#### Purpose

To understand need, procure, co-ordinate, promote, quality assure and evaluate learning and development activities for the children and family workforce on behalf of the IOWSCP and IOWSAB.

#### Objectives

To annually review a learning and development policy and produce a multi-agency learning and development plan aligned to the IOWSCP and IOWSAB Business Plans that also reflects recommendations arising from inspections, audits, and Child Safeguarding Practice Reviews/ Safeguarding Adult Reviews. To monitor, quality assure and evaluate the effectiveness of multi-agency learning and development, on frontline practice in safeguarding and promoting the welfare of adults, children and families

#### Responsibilities

* Identify multi-agency learning and development needs by undertaking an annual learning needs analysis.
* Develop, maintain, and review a multi-agency Workforce Development policy.
* Support progress of relevant actions in SCP/SAB Business Plans.
* Agree a costed programme of SCP/SAB and joint learning events and contribute to commissioning arrangements on behalf of the Partnership.
* Ensure that learning events remain up to date, relevant and provide local context.
* Ensure that the ‘voice of the child’, a Family Approach and the ‘voice of adults with a lived experience’ are considered in the commissioning of the multi-agency learning and development programme.
* Ensure that professional curiosity is woven into all learning and development
* Ensure that learning from audits, inspections and case reviews is incorporated within the multi-agency learning and development programme.
* Consider opportunities for children and adults with a lived experience to contribute to the SCP and SAB annual conferences respectively.
* Consider, through member updates, agency compliance with in-house and multi-agency learning and development and to escalate risks to the IOWSCP Executive Group and Safeguarding Adults Board through the risk register.
* Monitor and evaluate the quality and effectiveness of the programme of learning through observations and impact assessments.
* Work with other strategic boards to maximise co-commissioning of learning events to achieve efficiency and promote a family approach.

#### Accountability

* The Group will be directly accountable to the IOWSCP Executive Group and the SAB.
* The Chair will report to the Executive Group/SAB on quarterly basis the activity of the group as well as learning and development needs, issues relating to the provision and quality of learning and development programmes and evaluation of impact.
* Challenge regarding the quality and range of safeguarding learning and development provided by organisations will be made for the SCP through the Section 11, Safeguarding in Education audit processes and other audits of safeguarding training undertaken by IOWSCP/SAB

#### Membership

The group will have as a minimum membership of the following:

* Isle of Wight Council Children’s Social Care
* Isle of Wight Council Adult’s Social Care
* Hampshire and Isle of Wight Integrated Care Board
* Hampshire and Isle of Wight Constabulary
* Isle of Wight Council Learning and Development
* Education sector
* Voluntary sector
* Isle of Wight Youth Offending Team
* National Probation Service

To ensure multi-agency support and engagement, the Chair and Vice Chair should be representatives from different agencies.

To ensure their agency is appropriately represented at all meetings, any member delegating attendance to another colleague, must ensure their deputy has the same decision-making authority. Any substitute should be of the same grade or one grade lower within their organisational structure.

#### Frequency of meetings

The WFD Group will meet quarterly.

#### Quoracy

The WFD Group will be quorate when at least half of its members are present including members from the three partner agencies, including the Chair or Deputy Chair.

#### Support from the SCP/SAB Partnership Teams

* Agree the agenda with the Chair at least four weeks before the meeting
* Send the agenda and supporting papers to members one week in advance of the meeting
* Produce and send to members the meeting minutes and an action tracker no later than two week after the meeting
* Maintain an up-to-date list of members and their contact details
* Organise and provide administrative support for any task and finish groups commissioned
* Provide support to the group to enrich and improve local processes and procedures

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| Date reviewed: | May 2022 |
| Next review date: | May 2023 |
| Date reviewed: | May 2023 |
| Next review date: | May 2024 |