



## **Norfolk Safeguarding Children Partnership (NSCP)**

### **Workforce Development Group (WFDG)**

#### **Evaluating the Impact of Training**

##### **Best Practice Guide**

**June 2025**

### **Introduction**

Findings from inspections, Child Safeguarding Practice Reviews (CSPRs) and scrutiny routinely conclude with recommendations to provide single or multi-agency agency training. A wide range of single and multi-agency training is provided in Norfolk and quality assurance activity, including feedback from participants, suggests that the quality and range is good/excellent. Measuring the impact of training on practice has been a focus for Safeguarding Children Partnerships locally and nationally over a number of years, and the need to quantify impact has recently received increasing attention by inspectors, the Child Safeguarding Practice Review Panel and Government.

Despite concerted and creative efforts in Norfolk over a number of years, a systemic way of measuring impact remains elusive and there is no accepted national model on which to base a local approach.

**Purpose of this guidance.** The purpose of this guidance is to provide a best practice guide – a training impact model, to support all agencies and community and voluntary organisations in Norfolk to measure the impact of training on the provision of services to children and families. Existing methods of measuring impact must be reviewed against this guidance and the guidance implemented by all relevant organisations/partnerships.

**Status of this Guidance.** This guidance has been agreed by members of NSCP Workforce Development Group. The guidance will be widely disseminated to relevant staff by members of NSCP WFDG. It is expected that agencies/services will apply and embed the guidance, progress in achieving best practice in measuring the impact of training will be explored in Section 11 self-assessments, audits, and by the WFDG. The results of which will be reported to NSCP Delegated Partners and NSCP scrutineers.

## Evaluating the Impact of Training - Best Practice

### 1. NSCP & WFDG

Expected Practice	Responsible Parties	Governance & Date
A wide range of multi -agency training is available to the workforce – this training is routinely reviewed to ensure it is relevant, accessible and keeps abreast of contemporary research and relevant findings from CSPRs.	NSCP WFD	<b>NSCP &amp; WFDG Current &amp; Ongoing</b>
Feedback from participants is routinely requested and, where needed, this feedback is used to inform changes to the training provided.	NSCP WFD	<b>NSCP &amp; WFDG Current &amp; Ongoing</b>
Practitioner workshops will inform our approach to delivery of training and measuring impact	NSCP WFD	<b>NSCP WFDG Approach to be developed and implemented by March 2026</b>
A ‘Community of Practice Model’, to strengthen evaluation of impact, is implemented for specific areas of practice identified through inspections, CSPRs & scrutiny activity.	NSCP WFD	<b>NSCP &amp; WFDG Community of Practice Model to be implemented by Sept 2025</b>
Multi-agency audits routinely include an audit variable that measures the impact of training. Audit activity evaluates whether the practice reflects contemporary knowledge of research and best practice and practitioners are routinely asked about attendance at relevant training and impact on practice.	NSCP Quality Assurance Group	<b>Governance NSCP Implementation: Sept 2025</b>
The findings of multi-agency audits are routinely reported to the WFDG to inform training provision	NSCP Quality Assurance Group & WFDG	<b>Governance NSCP Implementation: Sept 2025</b>
Sc11 Self Assessment returns routinely include a question about training impact	NSCP	<b>Governance NSCP Implementation: Sept 2025</b>

Training impact is included in the WFDG Annual Report presented to NSCP Delegated Safeguarding Partners	WFDG	<b>Governance NSCP Implementation: April 2025 (completed) &amp; April 2026</b>
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**1. Single Agencies/ Voluntary and Community Groups**

<b>Expected Practice</b>	<b>Responsible Parties</b>	<b>Governance and Date</b>
Organisational policies set out the expectations of staff in relation to levels of knowledge skills and training at various levels of seniority/areas of expertise	All NSCP partner organisations including private/voluntary/community groups	<b>Quality Assurance Leads</b> <b>Training and Development Leads</b> <b>Sept 2025</b>
The NSCP WFDG Competencies Document guides expectations of staff training in safeguarding children	All NSCP partner organisations including private/voluntary/community groups	<b>Quality Assurance Leads</b> <b>Training and Development Leads</b> <b>Sept 2025</b>
Training is routinely provided within single agencies/V&CG's in specialist areas relevant to the service - this training is routinely quality assured.	All NSCP partner organisations including private/voluntary/community groups	<b>Quality Assurance Leads</b> <b>Training and Development Leads</b> <b>Sept 2025</b>
Attendance at relevant multi-agency training is promoted and the workforce is supported to attend.	All NSCP partner organisations including private/voluntary/community groups	<b>Training and Development Leads</b> <b>Team/Service managers</b> <b>Sept 2025</b>
Single agency audits routinely include an audit variable that measures the impact of training. Audit activity evaluates whether the practice reflects contemporary knowledge of research	All NSCP partner organisations including private/voluntary/community groups	<b>Quality Assurance Leads</b>

and best practice and practitioners are routinely asked about attendance at relevant training and impact on practice.		<b>Sept 2025</b>
Staff feedback on the quality of training attended (single & multi-agency) is compulsory and this is understood by staff	All NSCP partner organisations including private/voluntary/community groups	<b>Training and Development Leads</b> <b>Team/Service Managers</b> <b>Sept 2025</b>
Supervision routinely includes: - discussion about training attended and how the learning will be implemented in practice - identification of training needs	All NSCP partner organisations including private/voluntary/community groups	<b>Team/Service Managers</b> <b>Sept 2025</b>
Team meetings regularly include an agenda item that invites staff to share the learning from training attended	All NSCP partner organisations including private/voluntary/community groups	<b>Team/Service Managers</b> <b>Sept 2025</b>
Reporting on training impact will take place through the NSCP Sc11 Self Assessment returns and in contributing to the NSCP WFDG Annual Report	All NSCP partner organisations including private/voluntary/community groups	<b>Quality Assurance Leads</b> <b>Training and Development Leads</b> <b>Members of NSCP Workforce Development Group</b> <b>Sept 2025</b>

## 2. Training Providers

<b>Expected Practice</b>	<b>Responsible Parties</b>	<b>Governance &amp; Date</b>
Set out the expected impact of attendance at the training course on practice	Single and Multi-agency Training Providers	<b>NSCP WFDG</b> <b>Sept 2025</b>

<p>Build into training courses impact measurement of the training provided. Including setting out expectations of participants in attending the course which may include:</p> <ul style="list-style-type: none"> <li>- Attendance at the community of practice (where relevant)</li> <li>- Discussion of learning in supervision &amp; team meetings</li> <li>- Provision of feedback about the quality of the training</li> <li>- Participation in single/multi-agency audits (where relevant)</li> </ul>	<p>Single and Multi-agency Training Providers</p>	<p><b>NSCP WFDG</b></p> <p><b>Sept 2025</b></p>
<p>Provide source material to participants after the event to support dissemination of the learning</p>	<p>Single and Multi-agency Training Providers</p>	<p><b>NSCP WFDG</b></p> <p><b>Sept 2025</b></p>