

Agenda Item No. 3(a)

DERBYSHIRE COUNTY COUNCIL

MEETING OF CABINET MEMBER – HEALTH AND COMMUNITIES

7 September 2017

Report of the Strategic Director - Economy, Transport and Communities

**COMMUNITY SAFETY LEARNING AND DEVELOPMENT PLAN 2016-2017
REVIEW AND 2017-2018 APPROVAL**

- (1) **Purpose of Report** To inform the Cabinet Member of the training delivered as part of the Community Safety Learning and Development Plan 2016-2017 and to seek approval for the plan for 2017-2018.
- (2) **Information and Analysis** The Community Safety Unit has provided and facilitated training for a total of 3158 delegates on 120 sessions of 17 class-room based courses/workshops and seven e-learning or workbook based modules, during the financial year 2016-2017. The breakdown of courses is as follows:

Course / Module Title – 2015-2016	No. of Sessions
Anti-Social Behaviour (ASB) Awareness (Remedi)	1
ASB for Police Contact Management Staff	3
ASB Victims First Champions Training	5
Children's Services E-CINS Training	13
ASB E-CINS Risk Assessment Matrix	8
ASB E-CINS Refresher	18
Community Safety Introduction	8
Child Sexual Exploitation (CSE) - Recognising and Reporting	6
Domestic Abuse Awareness	4
Domestic Abuse and The Deaf Community	2
Domestic Homicide – Individual Management Review	1
Hate Crime Awareness	10
Integrated Offender Management (IOM) E-CINS Training	2
Multi-Agency Public Protection Arrangements (MAPPA) Foundation Training	1
Illegal Money Lending	2
Multi-Agency Risk Assessment Conference (MARAC) Training (High Risk Domestic Abuse)	6
WRAP (Workshop to Raise Awareness of Prevent)	30
TOTAL	120

E-Learning / Workbook Based Modules – 2016-2017
ASB Victims First Project DCC E-CINS Workbook
ASB Victims First Project E-Learning Module
ASB Victims First Project Derbyshire E-CINS Workbook
CSE: An Introduction (E-Learning Module)
Derbyshire County Council Business Services E-CINS Workbook
Derbyshire IOM E-CINS Workbook
Prevent E-Learning Module (Counter Terrorism)

These Learning and Development opportunities have been accessed by a wide variety of delegates from Derbyshire County Council (DCC) Departments and by partner agencies. The table below provides a breakdown of the delegates by DCC department and organisation.

DCC Department or Organisation 2016-2017	Total
DCC Adult Care	251
DCC Chief Executives	73
DCC Children's Services*	609
DCC Corporate Resources	6
DCC Environment, Transport and Economy	162
DCC Elected Members	2
Apprentices	3
Carers	1
Derby City - Health	20
Derbyshire - Health	100
Foster Carers	63
Mental Health - Derbyshire	20
Mental Health – Derby City	5
Derbyshire Fire Service	55
Police	428
Housing	111
Parent Governors	5
Probation	5
Private Voluntary Independent	337
Early Years / Childcare	12
Education Teachers*	688
Further Education / College	1
Higher Education	12
Other Authorities - <i>local district & borough councils</i>	163
Non-DCC Elected Members	1
Students on placement	22
Volunteer	3
TOTAL	3,158

* Please note high number of Children's Services/Education Teachers due to WRAP and CSE training roll out during 2016 - 2017.

A further breakdown is available, (on request) which includes names of attendees on each course, by department and agency.

Many of the courses have been developed and delivered in partnership with other training teams to increase our capacity e.g. Children's Services, Derbyshire Safeguarding Children's Board, Derbyshire Constabulary and the MAPPA Unit.

In addition to the classroom based provision, we have e-learning and IT workbook based products related to ASB/E-CINS, CSE and Prevent.

Feedback

During 2016-2017, 98.6% of delegates rated the core courses good, very good or excellent overall. The comments show that the content is pitched correctly for the vast majority of multi-agency partners and many delegates say they would recommend these courses to their community safety colleagues.

2017-2018 Community Safety Learning and Development Plan

The Community Safety Learning and Development Plan for 2017-18 is attached as Appendix One for approval.

(3) **Financial Considerations** There are no financial considerations associated with this report.

Other Considerations

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, equality and diversity, human resources, environmental, health, property, social value and transport considerations.

(4) **Key Decision** No.

(5) **Call-in** Is it required that call-in be waived for any decision on this report? No.

(6) **Background Papers** Held on file within the Economy, Transport and Communities Department. Officer contact details – Christine Flinton, extension 38271.

(7) **OFFICER'S RECOMMENDATIONS** That the Cabinet Member:

7.1 Notes the update for the Community Safety Learning and Development Plan 2016-2017.

- 7.2 Approves the Community Safety Learning and Development Plan 2017-2018.

Mike Ashworth
Strategic Director - Economy, Transport and Communities

Derbyshire Community Safety

Learning and Development Plan

2017 - 2018

Version 1.0

May 2017

Author: Katya Bates, Learning and Development Officer
Derbyshire County Council Community Safety Unit



Derbyshire Constabulary



**Derbyshire Community Safety
Learning and Development Plan 2017 – 2018**

Version 1.0 – May 2017

Contents

Introduction	3
Aims	3
Background and Priorities	3
Funding	4
Needs Analysis Overview	4
Courses and E-Learning Provision 2017-2018	4
Communication and Publicity	5
Monitoring and Evaluation	5
Performance Management and Reporting	6
Equalities	6

Introduction

Providing training to help develop the skills needed to deliver community safety outcomes effectively in Derbyshire is a key role of the Community Safety Unit.

This learning and development plan builds on the last seven years and incorporates new information from this year's current priorities and training requests which have been made throughout 2016-2017. It reflects the needs identified through the Community Safety Risk and Threat Process and the Community Safety Agreement.

A rolling calendar of training events to address the learning and development needs identified has been developed and details for how these courses and events will be promoted is incorporated into this plan.

Monitoring and evaluation of the plan and the individual events are key to the success of the plan and are detailed in subsequent sections.

Aims of this Learning and Development Plan

- To reflect the training requirements of partners, to help them meet and deliver the priorities set out in the County Community Safety Agreement 2017-20
- To help all partners respond to the changing needs of the Community Safety agenda
- To state the scope of the training we are able to offer and to whom it will be offered
- To develop a calendar of learning and development events, and modular programmes within budget for the year 2017-2018
- To set out how training will be promoted to all partners
- To establish a procedure for the monitoring, evaluation and performance management of training events and the training plan.

Background and Priorities

The Community Safety Unit and its partners currently work to a set of clearly defined local priorities for 2017-2018, set out in the County Community Safety Agreement 2017-20:

- Anti-Social Behaviour (ASB)
- Cyber Crime
- Domestic Abuse
- Economic Crime
- Killed & Seriously Injured Road Collisions
- OCGs (Organised Crime Groups)
- OICHTE (Organised Immigration Crime, Human Trafficking and Exploitation)
- Rape and Serious Sexual Assault
- Safeguarding Adults
- Safeguarding Children

- Serious Acquisitive Crime
- Substance Misuse
- Terrorism and Domestic Extremism

All courses, e-learning and training events will be focussed around the priorities listed above and any emerging priorities during the course of the year.

Funding

The programme will be funded from the Community Safety Unit budget and from resources provided by partner agencies e.g. Derbyshire Constabulary and Children's Services trainers, venues etc.

Needs Analysis Consultation

In order to be effective in meeting the risk areas / priorities outlined above, the new plan takes into account the needs of all partners working towards reducing crime in Derbyshire. During 2016-2017, partners were given the opportunity to raise any additional requirements for the Community Safety Learning and Development Plan.

Courses and E-Learning Provision 2017-2018

To meet the risk and threat priorities and identified training needs, the following classroom based training courses have been planned across the financial year:

Course	Duration	No.
ASB Awareness Training (Remedi)	Half Day	1
ASB for Police Contact Management (<i>with Derbyshire Constabulary</i>)	Half Day	3
ASB Victims First Champions Training (<i>Including PCSOs training</i>)	Full Day	7
ASB Children's Services E-CINS Training (<i>with DCC Children's Services</i>)	Half Day	2
ASB E-CINS Refresher Training	Half Day	1
Domestic Abuse Awareness Training	Half Day	4
Hate Crime Awareness Training	Half Day	8
Introduction to Community Safety	Half Day	4
MARAC (Multi-Agency Risk Assessment Conference – identifying high risk domestic abuse)	Full Day	4
WRAP (Workshop to Raise Awareness of Prevent – counter terrorism)	Half Day	12
	TOTAL	46

In addition, the following E-Learning / Workbook training is available / under development:

Course	Platform	Duration
ASB Victim's First E-Learning (ASB case Management process and risk assessment)	Police NCALT	30 mins
Child Sexual Exploitation: An Introduction	DCC Learning Pool	45 mins
Derbyshire E-CINS Workbook (ASB case management using E-CINS)	E-CINS	2 hours
Derbyshire County Council E-CINS Workbook (Children's Services / Adult Care)	E-CINS	2 hours
Derbyshire County Council Business Services E-CINS Workbook	E-CINS	20 mins
Derbyshire E-CINS IOM Workbook (Integrated Offender Management using E-CINS)	E-CINS	2 hours
Domestic Abuse: An Introduction (Under development)	DCC Learning Pool	45 mins
Modern Slavery and Human Trafficking: An Introduction (Under development)	DCC Learning Pool	60 mins
Prevent (Counter Terrorism)	DCC Learning Pool	45 mins

Communication and Publicity

All training courses and events will be promoted to the groups listed in this document via the following methods:

- Advertised on the Safer Derbyshire Website in the training section with online booking forms. One off events, such as briefings and conferences will be in the news/events section.
- Email – with appropriate information and a link to the online booking form.
- Flyers and booking forms can be posted / faxed if recipients do not have email access.
- Word of mouth / awareness raising at meetings and events.
- Highlighted in bulletins and departmental communications as appropriate.
- Direct targeting of specified groups related to larger projects e.g. E-CINS via meetings / team briefings / email.

Monitoring and Evaluation

- Training will be recorded using Derbyshire County Council's Learning and Development Management System (LMS) and Learning Pool (DCC's e-learning platform). Where training is administered by external partners, this will be collated and added into the yearly report.
- Evaluation of courses / materials will be carried out immediately after each event and some ongoing courses will be dip tested at intervals to show the longer term benefits for individuals, the organisations they work for and work towards the priority areas.
- Evaluation information will be collated and trends identified, to aid further development of the provision.

Performance Management and Reporting

- This plan will be revised at least quarterly, to show development and progress throughout the year. Each new version will be saved separately.
- Progress against the plan will be reviewed during 1:1 sessions and using the My Plan process every six months.
- Reports will be made annually to the meeting of the Cabinet Member – Health and Communities, detailing progress against the plan and evaluation information.

Equalities

Learning and Development courses, events and course resources adhere to DCC Equal Opportunities Policy and Corporate Equality Plan. The Council's policy is to provide services fairly to all sections of the community and to ensure we deliver our services in line with the Equalities Act 2010.

- Specific requirements of delegates in respect of access to venues, course resources, dietary requirements or other needs are collected via the booking forms in order to ensure that delegate needs are met in relation to the above statement.
- Suitable adjustments will be made to ensure the inclusion of all delegates. Where this is not possible, tailored courses may be offered.
- Course resources / bookings forms will be provided in accessible formats.
- Venues are chosen carefully to ensure suitability and ease of access for all.