



NSSCP SUB-GROUP Terms of Reference

Learning and Development

1. AIM

The aim of the Sub-group is to drive forward the strategic priorities of the North Somerset Safeguarding Children Partnership (NSSCP).

2. PURPOSE

The purpose of the sub-group is to coordinate matters arising from the meetings of the NSSCP's Executive.

The aim of the sub-group is to drive forward the strategic priorities of the NSSCP's Executive.

- Contribute to the development of the NSSCP Annual Business Plan
- Produce an annual work plan ensuring that it contributes to the objectives of the NSSCP Annual Business Plan
- Promote learning opportunities from national and local developments, case reviews, audits, internal and external challenge and scrutiny and share with workforce
- Develop effective and appropriate multi-agency courses that are driven by the needs of the workforce and national/ local developments
- Ensure that partner agencies are kept informed of developing safeguarding agendas and opportunities for learning and improvement
- Quality assure NSSCP multi-agency training and professional development activities and evaluate of the impact of this training
- Maintain oversight of partners Learning Improvement Framework(or equivalent) and monitor delivery
- Ensure that additional sub-groups are tasked with relevant work and that relevant information is communicated to sub-groups, the Executive and the Partnership

3. KEY PRIORITIES

(These will be directly linked to the Interim Workplan and future Strategic Plan)

- Identifying and promoting a learning culture
- Develop training in response to feedback and audits
- Continue to embed neglect as a key area of learning throughout respective partnership training requirements
- Continue to educate multi-agency partners on the impact, outcomes and responses following trauma to children
- Continue to provide training courses on key areas
- Continue to utilise rapid reviews, serious case reviews and Child Safeguarding Practice Reviews (CSPRs) as a learning opportunity

4. ACCOUNTABILITY AND RESPONSIBILITY

- The group is accountable to the NSSCP. The group will report to the NSSCP Execs Plus Group which will met on an 8-weekly basis.
- The Learning and Development sub-group links with other sub-groups and working groups by:

QA and PM Group	Sharing outcomes and feedback from workforce training for quality assurance and scrutiny
CSPR Group	Disseminating to multi agency partners learning from local serious case reviews
Comms and Engagement	Ensuring information sent by comms is in-line with the information we are sharing with our partners
Exploitation and contextual Safeguarding	Embedding learning on CSE and CCE within the Basic, Refresher, CSE and Peer on Peer abuse courses
Childhood Neglect	Develop the Neglect Strategy and Neglect Tools adopted by NSSCP ensuring practitioners are aware of neglect tools to assess and refer

- All members will be responsible for linking to their senior management teams within their agencies and will take on projects/tasks as appropriate to their role on behalf of the group.

5. STRUCTURE

The Learning and Development sub-group will have a Chair and Vice Chair who will share the responsibilities of the group.

In accordance with Working Together 2018 “all NSSCP member organisations have an obligation to provide The Partnership with reliable resources which

will enable it to be strong and effective.” This obligation includes financial and other resources such as administrative support.

6. MEMBERSHIP, QUORACY, AUTHORITY

The sub-group will be made up from the following representatives:

Need to name Chair and Vice-Chair

Name of Member	Job title	Organisation	Representing
CHAIR: Christian Sweeney	Senior Social Worker		
VICE CHAIR: Faye Kamara faye.kamara@nhs.net	Head of Safeguarding (All age),	Bristol, North Somerset and South Gloucestershire Integrated Care Board	Health
	Safeguarding in Education Officer	North Somerset Council	School
Kate Blackburn	Children’s Social Care and Multi Agency Learning and Development Officer	North Somerset Council	Social Workers and children’s centres
Paul Cox	Multi-agency trainer and Pastoral Lead,	North Somerset Council and Milton Park Primary	Primary school and multi-agency
vacant	Learning and development officer (Fostering and adoption)	North Somerset Council	Foster Carers
Rhiannon Richards	Workforce Development Officer	North Somerset Council	Early Years and Childcare Provision
Karen Hickey	Interim Designated Nurse Safeguarding Children	North Somerset	
Daniella Daniels		ICB	N.Somerset

Sharon Doran sharon.doran@nhs.net	Named Nurse for Safeguarding Children	Sirona Care and Health	Community health
Saj Rizvi Saj.rizvi@avonandsomerset.police.uk	Youth Project Coordinator	Avon and Somerset Police	Police
	Health Improvement Specialist	North Somerset Council	Health improvement-mental health

- 6.1 The Chair and Vice Chair of the sub-group will be members of the NSSCP Leads Group and will automatically attend its meetings in that capacity.
- 6.2 Professional advisers may be co-opted as necessary.
- 6.3 To be quorate all meetings of the sub-group must have at least five members from at least three different agencies.
- 6.4 The Learning and Development sub-group is authorised by the Executive of the NSSCP to undertake the activities described in these Terms of Reference.

7. FREQUENCY OF MEETINGS-

A minimum 6 weekly meetings currently which will be reviewed as required.

8. REPORTING AND GOVERNANCE ARRANGEMENTS

Governance and challenge will be provided by the Executive of the NSSCP to support the work of delivering the actions. All sub-group members are responsible for ensuring proactive support and delivery of the Business Plan. The Executive will hold all members to account.

8.1 Principle accountabilities for members of the Learning and Development sub-group

- There is an expectation to attend the Learning and Development sub-group quarterly or send a nominated deputy
- To familiarise themselves with the group's terms of reference
- To undertake a commitment to support the group's work plan by carrying out actions in-between meetings, on occasions working with other group partners in short time working groups.

- 8.2 The chair and vice chair of the Learning and Development sub-group will be appointed by the NSSCP Executive Group for a term of three years.

9. REVIEW OF THE TERMS OF REFERENCE

Terms of reference will be reviewed annually.

Document title:	Date of revision:	Review date:
Learning and development sub-group terms of reference	March 2023	April 2024