



Kingston and Richmond  
Safeguarding Children Partnership

## **Kingston & Richmond Safeguarding Children Partnership Learning & Development subgroup Sub Group Terms of Reference**

### **Purpose:**

The Learning and Development Sub Group is responsible for the identification, planning, delivery and evaluation of training to ensure all those coming into contact/working with children in the boroughs of Richmond upon Thames and Kingston upon Thames are competent and up to date with current legalisation and procedures to help them safeguard and promote the welfare of children effectively.

The sub group ensures that policies and procedures are in place relating to training people who work with children and young people or in services affecting the safety and welfare of children. It oversees the provision and evaluation of safeguarding training across the children's workforce in both boroughs. It also ensures that the learning and development activity takes account of developments in national and regional policy and practice, as well as relevant research, and provides advice to agencies on their in-house safeguarding training.

### **Roles and responsibilities:**

- To develop and implement a strategy for multi-agency safeguarding training.
- To commission and implement a suitable multi-agency training programme for the partnership.
- To ensure the Kingston and Richmond Safeguarding Partnership's training programme is developed within the context of current local, regional and national policies, research and practice developments.
- To ensure that training reflects an understanding of the rights of the child and is informed by an active respect for diversity and a commitment to ensuring equality of opportunity.
- To manage the identification of training needs and use this information in the planning and commissioning of the KRSCP training programme to ensure needs are met.
- To monitor access to and take up of single and inter-agency safeguarding training to ensure that local needs are being met across all sectors, including the voluntary and community sector.
- To ensure that both single and inter-agency training is delivered to a consistently high standard.
- To monitor and evaluate the effectiveness and impact of the KRSCP training programme to inform future developments and improvement.
- To promote the training programme and encourage agencies / teams to access both single agency and multi-agency training opportunities.
- To coordinate and ensure the effectiveness of online safeguarding work across all member agencies on behalf of Kingston & Richmond Safeguarding Childrens

Partnership and effectively promote and safeguard the welfare of children and young people in a digital world

- To offer opportunities to embed learning and change practice
- To maintain strong links with the Quality and Innovation and Serious Case Review Sub Groups to ensure that learning from these groups and themes identified are incorporated into the KRSCP training programme.
- To monitor the training budgets for KRSCP and provide reports to the KRSCP main Boards as required.

### **Governance arrangements:**

The Learning and Development Sub Group is chaired by Suzanne Parrott, Head teacher, AFC Virtual School and is coordinated by Daksha Mistry, Learning & Development Manager, and KRSCP.

- Sub Group meetings will take place four times per year.
- Sub group members are expected to attend every meeting. Where there is a legitimate reason for nonattendance an apology must be sent and a representative nominated to attend. Attendance at Sub Group meetings will be monitored and lack of representation from agencies will be highlighted.
- Meeting agendas will be circulated at least five working days before the meeting. Minutes will be distributed to Sub Group members after the meeting.
- The Sub Group Chair will report quarterly on activity and outcomes achieved by the sub group to the Kingston and Richmond main Boards. The sub group chair will attend the meeting of sub group chairs facilitated by the Chair of KRSCP.

### **Sub Group members' responsibilities:**

- To attend sub-group meetings four times a year and at more regular intervals, where necessary.
- To take an active role in the delivery, monitoring and evaluation of both single agency and multi-agency training
- To ensure all managers and staff across all sections of the partnership are aware of training and development opportunities, including KRSCP training, and to promote the relevance of ongoing professional development in the work of safeguarding and protecting children.
- To develop opportunities to embed learning from audits, Child Practice Safeguarding Reviews and LLRs
- To ensure the training delivered by KRSCP or other training providers is consistent with the KRSCP training strategy, legal frameworks, current safeguarding policies & procedures, and the wider safeguarding agenda.
- To provide a Learning and Development Annual Report to the KRSCP Senior Leadership Group.
- To raise awareness and support within your own setting and sector of the multi-agency training and learning opportunities being offered by KRSCP