

West Berkshire LSCB Local Framework for Learning & Improvement 2016/17

1.0 Partnership approach to Learning and Improving

- 1.1 This framework is designed to underpin and facilitate the development of a culture of continuous improvement across the whole children's safeguarding system in West Berkshire. It is based on :
- an approach which is reflective, open to challenge (and self-challenge), adaptable, proportionate and timely;
 - an outcomes based accountability methodology which asks:
 - how much did we do?
 - how well did we do it?
 - what difference did it make to outcomes for Children & Young People (C&YP)?
 - A shared commitment to implementing and embedding improvement actions.
 - To learn from good practice as well as those cases meeting statutory criteria
- 1.2 Operation of the framework requires trust between partners that:
- provides a high level of mutual support, sets ambitious expectations and enables effective, constructive challenge;
 - fully involves professionals to contribute their perspectives without fear of being blamed for actions they took in good faith
 - avoids the development of a 'blame culture.'
- 1.3 Learning & Improvement activity must be able to demonstrate improvements in:
- safeguarding arrangements and multi-agency working;
 - ensuring C&YP receive 'the right service at the right time;'
 - outcomes for vulnerable C&YP.

2.0 Transparency and Public Accountability

Key elements include:

- 2.1 The involvement of C&YP, their families and lay members in improving the work of the LSCB.
- 2.2 Publication of learning and improvement activity and its impact on outcomes for vulnerable C&YP.
- 2.3 Production and publication of the WB LSCB Annual Report evaluating the

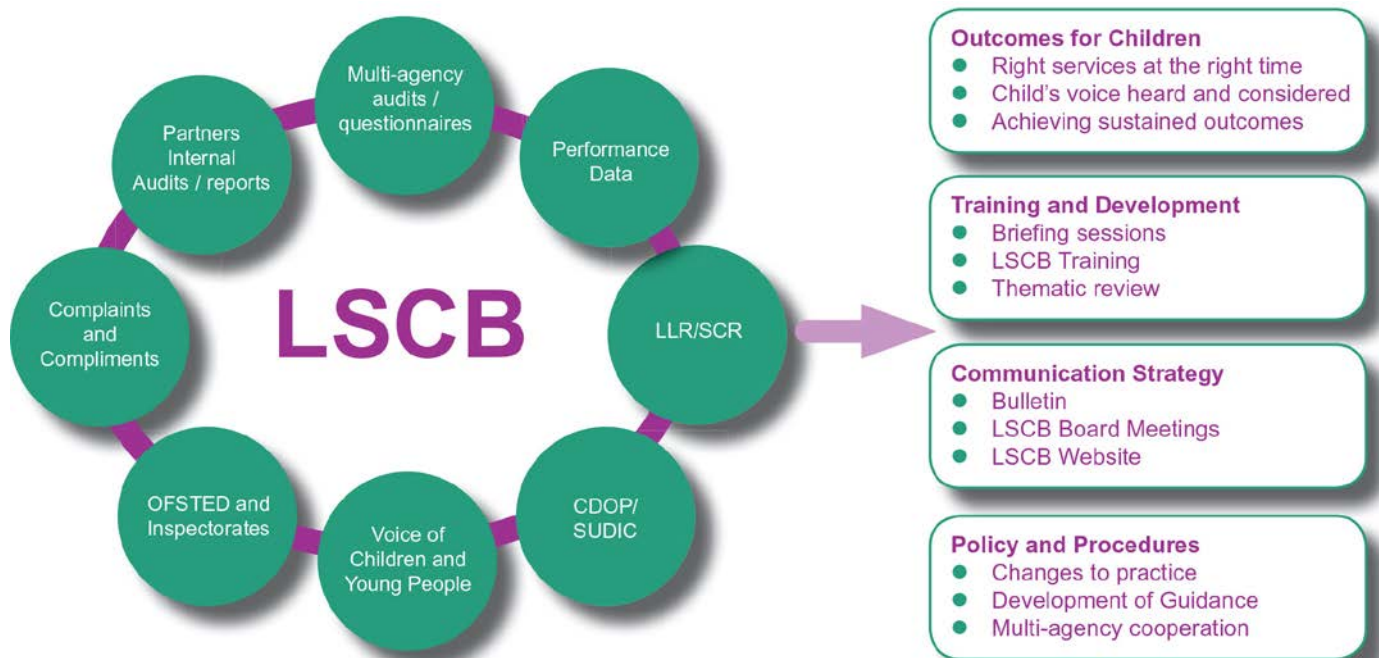
effectiveness of safeguarding arrangements in Wets Berkshire.

3.0 To contribute, in a timely manner, to learning and improvement activity undertaken by the LSCB through :

- 3.1 Support to Learning and Development Activity:
- Provision of a training representative who will liaise with the Wets of Berkshire LSCB Learning & Development group on behalf of their organisation and represent their organisations learning and development needs and cascade learning and development opportunities and information.
 - Provision of trainers to the LSCB trainers pool to deliver the LSCB Training programme
- 3.2 The WB LSCB Quality and Performance framework:
- Provision of information for the WB LSCB Performance dashboard and exception reporting
 - Engagement in the Quality Assurance (QA) and Audit Programme.
 - Improvement sustained through regular monitoring and follows up.
- 3.3 Effective member agency involvement in Learning Lesson Reviews (LLR) through
- The timely provision of high quality Management Reports
 - Attendance of agency personnel at all levels in Reviews
 - A commitment to knowledge transfer, dissemination of learning and evidenced embedded changes in practice which promote improved safeguarding outcomes for children and young people
- 3.4 The development of an overall understanding of the effectiveness of safeguarding activity in West Berkshire through the sharing of the results of:
- External inspections
 - Internal reviews
 - QA and audit activity
- 3.5 Implementing actions identified to improve multi-agency working and outcomes for C&YP.

4.0 Learning Methodologies

Learning will be drawn from a range of sources and all WB LSCB member organisations have an obligation to provide WB LSCBs with relevant, detailed and up to date information:



5.0 Planning and Implementing Improvements

- 5.1 Using the learning to challenge the partnership and partner agencies to make improvements.
- 5.2 Implementing action plans from inspections, reviews, audits etc.
- 5.3 Learning to make real, sustainable improvements to services to reduce the risk of future harm.

6.0 Disseminating Lessons Learnt and Changes required

Cascading lessons, challenges and required changes through the partnership through:

- 6.1 The LSCB Communications Strategy.
- 6.2 The LSCB Professional development Strategy:
 - Briefing events across the partnership
 - Incorporating in safeguarding training:
 - Wets of Berkshire LSCB Training Programme
 - Partner Agency training

6.3 Partners to disseminate internally, overall lessons identified through SCR's, LLLR's and internal Individual Management Reviews

7.0 Monitoring the impact of Changes made

In order to ensure that changes are embedded, sustainable over time and have the desired effect, monitoring will be undertaken through the following processes:

7.1 Performance analysis:

- WB LSCB Striving for Excellence delivery plan and performance dashboard
- Partner Agencies performance systems

7.2 Quality Assurance and Audit activity:

- LSCB Quality Assurance and Audit Programme
- Undertaken by Partner Agencies

7.3 Survey activity:

- C&YP and their families
- Practitioners and First Line Managers

7.4 Feedback from:

- Practitioners and first line managers on the impact on practice of Learning and development activity
- C&YP and their families on the impact of Early Help and Targeted Prevention services.

Attached:

**Overview of Information Gathering Sources.
Support for the Learning and Development Programme.
Dissemination of Lessons – SCR's / LLLR's**

Overview of Information Gathering Sources

Information	Sources	Providers	Timescale
External Inspections and Reviews	Ofsted <ul style="list-style-type: none"> Outcomes of Safeguarding Inspections 	Children's Homes, Schools, Early Years,	
	CQC <ul style="list-style-type: none"> Outcomes of Safeguarding Inspections 	Health, Royal Berkshire, CCG's,	
	Other sources	West Berkshire CSC, Police, YOS, Probation,	
Child Death Overview Panel	<ul style="list-style-type: none"> Annual Report Provide information pertaining to a child/family identified through WTSC 2013 CDOP 	Child Death Overview Panel All partner agencies	As required
Serious Case Reviews	<ul style="list-style-type: none"> Final reports SCR Updates 	Standing SCR sub-committee	Once completed updates to LSCB and Executive
	<ul style="list-style-type: none"> Implementation of action plans and evidence of embedded practice 	Performance Management Sub-group	One year following
Local Learning Lesson Reviews	<ul style="list-style-type: none"> Final reports LLLR Updates Implementation of action plans and evidence of embedded learning 		
Specific Issue Reports	<ul style="list-style-type: none"> LADO Annual Report IRO Annual Report CP Conference CSWS Annual Report MAPPA Annual Report LSCB Annual Restraint Report 		
Multi-Agency Quality Assurance and Audit Programmes	<ul style="list-style-type: none"> Multi-Agency audit pool 	All LSCB Partners to contribute members of staff	Annually
	<ul style="list-style-type: none"> Practitioner questionnaires 	LCH, YOT, Housing, LTHT CSWS, Targeted Services, LYPFT, Children's Services	Annually
	<ul style="list-style-type: none"> Multi-Agency Audit Programmes 	All partners to cooperate and provide information pertaining to the agreed	Annually

Overview of Information Gathering Sources

Information	Information	Information	Information
Single agency Quality Assurance and Audit Programmes	<ul style="list-style-type: none"> • Reports of internal safeguarding audits including objectives, outcomes and action plans 	CSWS, LTHT LCH Police YOS ISU LYPFT	Reported to PMSG March 2015
Partner Agency Annual Safeguarding		All Partners	
Section 11/175 Self-assessment Audit Programme	<ul style="list-style-type: none"> • Section 11 Audit • Section 175 	Statutory Partners, Commissioned Services, NHS Commissioning, PVI Sector, CS ISU	
Complaints and Compliments	<ul style="list-style-type: none"> • Number of compliments/ complaints by young people 	All Statutory Partners	
Learning and Development	<ul style="list-style-type: none"> • Annual Training Review • Recurring 	Learning and Development Sub-group	
LSCB Website	<ul style="list-style-type: none"> • Statistics on the number of hits the website received, which pages are being frequently visited 	LSCB	

WB LSCB Partner Agency Training Representative and Support for the Learning and Development Programme.

Introduction

The West of Berkshire Learning and Development Sub-group provides an oversight and quality assurance role with regards to the provision of accessible, suitable and appropriate safeguarding training for all members of the Children's Workforce within West Berkshire. As part of this commitment a substantial multi-agency training programme is provided which includes core (Level 1 & Level 2) and additional training courses as well as other learning and development opportunities such as briefings, seminars and conferences.

All West of Berkshire LSCB Training courses are delivered through a multi-agency training pool and are provided free of charge as a result of tri-county West of Berkshire LSCBs coming together

In addition to coordinating the delivery of training, the sub-group also supports partner agencies in developing their staff through the identification of training needs, provision of information and responding to training queries.

In order to ensure that this occurs effectively each Partner Agencies is requested to provide an appropriate Training Representative who is able to effectively liaise with the West of Berkshire Learning and Development group and to ensure that the agency meets its individual requirements with regards to learning and development opportunities both in-house and supporting those of the LSCB.

Training Representative

The role of the training representative is to liaise with the Learning and Development in relation to:

- Identifying their organisations training needs
- Assurance that appropriate safeguarding training is available (and provided)
- Disseminate training information throughout their agency
- Disseminate learning and development information throughout their agency

In order for this to be an effective partnership the Learning and Development Representative is requested to:

- Co-ordinate, complete and return the annual Training Needs Analysis on behalf of their agency.
- Ensure that the section regarding training and development within the Section 11 audit process is completed.
- Respond to requests for assurance (and provide evidence if requested) that in-house training is updated in line with changes in policies, procedures, key safeguarding messages and lessons learnt.

- Disseminate training information throughout their agency (for example the LSCB training calendar, dates of briefings and conferences, LSCB safeguarding bulletins, internal recommendations and messages from SCRs/LLRS)
- Be a member of the Learning and Development Sub-group if appropriate

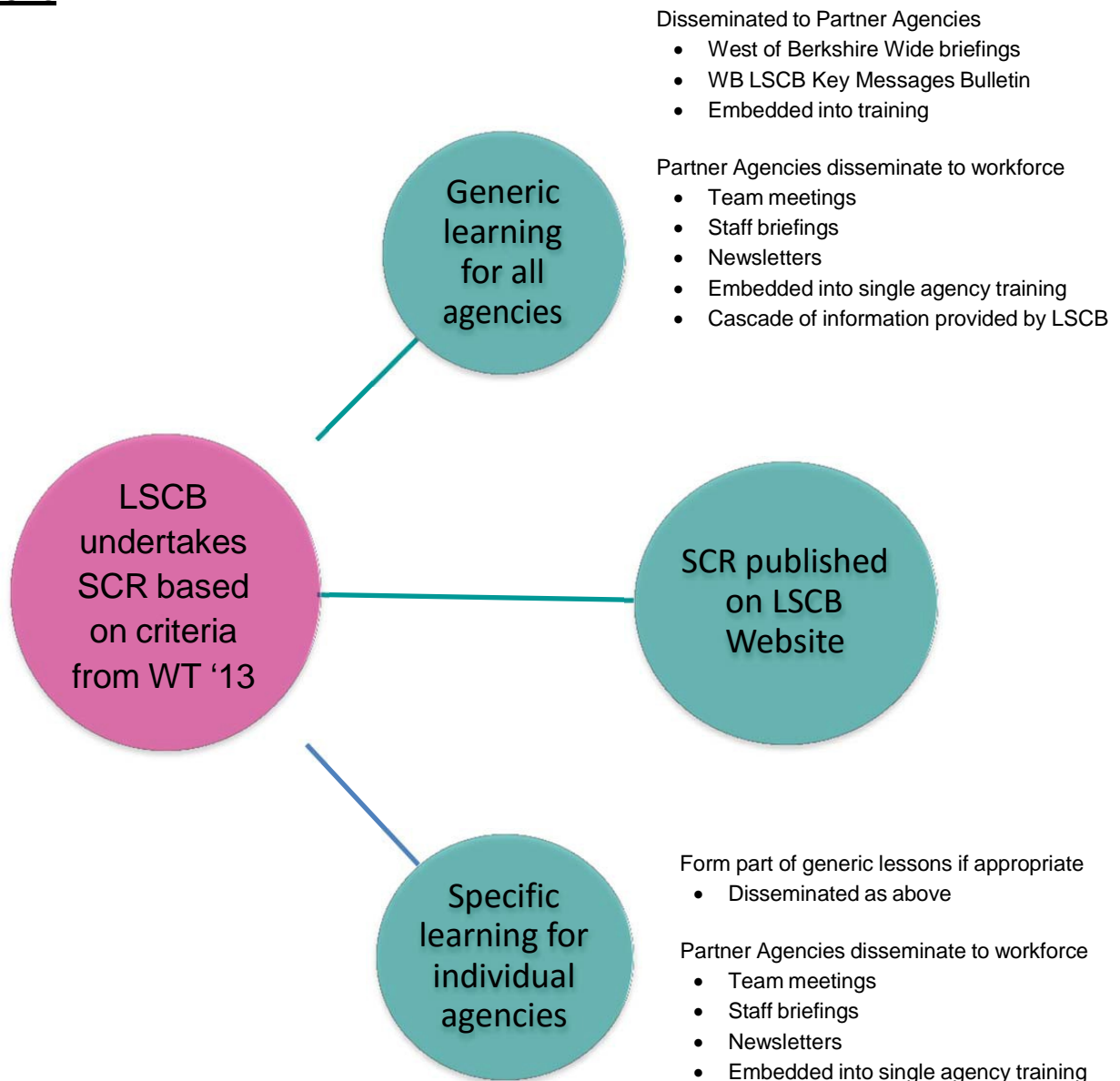
Dissemination of Lessons – SCRs / LLLRs

As part of the LSCB Learning and Improvement Framework West Berkshire LSCB recognise that SCRs and LLLRs are a valuable resource for identifying learning from practice, and are a significant tool for disseminating and imbedding that learning.

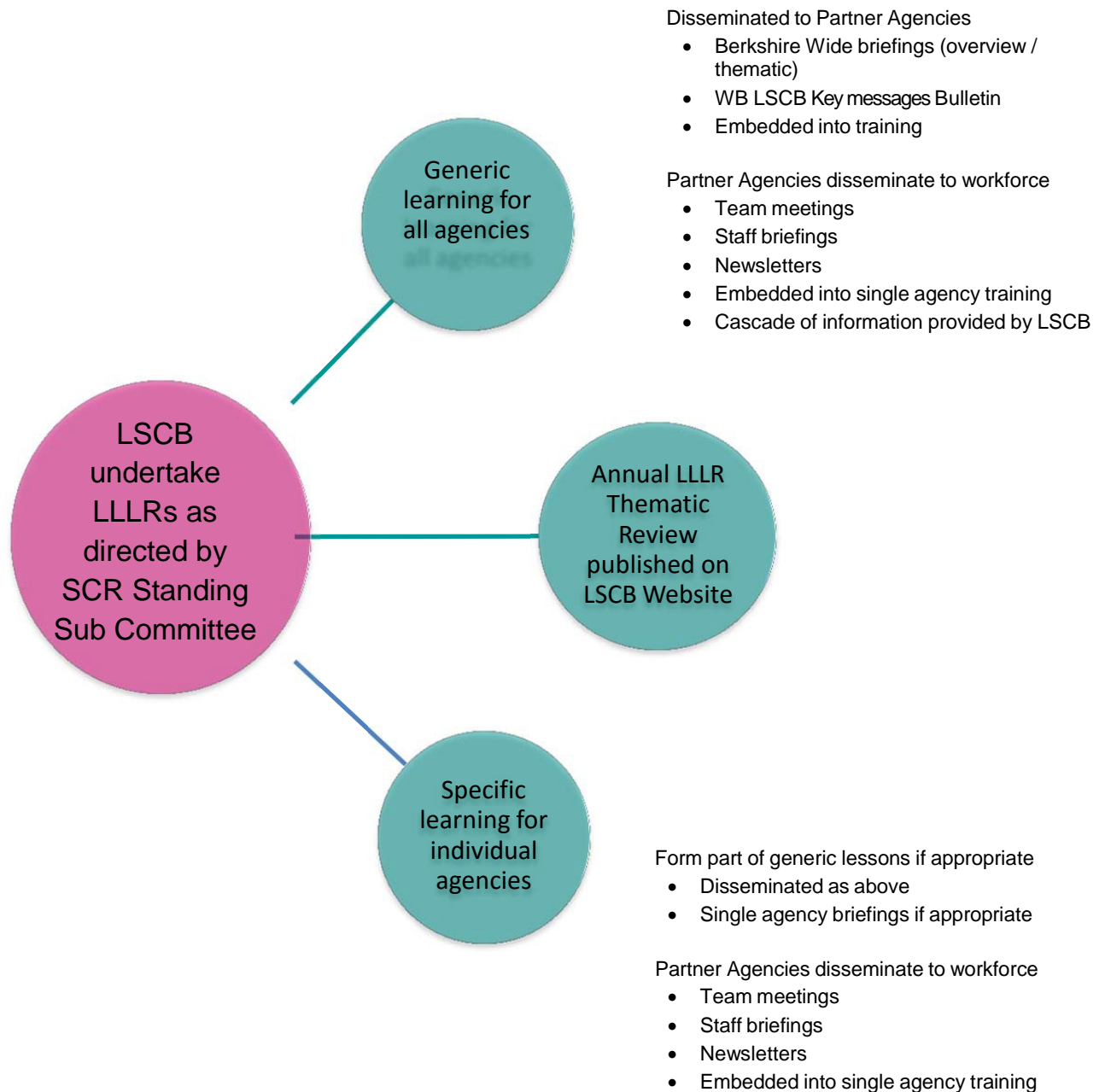
The LSCB also recognises that it has responsibility for disseminating and lessons to its partner agencies, and ensuring that those lessons further disseminated within the agencies and that they are embedded in practice.

The charts below identify how the LSCB undertakes this responsibility, and what it expects of its partner agencies

SCRs



LLLRs



The embedding of learning is monitored by the LSCB through the Performance Management Subgroup in relation to agency recommendations and associated action plans. With regards to embedding of practice within single agency training the LSCB Learning and Development Subgroup seek assurance that this has happened.