

**Early Help and Prevention Multi-Agency Training
Annual Report 2022-23**



“Fabulous and engaging training as always. Loved it!!”

Key Data on Multi-Agency Training

	2022-23	2021-22
Total number of learning events delivered	87	108
Total number of attendances at learning events	1040	1381
Average attendance at learning events	12	13
Total days of training provided (full-time equivalent)	55	62
No of facilitators from partner organisations contributing to delivery of training	24	30

Attendance - By Agency

YEAR	NCC	NHCT	HDFT	CNTW	Police	Prob / CRC	VCS	School	GP	Other	TOTAL
2022-23	631	101	78	97	1	7	61	45	7	12	1,040
Comparison with Previous Year											
2021-22	919	122	78	7	2	101	85	4	90	1,408	

Trainer Days Provided – By Agency

YEAR	NCC	NHCT	HDFT	CNTW	Police	Probation	VCS	Other/External
2022-23	56.5	5.5	0	8	1.5	0	0	13
Comparison with Previous Year								
2021-22	58.25	9	4.5	2	0	2.5	20	

Courses Provided in the Programme

Courses shaded in blue were provided only via virtual platform.

Early Help Assessment	Solution Focused Approach	Motivational Interviewing
Outcome Star	Neglect Toolkit	Introduction to Attachment
Anxiety Management in Children	Managing Low Mood in Children	Bereavement and Loss
Introduction to ADHD	Introduction to Autism	Self Harm
CPVA Briefing	CPVA Toolkit	CARE Trauma Awareness
Eating Disorders	Understanding Adolescence	Knife Crime
Introduction to Resilience	Hidden Sentence	Young Carers
SORTED: Introduction to Substances	SORTED: Cannabis, Stimulants and Solvents	ROAR: A Primary Mental Health Approach
Working with Gender Identity and Sexual Orientation	Healthy Parental Relationships (Parental Conflict)	Working with the Impact of Early Adversity
Young People’s Gaming and Gambling	Child Development	

E-Learning

A wide range of e-learning is available to the children and families' workforce via Northumberland County Council's learning platform, Learning Together. This includes safeguarding topics (eg Child Protection, Criminal Exploitation, MAPPA, FGM etc) but there is also an offer on wider themes which are relevant to early help and prevention. This includes:

- Early Help for Children and Families
- Signs of Safety Awareness
- Autism Awareness (Level 1)
- Self-Harm (Children and Young People)
- Speech, Language and Communication Needs
- CLASP (Housing protocol for care leavers)
- Understanding SEN Support and EHCPs
- The Education of Looked After and Previously Looked After Children
- Drug and Alcohol Awareness
- Parental Conflict and its Impact on Children
- Make Every Contact Count (MECC)
- Introduction to Mental Health (newly developed in 2022/23)

Overview and Analysis

"The session informed my learning on a huge scale"

The focus of 2022-23 has been to re-introduce those courses which were not viable to deliver via a virtual classroom as we have been able to provide face-to-face training again. We have also carefully considered how to retain the benefits of using virtual platforms whilst recognising the value of staff from different disciplines and agencies being in a room together – and training being more skill-based and interactive.

The training is constantly under review in response to local and national issues, and this year SORTED courses have adapted their course offer to include information about solvent-use as this was a recommendation of a local case review.

A significant number of the programmed courses relate to mental health and emotional well-being issues. This has been a priority of NCASP and is a nationally recognised issue for children and young people as we recover from the Covid pandemic. Northumberland's Integrated Wellbeing Service (IWS) also provide a training offer related to Public Health priorities and this includes mental health of children and adults. Their offer is open to anyone living or working in Northumberland. We therefore liaise closely with IWS to ensure we avoid duplication and provide consistent messages. The IWS course offer is advertised alongside the EH&P training to ensure the Northumberland workforce is fully aware of the breadth of training available.

Attendance figures show that NCC staff are the main users of the training, with strong attendance by health professionals from the three trusts. The fall in VCS attendance is mainly because Action for Children and Barnardos staff in the Central and South-East Children's Centres have transferred into NCC employment.

We see a pattern with the training that new staff joining the workforce attend many of the courses in their first months of employment and have had feedback from some of these delegates that they 'learnt their job' from the multi-agency training.

**“The two hours were engaging, easy to follow and full of information.
Came away knowing so much more about this topic than I did before.”**

Funding the Programme

Most of the courses are facilitated as ‘goods in kind’ by specialist staff and trainers from partner organisations. The exceptions to this are:

- Knife Crime – provided free by the Violence Reduction Unit
- Young People’s Gaming and Gambling – provided free by NECA
- Young Carers Awareness – provided by Carers Northumberland as part of an SLA with NCC
- Healthy Parental Relationships (Parental Conflict) - funded by NCC as part of government initiative
- English Unlocked – private provide - funded by NCC (£500)
- Working with Resistant & Uncooperative Families - private provider funded by NCC (4 x £800 = £3,200)

During Covid restrictions, when all training was delivered using virtual platforms, the cost of the programme reduced because we avoided venue costs. However, as we re-introduced some classroom-based training in 2021-22, our spending on this element of the programme was approximately £2,300.

This makes the total cost of the 2021-22 training programme approximately £6,000 (excluding staff time to coordinate and facilitate).

Evaluation of Training and Impact on Practice

“I have been inspired!”

Delegates are always asked to complete a post training evaluation. Some trainers use their own service-specific evaluation format, but for most courses the standard EH&P evaluation is issued. The data below is taken only from that electronic form. The percentages are based on a return of 203 delegates:

Quality Standard	Strongly Agree	Agree	Neutral	Disagree or Strongly Disagree
The training was well-organised and easy to follow	85%	14%	1%	
The trainers were knowledgeable on the subject	89%	10.5%	0.5%	
The training was relevant to my role	69.5%	28.5%	1.5%	0.5% *
I was given the opportunity to participate and interact	82%	16%	2%	
My contributions were listened to, valued and respected	79.5%	18%	2.5%	
The training will impact positively on my professional practice	70.5%	27.5%	1.5%	0.5% *

Overall quality of the training:

★	★ ★	★ ★ ★	★ ★ ★ ★	★ ★ ★ ★ ★
0.5% *		1.5%	27.5%	70.5%

* This relates to one unhappy delegate

Delegates are asked to highlight the most useful element of the training and this qualitative feedback has clear themes, as exemplified in the following sample feedback:

<p>Knowledge and skills of the trainers</p>	<ul style="list-style-type: none"> • The trainer was very well informed and knowledgeable. She clearly demonstrated her passion and compassion and that made the whole session very engaging. • The knowledge from the trainers - from experience as well as the literature - was absolutely full of information • The trainers are SO knowledgeable about this subject. The training was amazing. So informative. We were given a lot of information which could easily have been overwhelming but because of the way they delivered it, it wasn't at all. It was very informal, with lots of opportunities for us to share stories, discuss with colleagues etc. I loved that they had prepared for different learning styles - it wasn't all just sitting listening to them. A really valuable course, thank you! • Brilliant trainer!! • The nurturing environment, ability to share practice and the knowledge of the trainers, years of experience shared. • Trainer was knowledgeable and excellent. • The trainers complemented each other so well in terms of personality and professional knowledge.
<p>Materials and Resources Provided</p>	<ul style="list-style-type: none"> • There were lots of helpful resources provided to support young people • The link to the padlet we can share with parents and young people. • I found the resources useful I will be able to share with families in practice • The tools are easy use in day-to-day practice. • Lots of practical ideas • Such a valuable and practical visual tool for working with families. • This training is so relevant to the EHFV role!! I left feeling so inspired and wanted to use immediately. I particularly love the guide which allows families and practitioners to identify where they are at. It gives clarity when setting goals how to move up the scale. The documents designed for children are excellent too - I will definitely be using them! • The new strategies about unpicking information were really good
<p>Interaction and discussion with colleagues</p>	<ul style="list-style-type: none"> • The discussions are always useful. seeing others' points of view and learning about their experiences • Listening to other people's point of view within the range of roles • It was very interactive and we engaged in substantial topic-based discussion • Face to face and sharing experiences with other staff from other services • I enjoyed the discussions that everyone was able to have and hearing everyone else's experiences or thoughts on the situation. • Very friendly delivery; everyone was encouraged to participate and share opinions
<p>Training related to real life / local examples</p>	<ul style="list-style-type: none"> • The examples you both gave were heart-warming, heartbreaking and extremely helpful in terms of understanding the impact • I found the anecdotal comments shared by a variety of people really interesting and makes it very relatable. • Very detailed and showed ways to complete the new forms • Local knowledge • Tips on how to streamline referrals • How the trainers made excellent links to practice. • The trainer gave differentiated advice and contacts relevant to each participant's job role. • The personal experiences of the trainers are always full of information

A more focused long-term impact evaluation of the CPVA Toolkit training has been revisited this year as part of the work of the CPVA Steering Group. This followed up delegates who had attended this training over a 12-month period and responses showed:

- 54% of delegates had gone on to use the tools promoted in the training
- All 9 of the Respect tools had been used by delegates – with an average score of 7/10 for their effectiveness. Delegates provided detailed examples of how the use of the tools had impacted positively on specific young people and parents
- 54% of delegates had discussed use of the CPVA tools in supervision
- As a result of the training, a significant number of delegates had gone on to discuss specific CPVA situations with Respect practitioners, the CPVA gatekeeper or CPVA specialist workers in Northumberland Adolescent Services (NAS)

**“The feedback from the ‘triangles’ was really positive.
Especially from mum, she totally understood the change in family dynamic when using a visual tool”**

Support for Strategic Objectives

Family Hubs:

Cross-sector training is central to the workforce development requirements of Family Hubs. The provision of multi-agency training on a wide range of issues (not just child protection) enables the evolving multi-disciplinary teams to share expertise and explore new opportunities for joint work practices based on mutual understanding of current theory and practice.

CARE Northumberland:

The Early Help and Prevention training programme is an effective vehicle for promoting and embedding trauma-informed, resilience focused practice across sectors. The cohesive nature of the programme ensures that this ethos is consistently communicated across the range of training topics and supports the implementation of the graduated learning framework ‘Growing Resilient Children and Adults in Northumberland’.

Thriving Together / Strengthening Communities

Providing high quality training to the voluntary sector builds capacity in non-statutory community organisations who provide both universal and targeted services and supports capacity-building in local communities.

Emotional Health and Wellbeing of Children and Young People / Be You (Mental Health in Schools)

The EH&P training programme has a strong focus on mental health and emotional well-being topics. Using local professionals with specific expertise to facilitate learning ensures that the course content is directly linked to local service provision and is responsive to local need. It helps to ensure that children and parents/carers are being given consistent advice and support as they access a range of services at universal, targeted or specialist level.

Conclusion

The ongoing commitment of partner organisation to this programme is at the heart of its success. Our ability to provide learning in a range of formats has been enhanced by our experience of having to use virtual platforms and digital learning over the past three years. We are now in a strong position to make best use of technology whilst also providing essential opportunities for colleagues from a range of occupations to come together in a shared learning space

Anne Lambert (Learning and Development Coordinator)

May 2023