Multi-agency Safeguarding Training and Workforce Development Sub-Committee

Terms of Reference

Overall aim:
1.1 The Training and Workforce Development Sub-Committee will have strategic oversight of safeguarding workforce development across the partnership, in particular safer recruitment, induction training, managing of allegations against persons in a position of trust, etc.
1.2 The Training and Workforce Development Sub-Committee will be responsible for the development of and implementation of inter-agency, multi-disciplinary training and on behalf of the Safeguarding Children Board.

Statement of purpose
2.1 To plan and provide quality training for staff and volunteers to enable them to safeguard and promote the welfare of children.
2.2 To ensure that both single and inter-agency training is delivered to a consistently high standard
2.3 To ensure that a process exists for evaluating the effectiveness of training. Outcomes from evaluation should inform the planning of training.
2.4 The purpose of training for interagency work is to help develop and foster the following, in order to achieve better outcomes for children and young people, which include:
   - shared understanding of the tasks, processes, principles and roles;
   - responsibilities outlined in national guidance and local arrangements for safeguarding and promoting the welfare of children;
   - more effective and integrated services at both strategic and individual case level;
   - improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action;
   - effective working relationships, including an ability to work in multi-disciplinary groups or teams;
   - sound decision making, based on information sharing, thorough assessment, critical analysis and professional judgement;
   - safer recruitment practice across the partnership;
   - induction training across the partnership; and
   - managing of allegations against persons in a position of trust

Function, role and responsibility
3.1 The Training and Workforce Development Sub-Committee will be responsible to:
- Strategic overview of local safeguarding training needs
- Responding to recommendations from OFSTED as well as local and national serious case reviews
- To respond to and incorporate new legislation and government guidance into training and workforce development.
- Strategic oversight of the development and implementation of measures to access and evaluation the impact of training on practice.
- Scrutinise impact evaluation of training delivering and improvement on practice
- Strategic oversight of workforce development in particular safe recruitment, induction training and management of allegations against persons in position of trust across the partnership.

Membership
4.1 The Training and Workforce Development Sub-Committee consists of the representatives from the following agencies:
- Wandsworth Clinical Commissioning Group (CCG) – (Chair)
- Children’s Services
  - Prevention and Intervention (Early Years, Play Services, Youth Services (Youth Support and Youth Offending)
  - Children Specialist Services - Social Care – Family & Community Services and/or Youth Support Services (TYS)
  - Education and Inclusion Services (EWS)
  - Workforce and Development Service
- South West London and St George's Mental Health Trust – Adult MHT and CAMHS
- St George’s University Hospitals NHS Foundation Trust
- Council Housing
- Education settings/schools
- Voluntary sector
- Faith sector
- Private & Independent Sector
- Wandsworth Safeguarding Children Board Business Manager

4.2 It is chaired by the Wandsworth Clinical Commissioning Group (CCG). A vice-chairperson will be appointed by the Sub-Committee and will deputise for the Chairperson when the latter is unavailable or by previous arrangement.

4.3 The membership of this Sub-Committee is not closed. The group will co-opt other members either as permanent or temporary members of the group as appropriate, such as colleagues from the Police, Probation, a lay member, voluntary sector, etc.
4.4 There is a clear expectation the agencies will be represented at an appropriate knowledge of training needs and processes to enable them to make informed contributions to the development and evaluation of a training strategy.

**Meetings**

5.1 Meetings will be held at quarterly intervals throughout the year.
5.2 Meetings will be facilitated by the WSCB and held at Council premises.
5.3 Meetings will be recorded and minutes of the meetings will be circulated to all members of the Sub-Committee following each meeting, for consideration at the next meeting.

**Reporting arrangements**

6.1 The Monitoring Sub-Committee will report to the Executive and Main WSCB on a regular basis.