



LSCP Quality Assurance Framework

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Executive Summary

This Quality Assurance Framework seeks to combine all current documentation, produced by the LSCP, which makes reference to quality assurance principles and methodology. In doing so it naturally aligns to the most recent legislative requirements that underpin LSCP's vision, principles for working and business plan.

In Lincolnshire, there is a culture of constructive and professional challenge, and holding partners to account. There are systems and processes for professional challenge in place, and evidence of scrutiny and assurance at all levels of Lincolnshire's safeguarding partnership. Effective quality assurance will contribute to a culture of continuous learning and improvement.

There are a range of mechanisms in place to ensure scrutiny and quality assurance:

- Section 11 process (on a three yearly basis),
- Partnership audit programme,
- Local learning reviews,
- Peer reviews,
- Independent Scrutiny,
- Submission of annual reports for LSCP scrutiny and
- LSCP Performance Scorecard.

The Lincolnshire Safeguarding Children Partnership arrangements will be reviewed on an annual basis and an annual report is produced for the Strategic Management Group. The Quality Assurance Framework will be reviewed in a timely manner to reflect any changes to the LSCP Business Plan and relevant legislative amendments.

1. Introduction

1.1 What is Quality Assurance?

Quality assurance enables the partnership to maintain a high quality of work, through measuring the effectiveness and impact of multi-agency working to safeguard children and young people across Lincolnshire. Effective quality assurance contributes to a culture of continuous learning and improvement. The primary challenge of quality assurance is to improve the quality of practice and safeguarding outcomes for children, young people and their families.

1.2 National Context and Principles of Working

In response to the Wood Review, the [Children and Social Work Act 2017](#) was passed in April 2017, and [Working Together to Safeguard Children](#) was updated in 2018 and again in 2023. Sections 16-23 of the Children's Act 2004 (as amended by the Children and Social Work Act 2017) introduced a shared and equal duty on three key partners (local authorities, police and Integrated Care Boards (ICBs)), to make arrangements with other partners to work together to safeguard and promote the welfare of all children in the local area.

The purpose of these local arrangements is to support and enable local organisations and agencies to work together in a system where:

- Children are safeguarded and their welfare promoted,
- Partner organisations and agencies collaborate, share and co-own the vision of how to achieve improved outcomes for vulnerable children,
- Organisations and agencies challenge appropriately and hold one another to account effectively,
- There is early identification and analysis of new safeguarding issues and emerging threats,
- Learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice,
- Information is shared effectively to facilitate more accurate and timely decision making for children and families.

In order to work together effectively, the safeguarding partners with other local organisations and agencies should develop processes that:

- Facilitate and drive action beyond usual institutional and agency constraints and boundaries,
- Ensure the effective protection of children is founded on practitioners developing lasting and trusting relationships with children and their families.

1.3 LSCP Vision, Principles for Working and Priorities

Our Vision:

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Children and young people in Lincolnshire are effectively safeguarded, properly supported and their lives improved by all agencies working together. Our Principles for Working as a LSCP:

- *Safeguarding is everybody's responsibility,*
- *To focus our work on safeguarding the needs of vulnerable children and young people and improving their outcomes,*
- *To promote the idea; that children and young people's behaviours, levels of vulnerability and levels of resilience, are all informed by their surroundings and the contexts in which they spend their time,*
- *To have a culture of continuous review and learning with evidence-based practice,*
- *To be open to constructive professional challenge.*

The Lincolnshire Safeguarding Children Partnership has agreed the following strategic priorities for the LSCP 2022-25 Business Plan (see appendices).

- *Tackling Child Exploitation*
- *Enhancing the Emotional Wellbeing of Children and Young People*
- *Promoting Healthy Relationships*
- *Identify and Reduce the Impact of Neglect on Children and Young People.*
- *Identify and Reduce the Impact of Physical and Sexual harm*
- *Area of Assurance: Identify and Reduce the impact of Domestic Abuse on Children, Young People and their Families*

These principles of working are embedded throughout the LSCP structure and are fully explained within the LSCP Constitution (see appendices). LSCP strives to have a have a culture of continuous review and learning with evidence-based practice.

2. Quality Assurance Activities:

2.1 LSCP Principles for Audit

Working Together to Safeguard Children provides for Local Safeguarding Children Partnerships to evaluate multi-agency working and quality assure practice, including through joint audits of case files. Multi-agency audits provide an opportunity to consider the involvement of different agencies and identify the quality of practice and lessons to be learnt and shared in terms of both multi-agency and multi-disciplinary practice. Multi-agency audits also allow an opportunity for a robust system analysis of the effectiveness of the LSCP.

In Lincolnshire, this work will be of particular relevance to the:

- Strategic Management Group – given the partnerships overarching responsibility for monitoring member agencies effectiveness in terms of their work to safeguard and

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- promote welfare of children and young people; and achieving consistently high standards in safeguarding through evaluation and promoting continuous improvement,
- Significant Incident Review Group - given their responsibility for undertaking local Child Safeguarding Practice Reviews, Rapid Reviews, , and co-ordinating local learning from any national reviews and other work generated by the group.
- Policy, Procedures, Education and Training Group – given their responsibility for the development, review and impact of policies, procedures and training.

The Lincolnshire Safeguarding Children's Partnership (LSCP):

- recognises that partner agencies undertake their own audits of practice and will focus on multi-agency and multi-disciplinary interventions. Any issues identified for a single agency during the course of that audit will be reported back to that agency,
- recognises that managing performance of particular staff members is the sole responsibility of their employing agency and will, wherever possible, ensure that audits focus on systemic issues rather than individual practice, however where appropriate will raise concerns with individual agencies and follow appropriate escalation, whistle blowing and allegations policies,
- will ensure that audits:
 - have a clear focus and clearly defined terms of reference,
 - consider both operational and strategic multi-agency and multi-disciplinary analysis,
 - focus predominantly on current practice, considering interventions that have occurred within the last 6-24 months (maximum). Precise timeframes will be established by the terms of reference,
 - ensure that any sample of case file auditing is representative of the population of children in Lincolnshire, as far as is practicable,
 - highlight and promote excellence of practice and innovation,
 - consider interventions that are within the remit of Lincolnshire's agencies,
 - include a focus on the welfare of the child, other children living in the household, timeliness, communication and engagement with families or significant adults,
 - where is reasonably practical to do so, includes the voices of children and families.

2.2 LSCP Serious Incident Reviews

Professionals and organisations in Lincolnshire with a role in protecting children, need to reflect on the quality of services and learn from their own practice and that of others. Good practice should be shared so that there is a growing understanding of what works well. Equally, when things go wrong, there needs to be a robust and objective analysis of what happened and why, so that lessons can be learnt, and services improved to reduce the risk of future harm to children.

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In Lincolnshire, this work is co-ordinated through the LSCP Serious Incident Review Group (SIRG) which has the purpose to oversee all open serious incident notifications¹ (including Rapid Reviews and Child Safeguarding Practice Reviews commissioned under *Working Together to Safeguard Children*). It also monitors all associated action plans and considers examples of good multi-agency practice.

SIRG Objectives

- Share and reflect on good practice so that there is a growing understanding of what works well.
- Make recommendations on Significant Incident Notifications to the Assurance Executive on completing Rapid Reviews.
- To consider requests for Learning Reviews where there is potential for new and multi-agency learning.
- To lead on and oversee the completion of Rapid Reviews and Child Safeguarding Practice Reviews in Lincolnshire.
- To be the co-ordinating group to contribute to reviews being completed out of County with links to Lincolnshire services or children or families,
- To receive Rapid Reviews, Learning Reviews, National Reviews and action plans.
- Review and monitor progress of action plans.
- Take learning back to organisations to improve future practice and services to reduce the risk of future harm to children.
- Drive improvements to safeguard and promote the welfare of children.
- Make recommendations for multi-agency learning events based on the findings from case reviews. To learn together, as a group, to ensure that when local and national serious cases arise, there are good processes in place to ensure an effective response in Lincolnshire.

The group reports into the Operational Delivery Group via the Significant Incident Review Group Chair. Further information can be found on the multi-agency procedure manual, local resource section on Significant Incidents: [Local Resources \(proceduresonline.com\)](https://proceduresonline.com)

2.3 LSCP Child Death Overview Panel (CDOP)

The Child Death Overview Panel will fulfil the requirements as described in Chapter 6 of Working Together to Safeguard Children 2023 to collect and analyse information about every death of a child aged under 18 years of age in Lincolnshire.

Child Death Overview Panel objectives

- identifying any matters relating to the death or deaths that are relevant to the welfare of children in the area and to public health and safety,
- considering whether it is appropriate for any action to be taken by anyone in relation to their findings,

¹ For more information visit: [Local Resources \(proceduresonline.com\)](https://proceduresonline.com)

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- taking action to inform the necessary person.

Additionally, the Lincolnshire Child Death Overview Panel will:

- Monitor and evaluate routinely collected data on the deaths of all children, and make recommendations for any additional data to be collected locally,
- Identify any Public Health issues, and consider with the Lincolnshire Director of Public Health and/or LSCP how best to address these and their implications for both the provision of services and for training,
- Monitor and advise the Lincolnshire LSCP on the resources and training required locally to ensure an effective inter-agency response to child death.

Further information can be found on the multi-agency procedure manual in chapter 9.2, [Child Death Reviews](#).

2.4 LSCP Section 11 Audit

Section 11 of the Children Act 2004 places duties on a range of organisations and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

Section 11 places a duty on:

- local authorities and district councils that provide children's and other types of services, including children's and adult social care services, public health, housing, sport, culture and leisure services, licensing authorities and youth services,
- NHS organisations and agencies and the independent sector, including NHS England, ICBs, NHS Trusts, NHS Foundation Trusts and General Practitioners,
- the police, including Police and Crime Commissioners and the chief officer of each police force in England and the Mayor's Office for Policing and Crime in London where they exist,
- the British Transport Police,
- the Probation Service
- Governors/Directors of Prisons and Young Offender Institutions (YOIs),
- Directors of Secure Training Centres (STCs),
- Youth Offending Teams (YOTs).

(Working Together, 2023)

Each person and body to whom this section applies must make arrangements for ensuring that:

- their functions are discharged having regard for the need to safeguard and promote the welfare of children and
- any services provided by another person pursuant to arrangements made by the person or body in the discharge of their functions are provided having regard to that need.

The Section 11 Audit process in Lincolnshire

Lincolnshire Safeguarding Children Partnership (LSCP) currently undertakes Section 11 audits on a three yearly cycle. The Section 11 audit in Lincolnshire is a multi-agency process and is undertaken in two stages:

- Self-assessment process – whereby each organisation completes an audit tool under 11 headings, which is further broken down into 40 questions. Each organisation has to provide an explanation of the services or arrangements in place under the 40 questions and provide evidence to prove they fulfil each requirement. A self-assessed grading is given for each question of red, amber or green; where red represents no or inadequate arrangements in place and green represents excellent services.
- Multi-agency peer moderation– once each organisation has uploaded their evidence to the SharePoint, they are assigned a moderator from another Section 11 partner. Moderators scrutinise the evidence submitted and make an assessment of the score which reflects the evidence that has been submitted. In addition, each moderator undertakes a face-to-face visit to the organisation to ensure that what happens in practice supports the strategic assessment.

It is important to note that the moderators have a continued dialogue with the lead person in the organisation to ensure there are no surprises in the final moderated assessment report. Once the moderators and organisations have agreed the final grading for each section this is updated on SharePoint.

2.5 LSCP Thematic Audit

As detailed above, the LSCP has a critical role in quality assuring safeguarding practice in Lincolnshire. To achieve this, the LSCP will regularly review or audit safeguarding cases involving multi-agency working to ensure that practice is effective, improving outcomes, focused on children and their families, and that any learning is identified and acted upon to improve service delivery and ultimately the outcomes for children and young people.

As part of the multi-agency audit process, the Partnership has to monitor and enable sharing of personal information between different agencies working with children and families. This information will only be shared with agency representatives nominated and accredited by Partners and kept secure at all times, including by using electronic information systems. As agreed in the LSCP overarching Information Sharing Agreement the following applies:

- Statutory provisions will often provide a legal gateway that will permit the sharing of personal information; however, the specific circumstances of each particular case should be taken into account when considering whether to share personal data,
- The sharing of personal information is not justified if the legal responsibilities could adequately be met by the provision of anonymised information,
- Any information shared and the processes used to share such information will be compliant with the relevant Human Rights legislation.

Where it is deemed to be appropriate, achievable and timely, consideration will be given to conducting joint thematic audits with other multi-agency boards in Lincolnshire, such as the Lincolnshire Safeguarding Adults Board, Lincolnshire Domestic Abuse Partnership, and the Safer Lincolnshire Partnership.

Establishing an Area of Practice to be considered for Audit

Audits may be identified through the Significant Incident Review Group, Section 11 audits, Child Death Overview process, other subgroups and/or other areas as identified by the partnership. Findings from joint or single agency inspectorate reports and recommendations may also inform the area of practice to be audited. The LSCP will develop a programme of audits, which will be approved by the Strategic Management Group.

Establishing Terms of Reference for the Audit

The Operational Delivery Group will establish clear terms of reference for the audit. This will include, as a minimum:

- The goal of the audit – what is the group trying to find out about multi-agency working?
- What specific aspect of the intervention will be considered? To include, as a minimum, a focus on the welfare of the child, timeliness, communication and engagement with families,
- How will the impact of relevant LSCP policies and procedures be evidenced?
- Which agencies will be asked to provide information? What information will be required? What is the most appropriate method of engagement with each agency?
- How many cases will be considered?
- How will the audit incorporate systems analysis?
- What evidence will be sought at a strategic level?
- How children, young people, parents and carers will be engaged, and their voices used?
- What is the realistic timeframe for completing the audit?

Undertaking the Audit

The LSCP Audit and Policy Officer will be responsible for coordinating the audit, however assistance from partner agencies will be required in order to gather the necessary information and access to the appropriate practitioners. It is the role of the Operational Delivery Group to scope the Terms of Reference for the audit, act as a consultant throughout the audit and consider the final findings. As a minimum any audit will include the following stages:

- Development of terms of reference including an introduction/context, the scope and coverage of the audit, methodology and timeframe for completion,
- Approval of TOR at the LSCP Operational Delivery Group or Strategic Management Group,

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- Review meetings with relevant agencies,
- Case file audits,
- A challenge day held for partners to attend and examine case files.
- Updates at relevant subgroups meetings,
- Production of a final audit report including appropriate recommendations,
- Report to be presented to those involved in the audit in the first instance for quality assurance purposes and then to Operational Delivery Group,
- Final report to be presented to the Strategic Management Group,
- Approved audit report to be distributed appropriately.

Where appropriate, the audit will also utilise observations of multi-agency forums, interviews with staff, children and families and data analysis as part of the methodology.

When completing the Signs of Safety Evaluation section of the audit tool agencies are asked to consider the following key elements from a single agency and multi-agency perspective:

- Child & family centred – timely assessment, effective multi-agency plan in place, wishes and feelings, clear understanding of threshold,
- Managerial oversight – supervision, effective decision making,
- Record keeping – accurate, clear etc, all agencies are contacted for information as part of the social care assessment process,
- Safeguarding – child protected and interests promoted, adults needs assessed,
- Progress against objectives – are plans being progressed,
- Improvements in life chances – outcomes for the child and family,
- Best practice – evidence of practice over and above that which is expected,
- Professional curiosity – agencies use the tools available to them, to explore what is happening in the child's life. Agencies triangulate information. Agencies ask the question and record the full details of all adults within the household as well as those who have significant contact with the child.

2.6 Audit Findings for LSCP Thematic Audits and Section 11 Audits

The findings of the audit will be collated and presented to the task and finish group for quality assurance purposes. Quality assured audit reports, which will include recommendations, will then be presented to the Strategic Management Group and other relevant forums.

Effective audit is dependent on good quality recommendations that are evidence based. The audit report will include a set of concise and appropriate recommendations that focus on those that will really make a difference to single or inter-agency practice and positive outcomes for children.

2.7 Section 157/175 Education Audit:

Section 175 of the Education Act 2002 places a statutory duty on Local Authorities and governing bodies of maintained schools to have arrangements in place to ensure that they safeguard and promote the welfare of children. Section 157 of the Act places the same responsibilities on Independent Schools and Academies. The governing body is accountable

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for ensuring that the school has effective policies and procedures in place in accordance with DfE guidance ['Keeping Children Safe in Education'](#).

To provide this assurance, education providers can utilise the following methods:

- complete the Lincolnshire County Council Safeguarding in Schools self- assessment audit tool,
- complete your own trust's safeguarding audit which should be available to view on request,
- provide other proof that safeguarding is monitored regularly and that effectiveness is evaluated, evidence of which should be available on request,
- the LSCP Schools Safeguarding Checklist, which has been designed by the LSCP Education Sub Group to support Governing Bodies, Directors and Head teachers to undertake a relatively quick check to ensure that the school is compliant with statutory guidance (see appendices).

3. Measuring the Impact and Outcomes of Learning Improvements

3.1 LSCP Subgroup Impact assessment

The impact assessment is a means of measuring the effectiveness of subgroup activities and judging the significance of changes brought about by those activities.

Impact should be considered as the positive short-term and long-term results produced by the activity of the subgroup, whether intended or unintended. The impact may be as a direct result of activities or decisions undertaken by the group; however it can also include the indirect impact that may have occurred.

Impact should be seen as the contribution of the subgroup to the overall purpose and goal. The assessment is undertaken annually via completion of a written template (see appendices) by the subgroup chair. This in turn informs the LSCP Annual Report.

3.2 LSCP Policy Impact

An assessment of the impact of a policy is measured through the Policy, Procedure, Education and Training subgroup; this is completed through an agency presentation and via the completion of a Policy Implementation Impact Assessment document. At each Policy, Procedure, Education and Training subgroup meeting, as agreed by the Terms of Reference, an agency will deliver a presentation to the subgroup to explain the impact of an LSCP policy or procedure. The sequence of agency presentations is agreed and timetabled in advance. A prompt sheet has been developed to assist agencies to prepare (see appendices).

Each year, a policy will be identified for agencies to assess the impact of it's implementation. This is completed in the format of a written document (see appendices) and then returned to the Policy, Procedure, Education and Training subgroup for further discussion, a review of development points and reflections on good practice and impact.

3.3 Practitioner Feedback

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To gain assurance that policies and procedures are fit for purpose from the perspective of operational staff, the LSCP gains feedback via a number of methods:

- Practitioner interviews within the scope of a thematic audit,
- Completion of Policy Impact assessment activities,
- Contribution and engagement of operational practitioners at appropriate LSCP subgroups,
- Review of relevant sections of multi and individual agency annual reports,
- Review of relevant section of individual agency and the LSCP annual reports.

3.4 LSCP Quantitative Data

Lincolnshire Safeguarding Children Partnership uses data and intelligence to assess the effectiveness of the help being provided to children and families.

Interactive and securely hosted Microsoft Power BI apps are published and maintained by the LSCP utilising partnership data in line with the strategic priorities. These apps are made available to members of the partnership where appropriate and are regularly scrutinised at each sub-group. Performance on a strategic and operational level is regularly monitored and challenged utilising the appropriate apps at sub-group meetings.

A performance scorecard is produced twice a year and is focussed on the impact of the work, and understanding how the partnership is safeguarding and promoting the welfare of children and young people. Data is grouped to measure impact against the strategic priorities. This

Data is used to understand the local context and inform the work of the sub-groups and in meeting the strategic priorities. Through the bi-annual analysis of the data by a multi-agency task and finish group, a summary and action / recommendations tracker are produced. The summary is signed off through the appropriate subgroups and taken to the Strategic Management Group for assurance. The action / recommendations tracker is reviewed during each meeting of the Operation Delivery Group.

3.5 Voice of children, young people and families

Lincolnshire partners strive to ensure that children, young people and families, have the opportunity to engage in the work of the partnership and offer their views on how we support them in Lincolnshire.

The audit programme has the voice of the child embedded into thematic audits. The partnership has ensured key individuals have been given every opportunity to participate in Children Safeguarding Practice Reviews, and the same will continue for local learning reviews where possible. Children and young people are also consulted on policy and procedure review where appropriate.

In addition, we will seek to better establish links with existing, established groups and forums where children and young people can have their say, share their views, challenge and support the work of the partnership.

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3.6 Lincolnshire County Council Children and Young People Scrutiny Committee.

The independent scrutiny function is set out in Chapter 2 of Working Together to Safeguard Children 2023. The role is to provide assurance in judging the effectiveness of multi-agency safeguarding arrangements to safeguard and promote the welfare of all children in the local area.

The committee requests, and is presented with, the LSCP Annual Report each year. This forms part of the governance arrangements of LSCP and is both essential and unique, due to the independent role of LSCP.

Independent scrutiny is to:

- Provide safeguarding partners and relevant agencies with independent, rigorous, and effective support and challenge at both a strategic and operational level.
- Provide assurance to the whole system in judging the effectiveness of the multi-agency safeguarding arrangements through a range of scrutiny methods.
- Ensure that statutory duties are being fulfilled, quality assurance mechanisms are in place, and that local child safeguarding practice reviews and national reviews are analysed, with key learning areas identified and effectively implemented across the safeguarding system.
- Ensure that the voice of children and families is considered as part of scrutiny and that this is at the heart of arrangements through direct feedback, informing policy and practice.
- Be regarded as a 'critical friend' and provide opportunities for two-way discussion and reflection between frontline practitioners and leaders. This will encourage and enable strong, clear, strategic leadership.
- Provide independent advice when there are disagreements between agencies and safeguarding partners and facilitate escalation procedures.
- Evaluate and contribute to multi-agency safeguarding published arrangements and the annual report, alongside feeding into the wider accountability systems such as inspections.

4. Summative Annual Evaluation:

4.1 LSCP Annual Report

In order to ensure transparency on the work of the partnership, the safeguarding partners must publish a report annually. The report must set out what they have done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice.

In addition, the report should also include:

- The contribution of each safeguarding partner to the functioning and structure of the multi-agency safeguarding arrangements

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- Any themes emanating from aggregated methods of scrutiny, for example, reviews and scrutineer activity and multi-agency audits,
- Evidence of the impact of the work of the safeguarding partners and relevant agencies, including training, on outcomes for children and families,
- An analysis of any areas where there has been little or no evidence of progress on agreed priorities,
- An analysis of learning from serious incidents,
- A record of key decisions and actions taken by the safeguarding partners in the yearly cycle, including in relation to implementing the recommendations from any local and national child safeguarding practice reviews and the impact this has had,
- Ways in which the safeguarding partners have sought and utilised feedback from children and families to inform their work and influence service provision,
- The breakdown of costs in delivering the arrangements for that period, including the financial contributions of individual partners, any changes to funding and an assessment of the impact and value for money of this funding,
- Evidence of how safeguarding partners are ensuring the adequate representation and input of education at both the operational and strategic levels of the arrangements,
- An overview of how data is being used to encourage learning within the arrangements and evidence of how information sharing has improved practice and outcomes,
- A review of the impact and learning from independent scrutiny arrangements to ensure the leadership is strong and the arrangements are leading to the desired and necessary impact,
- Any updates to the published arrangement with the proposed timescale for implementation,
- Evidence that national reforms have been implemented, taking into account key decisions and actions taken by safeguarding partners in response to reforms, and any issues or concerns encountered within the yearly cycle.

(Working Together to Safeguard Children, 2023)

Annual reports from a wide number of services are presented to the partnership for information and discussion.

5. Translating learning into a continuous learning and improvement cycle

The learning and recommendations from quality assurance activities can be implemented in a number of ways, including; improved procedures and policies, and through training programmes. In some cases, individual agencies will need to consider how these recommendations can best be implemented and in turn provide assurance to the LSCP that this has been achieved effectively. Where the learning is applicable to a number of agencies or the LSCP itself, it is incumbent on the LSCP to ensure this happens effectively. Depending on the nature of the learning much of this will take place through the LSCP sub-groups as

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appropriate. Where it is felt specific training programmes should be considered the LSCP Training and Development Team will consider how best this can be achieved in consultation with the Policy, Procedures, Education and Training subgroup and the LSCP Business Manager.

5.1 Training and Learning Development

The Lincolnshire Safeguarding Children Partnership and Adult Board learning is accessed through a single Learning Management System, giving each learner, just one safeguarding training record.

E-learning, Virtual Workshops and Face-to-Face courses are offered. The learning and development team ensure training is linked to the National Competency Frameworks and reflects the learning from Child Safeguarding Practice Reviews, local learning reviews and national research.

Evaluations are completed after each training session and are reviewed twice a year. Where new training courses are developed, evaluations are reviewed within a fortnight of the training becoming available or being delivered, this is repeated three times to pick up on initial feedback that may improve delivery in the early stages of a course. To measure impact, the training and development team invite all learners to complete regular impact evaluations via the Learner Management System. These impact evaluations are reviewed twice a year, alongside the end of course completion evaluations identified above.

An inter-agency peer review of single-agency and LSCP training is also carried out every three years. Agencies are asked to self-assess their training offer using a framework that outlines the minimum standard for single-agency training, agreed by LSCP, Lincolnshire Safeguarding Adult Board and Lincolnshire Domestic Abuse Partnership. Agencies are matched to peer review submitted frameworks in collaboration, using a rag rating with opportunities to comment on good practice and developments required, with timescales for completion. Peer reviewed frameworks are returned to the training and development team who collate themes and feedback to present to the relevant Subgroups.

The Training and Development Team produce regular reports which are delivered to the relevant subgroups. These reports provide completion data and course engagement, which allows for identification of gaps and challenge to be presented. Developmental updates are provided within this report to ensure consistent approaches are being taken across the partnership. Delivery of this report allows for opportunities to obtain feedback on the current training offer to ensure that it meets the needs of the partnership.

The Training and Development Team undertake observations of LSCP training programmes on a scheduled basis. These observations provide opportunities for feedback to be provided around design, content and delivery of courses and encourage a constant review cycle for training. Observations of key processes and meetings are also scheduled throughout the year for members of the Training and Development Team, to ensure training content is informed by current practice.

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As a partnership, it is recognised how valuable it is for training to be delivered on a multi-agency basis as an effective way of bringing practitioners from different agencies together to gain a better understanding of their roles and responsibilities. The training and development team hold regular meetings with key individuals who are responsible for training across other agencies to identify gaps and review current training packages. This also ensures that a culture of inter-agency cooperation is developed and supported, to safeguard and promote the welfare of children and young people. In addition, regular reviews of content and collaboration with agencies allows the training and development team to measure the impact that training has had on practice and knowledge across teams.

Outside of this, the training and development team attend an inter-regional network for training in child protection, which encourages sharing of best practice across this wider network.

The following appendices can be accessed here: [Local Resources](#)

- LSCP Audit process,
- LSCP Audit Plan,
- LSCP structure diagram,
- LSCP Constitution,
- School Safeguarding Compliance Checklist,
- Subgroup Impact Template,
- Policy Impact Self-Assessment,
- Policy Impact Presentation prompt sheet,
- LSCP 2022-25 Business Plan

