

**REDBRIDGE
SAFEGUARDING CHILDREN
PARTNERSHIP (RSCP)**

**Learning
and
Improvement
Framework**

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1. Introduction

This Learning and Improvement Framework outlines how Redbridge Safeguarding Children Partnership (RSCP) meets its responsibilities as set out in the Statutory Guidance [Working Together to Safeguard Children 2018](#) to create, maintain, review and measure a framework of continuous learning and improvement.

This document is based on the principle that professionals and organisations protecting children and supporting families need to reflect on the quality of their 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. Conversely, when things go wrong there needs to be a rigorous, objective analysis of what happened and why, so that important lessons can be learnt and services improved to reduce the risk of future harm to children.

The RSCP is committed to continuous improvement in the way it works and in the outcomes for safeguarding practice. This Framework outlines the method by which lessons are learned from the different activities of the Partnership, and partner agencies, and how they can best be disseminated and embedded in practice. The aim is to meet the challenges of a changing environment and to further improve safeguarding practice across all agencies. The Framework is therefore flexible, responsive to local, regional and national changes, and makes an integral contribution to the delivery of the RSCP annual priorities action plan.

RSCP Subgroup Chairs report to the Partnership on a regular basis. This helps to ensure that learning from all aspects of the RSCP work is brought together and shared in one place. Members of the Partnership are encouraged to model a commitment to ongoing learning and improvement to their different agencies and this is facilitated via networking events and development days.

The RSCP is also committed to continuing to work with other forums, partnerships, and boards in Redbridge, including the [Redbridge Safeguarding Adults Board](#), the [Community Safety Partnership](#) and the [Health and Wellbeing Board](#), and through the [Barking & Dagenham, Havering and Redbridge \(BHR\) Safeguarding Partnership](#) to share practice and learn from others.

This Framework sets out:

- the statutory duties of the Partnership in terms of learning and improvement; and
- the approaches, methods, and mechanisms used to promote and ensure learning and improvement .

2. Statutory Duties of the RSCP

The [Children and Social Work Act 2017](#) and [Working Together to Safeguard Children 2018](#), sets the framework for the work of the RSCP. A key element of this is provision of a system where “learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice” (page 75). The RSCP Learning and Improvement Subgroup drives much of the above activity. The Terms of Reference (ToR) for the Subgroup can be viewed [here](#).

This Framework has been developed in order to support the RSCP in fulfilling that requirement through development and implementation of a learning culture.

3. Approaches, methods, and mechanisms used to promote and ensure learning and improvement

The RSCP demonstrates a learning culture through its training, scrutiny and challenge functions which contribute to a significant amount of multi and single agency learning. Learning and improvement are promoted and ensured through the following activities.

(a) Safeguarding Training

The RSCP has an annual training programme which is developed through the Training Subgroup. The training programme is designed to support the priority areas for improvement identified in the RSCP Priorities Action Plan for the year, but it is also flexible enough to respond to issues arising during the year from practice audit, local or national policy developments, emerging concerns etc. The programme is varied and incorporates courses, workshops, conferences, briefings, a RSCP development day and online learning. External trainers are commissioned where necessary, but the RSCP is also committed to making full use of expertise and knowledge within the multi-agency, multi-professional Redbridge workforce as a training resource. This is an important way of supporting both organisational and personal development and learning. Train the trainer courses are commissioned and course cascade materials provided in order to facilitate partner agencies and their managers to deliver briefings, workshops, and bite-sized training sessions in settings and times that are convenient for their workforce. This method of cascade training supports the dissemination of safeguarding awareness and messages across wider workforce.

As well as the RSCP, a substantial amount of safeguarding training is also provided by individual partner agencies for their staff and volunteers. The RSCP has clarified the different levels of responsibility for training as follows:

1. Employing agencies are responsible for ensuring that all their staff who come into contact with children receive basic and induction safeguarding training (Level 1) in order to recognise indicators of child maltreatment and refer safeguarding concerns.

2. The RSCP Training Programme will provide core training and sessions at Level 2 on a range of safeguarding topics reflecting national and local priorities on a multi-agency basis for ~~all~~ professionals and volunteers who work together to assess, plan, intervene, and review the needs of a child and parenting capacity, where there may be support needs or safeguarding concerns. The RSCP may also provide specific briefings for staff and volunteers in this group, which may be on a multi or single agency basis, on identified priority topics.
3. The RSCP may provide specialist multi-agency training (Level 3) commissioned by partner agencies for staff working in specialist child protection roles involving management, supervision, or leadership. This training will be fully funded by those agencies involved.

The latest edition of the RSCP Multi-Agency Training Programme and additional information on training, can be viewed on the [RSCP website](#).

(b) Evaluation of Safeguarding Training and its Impact

The RSCP, through its Training Subgroup, the ToR for which can be viewed [here](#), is responsible for monitoring and evaluating the effectiveness of training provided to safeguard and promote the welfare of children. This includes, not only multi-agency training commissioned by the RSCP, but also single agency training provided by individual partner agencies. The RSCP is committed to evaluation of the impact of training on quality of practice and improved outcomes for children, gaining an understanding of what difference has training made. This has been primarily sought through feedback requested from line managers and participants on the difference training has made to their practice. This is not however enough. The Training Subgroup will be developing new strategies for evaluating the impact of training. This is likely to involve direct questioning of a sample of participants and their managers three months after attendance on training, to seek direct evidence of **how the learning has been taken back into the worker's practice and agency, and of its impact on practice.**

(c) Case Reviews

Case Reviews can take many different formats including Rapid Reviews, implemented following Local Authority Serious incident notifications, local Child Safeguarding Practice Reviews (CSPR), national CSPRs, local learning reviews and Domestic Homicide Reviews. Whilst some reviews have specific criteria, key is whether a case could provide useful insights into the way organisations are working together to safeguard and protect the welfare of children.

The RSCP will commission a CSPR in line with the criteria detailed in the Children and Social Work Act 2017 and Working Together to Safeguard Children, in consultation with the national CSPR Panel. The Panel may decide that a national review should be undertaken on a case, which they will instigate.

In relation to a DHR, the decision to undertake this form of review is made by the Chair of the Community Safety Partnership. Where a CSPR is also deemed necessary, there will be joint co-ordination to avoid duplication.

Whatever form a case review takes, learning will be cascaded to partner agencies through briefings, practitioner workshops, reports, and training. Any recommendations will be implemented via Action Plans.

(d) Multi-agency and single agency audits and self-assessments

The RSCP, through the Learning and Improvement Subgroup, undertakes multi-agency audits and self-assessments. These may be prompted by themes arising from case reviews, areas of development identified in single agency audits or inspections, or arising from national themes of [Joint Targeted Area Inspections \(JTAs\)](#). The findings, learning and recommendations from any multi-agency audits or self-assessments are reported to the RSCP and Action Plans developed for monitoring through the Subgroup. The RSCP will also seek assurance from single agencies relating to their quality assurance activities in relation to safeguarding. This will include oversight of audits etc.

(e) Learning from inspections

The RSCP requests and receives the report of any inspection carried out with a partner agency, for example, by Ofsted, HM Inspectorate of Constabulary, Fire and Rescue Services, HM Inspectorate of Probation or the Care Quality Commission (CQC) or jointly as in the case of a [Joint Targeted Area Inspection \(JTAI\)](#). The RSCP will have oversight of any action plans developed to address its recommendations. Progress against the action is monitored at regular intervals by the RSCP.

(f) Learning from child deaths

All child deaths in Redbridge are reviewed as part of the [Child Death Review \(CDR\)](#) process, led by the Child Death Overview Panel (CDOP), through the receipt of an Annual CDOP Report.

(g) Scrutiny of Performance Data

The RSCP has a multi-agency dataset for consideration at each quarterly meeting. The **dataset is a 'live' document and continues to** develop and amended in line with changing priorities. To focus challenge and scrutiny, the statutory safeguarding partners can identify a **particular area for the focus of a 'deep dive'**.

(h) Consultation with Children and Young People

It is a priority for the RSCP to ensure that the voices of children and young people are clearly heard in all its work, and that safeguarding practice takes full account of the views, wishes, feelings and priorities of young people. The RSCP Chair meets with the Redbridge Youth Council regularly and the agreed priorities for the Youth Council are presented to the RSCP. The RSCP is working with the [UNICEF Child Friendly Borough Programme](#).