

**Appendix 3**

**Child Protection Training Strategy**  
**2004 - 2005**

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## **CHILD PROTECTION TRAINING STRATEGY**

### **1. Introduction**

Child Protection is everyone's responsibility and as such the Child Protection profile within the Trust has been raised significantly in recent months. The catalyst for the rise of Child Protection on West Hertfordshire Hospitals NHS Trust's agenda, as within all other agencies involved in safeguarding children, was the publication of the Victoria Climbié Inquiry Report in January 2003.

West Hertfordshire Hospitals NHS Trust is an organisation spanning four sites:

- ◆ Watford General Hospital
- ◆ Hemel Hempstead General Hospital
- ◆ St. Albans City Hospital
- ◆ Mount Vernon Hospital

While the Trust does not manage the acute paediatric wards based on the sites at Watford and Hemel Hempstead, (managed by Hertfordshire Partnership NHS Trust), a significant number of children do access our services, including Rainbow ward at Mt Vernon Hospital.

This paper sets out the strategic approach being taken by West Hertfordshire Hospitals NHS Trust to ensure all relevant staff receive appropriate child protection training.

### **2. Child Protection Leads**

The professionals within the Trust responsible for Child Protection are the 'Named Professionals' in accordance with Department of Health Guidance 'Working Together to Safeguard Children' 1999. These include: the Named Doctors, Named Nurse and Named Midwife.

<b>Named Professional</b>	<b>Status</b>	<b>Comments</b>
Executive Lead	In post	'add on role'
Named Doctor	In post	'add on role'
Named Midwife	In post	Substantive post
Named Nurse	Interim position filled by Head of Practice Development	New role created in conjunction with University of Hertfordshire: Lecturer Practitioner/Named Nurse. Post advertised ~ November 2005

Within their roles and working together across the Trust's four sites, the Named Professionals are responsible for safeguarding children by ensuring:

- ◆ Child protection arrangements are in place and understood by staff
- ◆ Child protection awareness training for staff occurs
- ◆ All staff are aware of the roles of the Named Professionals

The Trust's Named Professionals are offered support and professional guidance from West Hertfordshire's Designated Nurse and Designated Doctor.

West Hertfordshire Hospitals NHS Trust is a large and complex organisation, with approximately 4,500 staff. Not all of these staff has patient contact, but approx 3,000 will

have, with about 400 having regular contact and 600 occasional contacts with children or babies/unborn babies as patients.

The Named Professionals are assisted in their roles by Divisional Child Protection Leads in areas where children access our services:

- ◆ Accident & Emergency Departments
- ◆ Minor Injury Departments
- ◆ Day Surgery
- ◆ Outpatients
- ◆ Maternity and Special Care Baby Unit (SCBU)
- ◆ GUM Clinics
- ◆ Rainbow Ward
- ◆ Burns Unit
- ◆ Plastics Theatres
- ◆ Burns & Plastics OPD

The Named Professionals and Divisional Leads therefore play a crucial role in facilitating appropriate Child Protection training programmes to all staff that have patient contact.

### **3. Child Protection Training**

Within the Hertfordshire Child Protection Training Strategy, written by the Designated Nurses for Hertfordshire, basic awareness training on Child Protection has now become the responsibility of each Trust to arrange for their staff.

#### **3.1 Levels of Training**

Training is available to staff at three different levels:

- ◆ Level 1 ~ Introduction to 'Working Together to Safeguard Children'
- ◆ Level 2 ~ Working Together: Foundation
- ◆ Level 3 ~ Working Together on Particular Practice

(Training Levels taken from 'Working Together to Safeguard Children' DOH, 1999)

#### **3.2 Availability of Training**

Child Protection training across Hertfordshire is limited and consists of 24 places a year at level 2 on a multi-agency training course run by the Area Child Protection Committee.

The 24 places are for all health personnel across West Hertfordshire, Acute and Primary Care Trusts therefore only 4 will be available for this Trust.

Staff at Mount Vernon work under the Hillingdon & Hertfordshire Child Protection Procedures with patients that attend from Hillingdon and nationwide with access to training given by Hillingdon social services; this is more readily available and is a 2-day multi agency course held 4-5 times a year. In house Child Protection awareness training will be undertaken within the Burns & Plastics Unit throughout 2005.

#### **3.3 Named Professionals Training**

The Named Professionals also have access to Child Protection training opportunities. The training is arranged by the Designated Nurses and is provided at Level 3 or 'Working together on particular practice' as dictated in 'Working Together to Safeguard Children' (1999), funded by money from the Workforce Development Confederation.

#### **4. Training Achieved to Date**

Over 450 staff across the Trust received basic Child Protection Awareness training from the Named Nurse between March 2004 and October 2004, with staff in targeted areas receiving more specific training related to their work areas.

#### **5. Planned Training Schedule**

In order to build upon the achievements to date with Child Protection training in the absence of a full time Named Nurse, an external consultant has been appointed to develop a rolling training programme until such time as a Named Nurse is appointed. Four three-hour sessions are planned for December 2004 and January 2005, with a maximum of 30 places offered per session.

Please refer to Table 1 for the training schedule for 2005.

#### **6. Evaluation of Training**

An initial evaluation of training will be undertaken in January 2005 following the implementation of further Child Protection awareness training sessions Trust wide.

**Gary Etheridge**  
**Director of Nursing, Midwifery, Quality & Risk**

**November 2004**

**TABLE 1****CHILD PROTECTION TRAINING SCHEDULE ~ 2004/05**

<b>Division</b>	<b>Level of Training</b>	<b>Timescale for achievement</b>
Named Professionals	<b>3</b>	Achieved June '04
Divisional Leads	<b>2</b>	Achieved August '04
<b>Medicine:</b>		
A&E MIU GUM Clinic	<b>1</b>	February '05
General wards	<b>1</b>	September '05
Specialist Nurses	<b>1</b>	September '05
<b>Women's &amp; Neonatal:</b>		
SCBU Delivery Suite Elizabeth Ward Ante Natal Clinics Birthing Unit	<b>1/2</b>	February '05
<b>Clinical Support:</b>		
Out Patients Radiography Pathology	<b>1</b>	May '05
<b>Surgery:</b>		
Burns & Plastics Rainbow Day Surgery Units	<b>1/2</b>	February '05
General Wards	<b>1</b>	September '05
<b>Other staff groups:</b>		
Deputy Director of Nursing Heads of Nursing Senior Nurses Matrons	<b>1</b>	February '05
Porters Estates & Facilities	<b>1</b>	September '05

**N.B. Table above includes all health professionals working within the clinical area.**