

## Agenda Item No. 3(a)

## DERBYSHIRE COUNTY COUNCIL

## MEETING OF CABINET MEMBER – HEALTH AND COMMUNITIES

20 June 2016

Report of the Strategic Director - Economy, Transport and Communities

DERBYSHIRE COMMUNITY SAFETY LEARNING AND DEVELOPMENT  
PLAN 2015 – 2016 REVIEW AND 2016 – 2017 APPROVAL

(1) **Purpose of Report** To inform the Cabinet Member of the training courses delivered as part of the Community Safety Learning and Development Plan 2015-2016 and to approve the Plan for 2016-2017.

(2) **Information and Analysis** The Community Safety Unit has provided and facilitated training for a total of 3,576 delegates during the financial year 2015-2016. This equates to 125 sessions of 13 classroom based courses/workshops and seven e-learning or workbook based modules. The breakdown of courses is as follows:

Course / Module Title – 2015-2016	No. Of Sessions
Anti-Social Behaviour (ASB) for Police Contact Management Staff	2
ASB Victims First Champions Training ( <i>in partnership with Derbyshire Constabulary</i> )	6
Children's Services E-CINS (Multi-Agency ASB Case Management System) Roadshow	2
Children's Services E-CINS Training ( <i>in partnership with Children's Services</i> )	28
Community Safety Introduction	6
Child Sexual Exploitation (CSE) - Recognising and Reporting ( <i>In partnership with Derbyshire Safeguarding Children Board training team</i> )	9
Hate Crime Awareness	11
Integrated Offender Management (IOM) E-CINS Training	1
Multi-Agency Public Protection Arrangements (MAPPA) Foundation Training ( <i>In partnership with MAPPA Unit</i> )	2
MAPPA Practitioners Training ( <i>In partnership with MAPPA Unit</i> )	1
Multi-Agency Risk Assessment Conference (MARAC) Training (High Risk Domestic Abuse)	6
WRAP (Workshop to Raise Awareness of Prevent)	50
WRAP Train The Trainer	1
<b>TOTAL</b>	<b>125</b>

<b>E-Learning / Workbook Based Modules – 2015 - 2016</b>
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 partner agencies. The table below provides a breakdown of the delegates by DCC department and organisation.

<b>DCC Department or Organisation 2015-2016</b>	<b>TOTAL</b>
DCC Adult Care	254
DCC Chief Executives	2
DCC Children's Services*	1335
DCC Corporate Resources	5
DCC Environment, Transport and Economy	0
DCC Health and Communities	25
DCC Elected Members	7
Apprentices	12
Derby City - Health	25
Derbyshire - Health	88
Foster Carers	6
Derbyshire Healthcare NHS Foundation Trust	21
Derbyshire Fire Service	26
Police	468
Housing	137
Parent Governors	7
Probation	30
Private Voluntary Independent	202
Derby City – Social Care	3
Education Teachers*	804
Other Authorities - <i>local district and borough councils</i>	91
Non-DCC Elected Members	14
Students on placement	10
Volunteer	4
<b>TOTAL</b>	<b>3576</b>

\* Please note high number of Children's Services / Education Teachers due to WRAP and CSE training roll out during 2015 / 2016.

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

During the financial year 2015-16, the Community Safety Unit has trained an extra 557 delegates and has delivered 25% more courses, compared to 2014-15. Many of these additional numbers are due to the increased demand for WRAP training, in light of both recent media coverage of terrorism in the UK and abroad, and in response to 'Prevent' becoming a statutory duty during July 2015. A Train the Trainer course has also been delivered to increase capacity across the County to meet the training demand.

CSE Training provision has also been increased in partnership with Derbyshire Safeguarding Children's Board, in response to the demand from DCC staff and partner agencies to ensure that they can recognise and report CSE concerns appropriately. Demand has been fuelled by media coverage of recent and historical UK CSE cases and related learning from serious case reviews.

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

In addition to the classroom based provision, the Community Safety Unit has produced five more e-learning and IT workbook based products over the course of the year, related to ASB/E-CINS, CSE and Prevent.

### **Feedback**

During 2015 - 2016, 99.5% 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 our multi-agency partners and many delegates say they would recommend these courses to their community safety colleagues.

### **2016-2017 Community Safety Learning and Development Plan**

The Community Safety Learning and Development Plan for 2016-17 is attached as Appendix 1 for approval.

During the course of 2016-17, future community safety training provision will be reviewed and rationalised in line with the crime and disorder priorities identified in the three year threat and risk assessment.

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

(3) **Key Decision** No.

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

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

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

6.1 Notes the update for the Derbyshire Community Safety Learning and Development Plan 2015-2016.

6.2 Approves the Derbyshire Community Safety Learning and Development Plan 2016-17.

**Mike Ashworth**  
**Strategic Director - Economy, Transport and Communities**

# Derbyshire Community Safety

## Learning and Development Plan

### 2016-2017

Version 1.0

May 2016

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



**Derbyshire Constabulary**



**Derbyshire Community Safety  
Learning and Development Plan 2016 – 2017**

**Version 1.0 – May 2016**

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## 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 2015-2016. It reflects the needs identified through the Community Safety Threat and Risk Process and the Community Safety Agreement. During the course of 2016, a new full Threat and Risk Process will be undertaken to inform future training provision.

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 2014 - 2017
- 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 2016-2017
- 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 2016-2017, set out in the County Community Safety Agreement 2014-2017:

- Alcohol Related Harm
- Anti-Social Behaviour (ASB)
- Cyber-crime
- Domestic Abuse
- Drugs
- Organised Immigration Crime, Human Trafficking and Exploitation
- Organised Crime Groups
- Safeguarding Adults
- Safeguarding Children
- Serious Acquisitive Crime / Offender Management

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 trainers from Children's Services, 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 2015-2016, partners were given the opportunity to raise any additional requirements for the Community Safety Learning and Development Plan. These partners include:

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

## Courses and E-Learning Provision 2016-2017

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.
<b>ASB for Police Contact Management</b> ( <i>with Derbyshire Constabulary</i> )	Half Day	2
<b>ASB Victims First Champions Training</b>	Full Day	4
<b>Children's Services E-CINS Training</b> ( <i>with DCC Children's Services</i> )	Half Day	7
<b>Domestic Abuse Awareness Training</b>	Half Day	4
<b>E-CINS Risk Assessment Matrix Training</b>	Half Day	8
<b>Hate Crime Awareness Training</b>	Half Day	6
<b>Illegal Money Lending Training</b>	Half Day	2
<b>Introduction to Community Safety</b>	Half Day	6
<b>MAPPA Foundation</b> (Multi-Agency Public Protection Arrangements) ( <i>with MAPPA Unit</i> )	Full Day	1
<b>MAPPA Practitioners</b> ( <i>With MAPPA Unit</i> )	Full Day	2
<b>MARAC</b> (Multi-Agency Risk Assessment Conference – identifying high risk domestic abuse)	Full Day	6
<b>Multi-Agency Child Sexual Exploitation(CSE) Training: Recognising and Reporting</b> ( <i>with Derbyshire Safeguarding Children Board Training Team</i> )	Half Day	6
<b>WRAP</b> (Workshop to Raise Awareness of Prevent – counter terrorism)	Half Day	22



<b>WRAP Train The Trainer</b>	Full Day	1
	<b>TOTAL</b>	<b>73</b>

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

<b>Course</b>	<b>Platform</b>	<b>Duration</b>
<b>ASB Victim's First E-Learning</b> (ASB case Management process and risk assessment)	Police NCALT <sup>1</sup>	30 mins
<b>Child Sexual Exploitation: An Introduction</b>	DCC Learning Pool	45 mins
<b>Derbyshire E-CINS Workbook</b> (ASB case management using E-CINS)	E-CINS	2 hours
<b>Derbyshire County Council E-CINS Workbook</b> (Children's Services / Adult Care)	E-CINS	2 hours
<b>Derbyshire County Council Business Services E-CINS Workbook</b>	E-CINS	20 mins
<b>Derbyshire E-CINS IOM Workbook</b> (Integrated Offender Management using E-CINS)	E-CINS	2 hours
<b>Prevent</b> (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.

<sup>1</sup> National Centre for Applied Learning Technologies

- 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.