamptonshire policies
- Ensure that our safeguarding process is clear as to actions concerning CSE, include more information on CSE in training
- Feedback to all staff
- Feedback to FNP team with regard to training.
- Follow up policies
- For all our staff to attend this training
- For all relevant information to be passed to key staff members, for safeguarding policy and procedures to be updated
- For me to roll out training on this course which I have done already
- Further awareness
- Further training to target more staff
- General awareness of how CSE might present in a young person
- Give others the opportunity to attend this training
- Heighten schools awareness during Personal Education Plan meetings
- I'll ensure all information is shared with colleagues and provisions I support
- Implement resilience training as part of the PSD curriculum
- Information passed on to all safeguarding staff
- Look at cascading elements of the training to my team
- Look at how CSE issues are part of our curriculum
- Make it an item at team meetings
- Make sure correct forms are used to try to assess risk of cse
- Missing from Home
- More access to training in this topic.
- Networking with other organisation
- Promoting awareness
- Put policy onto website and use the toolkit appropriately
- Raise awareness amongst colleagues and at community engagement events around this
- Read info
- Read up on the relevant laws and utilise the tool kits
- Remind staff of the launch of revised CSE toolkit in May 2015
- Review of policies as required especially in relation to Sixth form
- Review our procedures
- Review PHSE lessons. Look at Love Really Rocks as a resource.
- Roll out training to designated staff
- Share learning resources
- Support more students
- To allow me to do the above.
- To challenge the labels placed on young people ie difficult to engage, place themselves in risky situations and to ensure CSE is kept in mind when working with families and other professionals.
- To ensure NQSW are aware of toolkit and procedures

- To ensure team are aware of NCC policies and procedures regarding CSE
- To ensure we are all trained on CSE
- To impart what I have learnt to my counsellors and to the safeguarding officer
- To make other colleagues aware of the resources available
- To promote the tool kit.
- To revisit these issues in peer support/ team meeting to ensure the issues remain to the fore
- To take the knowledge gained and move on as an organisation
- Train staff to be aware of the signs
- Training of other staff on awareness and spotting the signs, i have now arranged for this to happen, and for students to be made more aware
- Training to include the toolkit
- Update safeguarding policy, safeguarding action plan and raise awareness of frontline staff

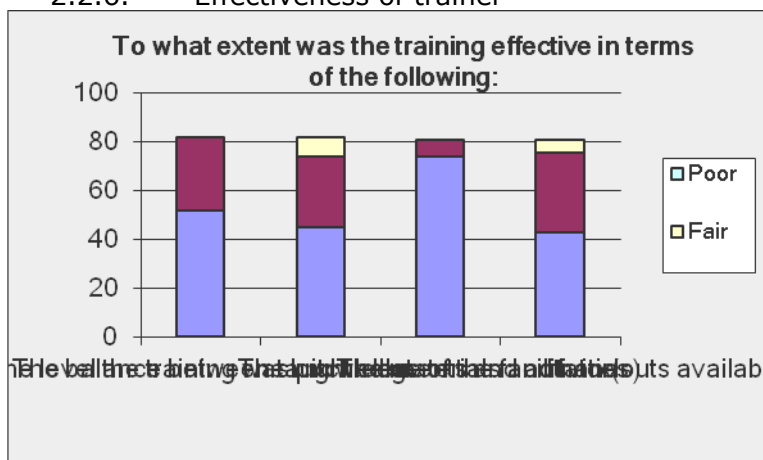
#### 2.2.5. Further development needs



Information required	How to gain it
<i>Application of theory to practice</i>	<i>Be mindful CSE in my practice and client group. Keep the tool kit accessible. Share and discuss with colleagues and line manager.</i>
<i>Case study work to ensure total confidence in processes and procedures</i>	<i>Barnardo's whole day training, research reading</i>
<i>Counselling skills or general skills in how to provide advice and support to victims</i>	<i>More condensed training in this area</i>
<i>Developments/changes in legislation - Everything else that there is to know. The course was half a day, would have loved it if it was longer</i>	<i>Further training</i>
<i>CSE train the trainer training</i>	<i>Through training</i>
<i>Further training</i>	<i>More advanced training</i>
<i>How to support an older young person who is being sexually exploited but does not want help</i>	<i>Further training</i>
<i>I need to further explore the extensive resources given in the training.</i>	<i>Follow up the links and references in the training material.</i>
<i>I still feel I have much to learn around CSE</i>	<i>Keeping up to date with training courses and reading documents related to CSE</i>
<i>I would like to attend a full day of training, to gain better knowledge.</i>	<i>More in depth training.</i>
<i>Latest guidelines relating to CSE.</i>	<i>Go through the training pack, email the trainer if necessary.</i>

<i>Missing young people</i>	<i>More training</i>
<i>Sexual exploitation</i>	<i>Course already booked</i>
<i>This training was brilliant but too short - you need at least day to full take on board this area of safeguarding</i>	<i>Keep looking out for specific training</i>
<i>This was only a brief 3 hour overall snapshot of the huge concerns and risks to YP from CSE. I would like more in depth training. I would like to spend some time with the team /teams that works in these areas.</i>	<i>I would like to attend more training and spend time working alongside the team /teams that work closely in this field.</i>
<i>Toolkit and referral processes linked to thresholds and pathways doc</i>	<i>Personal exploration</i>
<i>Would like to expand my knowledge of this subject</i>	<i>Will look to attend the one day training course</i>

### 2.2.6. Effectiveness of trainer



### 2.2.7. Further comments

- *A full day would have given opportunity for more in-depth learning, especially for people attending who had little prior knowledge and awareness of CSE and the risks surrounding it. The video clips used were effective and well-selected.*
- *An extremely useful training which has gone a long way to increasing my awareness.*
- *The facilitator was extremely knowledgeable and informative and you could not but want to listen to what he had to say. The subject material was emotive and increased the experience. As a result I felt that my knowledge was increased and the learning was brilliant which is fundamental in the role that I have in increasing vigilance in working with young people at risk of CSE. Facilitator is an asset to Barnardo's and significantly promotes the safeguarding of young people at risk.*
- *Facilitator's encyclopaedic knowledge and anecdotes filled in the gaps I required to ensure that I'm more confident in recognising and managing this in school and also am able to deliver the topic within staff CP training with increased authority. He demonstrated great respect and empathy with the subject matter and those in the room. Can't wait for the next one!*
- *The facilitator is not only knowledgeable but passionate about protecting children. I was so pleased to see that he was facilitating today having already attended the Disguised Compliance session he ran a few months ago.*
- *Subject is vast and clearly difficult to condense into 3hr slot, activities would have been good however time did not allow.*
- *Despite this training not being the one which was advertised via email ("Disguised Compliance") and which I had confirmed my attendance for, I was very impressed with the excellent facilitator who presented this training. By the end of the morning I felt as if I had been on a rollercoaster with regards to the emotional content and amount of knowledge and anecdotal information shared by the facilitator. He was enthusiastic,*

*passionate and obviously very knowledgeable about his subject and it was a most riveting and interesting training. I would happily book onto other trainings at which he facilitated.*

- *Excellent delivery by facilitator who i could have listened to all day!!.*
- *Excellent trainer. Personable and very knowledgeable, drawing on personal work experiences*
- *Fantastic training, really impressed with facilitator and his knowledge on the subject,*
- *Hard to squeeze this training into ½ day. Really useful as a starter*
- *I felt the training was pitched at the right level. I understand and trained in the area so it was nice to look at CSE in practice.*
- *I really enjoyed this training I thought Andy's professionalism and knowledge was really excellent and I have booked on to lots more of the Barnardo's training courses as a result of this experience, and what's available. I really thought it was excellent and I was able to present to my colleagues at my second school to improve their knowledge and understanding*
- *I thought the training was excellent and raised my awareness of the organised elements of CSE. Found the info re use of tech as a way in very frightening. Thank you - this has been very valuable*
- *It was marketed as an 'Action learning set' but didn't take this format with our group - but that was OK as the trainer was so good at delivering that it was a very informative (almost taught) session which actually suited my requirements better, being a non-practitioner.*
- *The training venue was excellent*
- *Room lay out not good, I had to look sideways and now have a painful neck. Would have liked to have had longer so that there could have been discussions.*
- *The course facilitator was incredible and his knowledge sound - his ability to deliver the information in a clear, passionate and highly engaging way made the course extremely valuable*
- *The DVD was very shocking- it needed to be though. . (Maybe there should have been more of a health warning before) The Trainer was very aware that we were in a school and took steps to ensure the students could not hear/ see the content, but maybe it would be better not to be in a school just in case.*
- *The facilitator was excellent, very experienced first-hand knowledge and understood procedures from various professions. Training pitched at appropriate level. This is the best 3 hour "whistle stop" training that I have had in a long time. There needs to be more on various safeguarding issues and re run courses that were fully booked as officers are trying to get on them.*
- *The trainer was extremely knowledgeable and passionate which made for excellent training. However it was quite fast paced with so much relevant information which made it quite difficult to take it all in.*
- *The Trainer was very good and had a lot of knowledge*
- *The trainer was very knowledgeable, passionate and approachable on this subject. He made a difficult and sensitive topic interesting where I feel I gained a lot of information and knowledge.*
- *The trainer was very knowledgeable and had a good way of training; he made it interesting and was clearly very experienced. I learnt a great deal though and found the course very informative*
- *The training and the facilitator was absolutely brilliant, however, the venue was extremely poor.*
- *Great training, excellent trainer but the worst training facilities I have encountered. I would not attend a course held at Grafton Court again.*
- *The training was more general around CP issues and did not focus specifically on CSE*
- *There was lots of information given and the facilitator spoke very fast. There was not much time for questions to facilitator*
- *Trainer was very knowledgeable on topic and also had 'done his homework' in relation to county. He was very personal and although a lot to cover did this effectively.*



- *Trainer was very knowledgeable however there was a lot of information given in a short training session*
- *Training pitched perfectly for me and has really helped me to update on this subject. Very helpful*
- *Useful to be able to engage with partner / referring agencies - networking opportunities, as well as opportunities to promote good practice.*
- *Very impressive training which provided me with knowledge and understanding of the topic in hand. The trainer was outstanding with his knowledge and delivery.*
- *Would like there to be a free service to come into schools to show the students*