

Derbyshire County Council

Meeting with Cabinet Member, Health and Communities

15 April 2014

Report of the Strategic Director, Health and Communities

**Derbyshire Community Safety Learning and Development Plan
2014/2015**

1. Purpose of the report:

To approve the Community Safety Learning and Development Plan for 2014 2015.

2. Information and analysis:

The Community Safety Learning and Development Plan for 2014/15 is attached as Appendix One for approval.

In addition to the established Community Safety courses, this year's plan contains Champions Training roll out for the ASB Victims First Project and dates for the successfully piloted 'Identifying Child Sexual Exploitation' – *Training for Community Safety Partners*.

The ASB Victim's First Project launched in April 2013. The project is a combination of an agreed risk assessment tool and multi-agency case management for incidents of anti-social behaviour. The training programme has already rolled out to police and partner agencies in Chesterfield, Bolsover, North East Derbyshire, Amber Valley, Derby City, Erewash and South Derbyshire during 2013/14 and has been reviewed via classroom evaluation and focus group feedback. The training package has since been revised into a shorter 30 minute E-Learning package and a workbook for frontline staff. Line managers and team leaders can attend a classroom based full day training session to become ASB Victims First Champions. All aspects continue to be developed and delivered in partnership with Derbyshire Constabulary. The final phase of roll out will include staff from the High Peak and Derbyshire Dales in September 2014. Further monthly 'mop-up' sessions will be planned in to ensure and new members of staff are fully trained in the new systems and processes into 2015.

Identifying Child Sexual Exploitation – *Training for Community Safety Partners* was piloted on the 2nd May 2013 and following successful evaluation and very high demand, it has been added to the training programme as a regular course for 2014/15. The course content has been reviewed and revised in line with the Derbyshire Safeguarding Children's Board Child Sexual Exploitation Strategy.

In order to facilitate access to training, details of each course will be widely circulated via e-mail to Elected Members and community safety partners throughout the year. In addition, courses information is available on the Safer Derbyshire website.

3. Other considerations:

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

4. Background papers:

N/A

5. Key Decision:

No

6. Call-in:

Is it required that call-in be waived for any decision on this report?
No

7. Strategic Director's recommendation:

That the Cabinet Member approves the Community Safety Learning and Development Plan for 2014 / 2015.

David Lowe
Strategic Director
Health and Communities

Derbyshire Community Safety Learning and Development Plan 2014-2015

Version 1

March 2014

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Derbyshire Constabulary



**Derbyshire Community Safety
Learning and Development Plan 2014 – 2015**

Contents

Introduction	3
Aims	3
Background and Priorities	4
Funding	4
Needs Analysis Overview	4
Calendar of Community Safety Learning and Development Events	5-10
Communication & Publicity	11
Monitoring & Evaluation	11
Performance Management & Reporting	11
Equalities	11

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 six years and incorporates new information from this year's needs analysis and training requests which have been made throughout 2013-2014.

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 2011 - 2015
- 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 2014/2015
- 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 works to a set of clearly defined local priorities set out in the County Community Safety Agreement:

- Safeguarding Children
- Drugs
- Alcohol Related Harm
- Safeguarding Vulnerable Adults
- Domestic Abuse
- Serious Acquisitive Crime / Offender Management
- Cyber Crime
- Organised Crime Groups

The list of priorities in previous years has been longer and included a key area of concern for all communities, Anti-Social Behaviour (ASB). Whilst the threat around ASB remains the risk has been reduced due to the level of partnership working around in this area over a number of years. It is still essential however, to maintain support for this priority moving forward in order to continue to mitigate the threat.

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.

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 February 2014 the following partners were consulted on their requirements for the Community Safety Learning and Development Plan:

- Derbyshire County Council departmental Community Safety Liaison Officers and key departmental staff.
- 8 Local Community Safety Partnerships
- Safer Derbyshire Staff and Partner Agencies

At this stage some events are in the planning phase and do not have specific dates – *shown on page 5*. The calendar which follows outlines these and all planned courses over the next 12 months.

Community Safety Unit – Courses, Workshops and Development Sessions Planned 14/15

KEY: **Lilac** = unconfirmed workshops / briefings or conferences, **Bright Blue** = ASB Victims First Champions, **Dark Green** = ASB Victims First Ambassadors, **Yellow** = Community Safety Introductions, **Bright Green** = Community Safety Unit Team Development, **Light Pink** = Safer Derbyshire Team Events, **Peach** = E-learning/ workbook, **Red** = Hate Crime Training, **Bright Pink** = MARAC Training, **Orange** = WRAP Training, **Light Turquoise** = MAPPA Training, **Light Blue** = Safeguarding Vulnerable Adults for Community Safety Partners, **Grey** = Child Sexual Exploitation Training for Community Safety Partners.

Community Safety Live E-Learning Modules and Workbooks

Community safety e-learning packages are available via the 'Training' section of the secure members side at www.saferderbyshire.gov.uk or, for DCC employees, via the 'Learning & Development' section of Dnet.

ASB Victims First will also be available on Derbyshire Constabulary's intranet.

Title	Subject Area	Approx Time Required
ASB Victims First E-Learning (Version 2)	Anti-Social Behaviour	30 mins
Derbyshire E-CINS Workbook	Anti-Social Behaviour	1-1.5hrs

**CALENDAR OF COMMUNITY SAFETY
LEARNING AND DEVELOPMENT COURSES 2014-2015**

APRIL 14

Title	Date	Time	Venue	No. of places available?
ASB Victims First Champions Training	01/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	02/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	03/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	04/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	07/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	08/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	09/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	10/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	11/04/2014	9.30 – 5.00	Police HQ, IT Suite	14
Hate Crime Training	29/04/2014	9:00-12:30	CR1, County Hall	40

MAY 14

Title	Date	Time	Venue	No. of places available?
MARAC (Extended Session)	01/05/2014	9:00-3:30	CR1, County Hall	50
CSE Training for Community Safety Partners	07/05/2014	9.30 – 3.30	Members, County Hall	50
MAPPA Foundation Training	09/05/2014	9.30 -4.30	CR1, County Hall	40
ASB Victims First Champions Training (Mop Up)	13/05/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training (Mop Up)	16/05/2014	9.30 – 5.00	Police HQ, IT Suite	14

JUNE 14

Title	Date	Time	Venue	No. of places available?
Community Safety Introduction	02/06/2014	9:30-12:00	County Hall, CR3	15
ASB Victims First Champions Training (Mop Up)	04/06/2014	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training (Mop Up)	10/06/2014	9.30 – 5.00	Police HQ, IT Suite	14
WRAP Training	24/06/2014	9.00-12.00	CR1, County Hall	30

JULY 14

Title	Date	Time	Venue	No. of places available?
MARAC (Extended Session)	02/07/2014	9:00-3:30	CR1	50
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14

AUGUST 14

Title – NO COURSES DURING SUMMER	Date	Time	Venue	No. of places available?
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SEPTEMBER 14

Title	Date	Time	Venue	No. of places available?
Hate Crime Training	12/09/2014	9:00-12:30	CR1, County Hall	40
Community Safety Introduction	16/09/2014	9:30-12:00	County Hall, CR3	15
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
MAPPA Foundation Training	22/09/2014	9.30 -4.30	CR1, County Hall	40
MARAC Training (Extended Session)	25/09/2014	9.00-3.30	CR1, County Hall	50

OCTOBER 14

Title	Date	Time	Venue	No. of places available?
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
ASB Victims First Champions Training	TBC	9.30 – 5.00	Police HQ, IT Suite	14
MARAC Training (Extended Session)	22/10/2014	9.00-3.30	CR1, County Hall	50

NOVEMBER 14

Title	Date	Time	Venue	No. of places available?
WRAP Training	19/11/2014	9.00-12.00	CR1, County Hall	30
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14

DECEMBER 14

Title	Date	Time	Venue	No. of places available?
MARAC Training (Extended Session)	03/12/2014	9.00– 3.30	CR1, County Hall	50
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14
Community Safety Introduction	11/12/2014	9:30-12:00	County Hall, CR3	15

JANUARY 15

Title	Date	Time	Venue	No. of places available?
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14
CSE Training for Community Safety Partners	14/01/2015	9.30 – 3.30	CR1, County Hall	50
Hate Crime Training	21/01/2015	9:00-12:30	CR1, County Hall	40
MAPPA Foundation / Practitioners Training?	30/01/2015	9.30 -4.30	CR1, County Hall	40

FEBRUARY 15

Title	Date	Time	Venue	No. of places available?
Community Safety Introduction	04/02/2015	9:30-12:00	County Hall, CR3	15
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14
MARAC Training (Extended Session)	26/02/2015	9.00– 3.30	CR1, County Hall	50

MARCH 15

Title	Date	Time	Venue	No. of places available?
WRAP Training	10/03/2015	9.00-12.00	CR1, County Hall	30
ASB Victims First Champions Training (Mop Up)	TBC	9.30 – 5.00	Police HQ, IT Suite	14
CSE Training for Community Safety Partners	18/03/2015	9.30 – 3.30	CR1, County Hall	50
Hate Crime Training	20/03/2015	9:00-12:30	CR1, County Hall	40

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

Monitoring & Evaluation

- Training will be recorded using Derbyshire County Council's Learning and Development System.
- Evaluation of courses / materials will be carried out immediately after each event and some ongoing courses (e.g. MARAC) will be dip tested at intervals to show 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 & 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 every six months to CabCo, 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.