

Portsmouth Learning & Improvement Framework

Positive change is supported through understanding what we are doing, reflecting on why we are doing it and how it might be done better.

The Portsmouth Safeguarding Children Partnership Learning and Improvement Framework provides a structure that ensures practice is thoroughly explored and analysed through deep dives into priority areas; child safeguarding practice reviews; scrutiny of data; inspections; and single agency audits. The aim of this framework is to drive improvements to safeguard and promote the welfare of children in Portsmouth.

The principle underpinning the learning and improvement framework is that there should be a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice. The Framework enables a rigorous assessment of the quality of multi-agency safeguarding arrangements, and a model to use the learning to drive forward improvements to the safeguarding system through the Safeguarding Improvement Hub.



The Framework enables, not only a rigorous assessment of the quality of multiagency safeguarding arrangements, but how we learn from this to drive forward improvements to the safeguarding system and in turn, outcomes for children and young people.

Partner Agency Contribution

Partner agencies should contribute, and respond, to learning and improvement activity in a timely manner. This will include support to:

- learning and development activity:
 - provision of an improvement representative for the (virtual) Safeguarding Improvement Hub, who will liaise with the PSCP Team on behalf of their

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- organisation, represent their organisations learning and development needs and cascade learning and development opportunities and information
- provision of trainers within the PSCP trainers pool to deliver the PSCP Multi-Agency Safeguarding Training programme.
- the PSCP performance management system:
 - provision of information for the PSCP dataset
 - engagement in the Deep Dive Programme
 - improvement sustained through regular monitoring, reporting and follow up of recommendations made either via the Monitoring, Evaluation and Scrutiny Committee (MESC) or the Learning from Cases Committee (LfCC).
- effective member agency involvement in Child Safeguarding Practice Reviews and Reflective Practice Meetings through:
 - the timely provision of high quality information and analysis through the appropriately identified route
 - attendance of agency personnel at all levels in reviews
 - a commitment to knowledge transfer, dissemination of learning and changes in practice which promote improved safeguarding outcomes for children and young people.
- the development of an overall understanding of the effectiveness of safeguarding activity in Portsmouth through the sharing of findings from:
 - external inspections
 - internal reviews
 - Quality Assurance and audit activity.
- implementing actions identified to improve multi-agency working and outcomes for children and young people.
- Ensuring the voice of the children and young people is central throughout all the work of the PSCP.

Using Learning Proactively

Learning will be used to understand what we do well and do more of it. It will also be used to challenge the Partnership and partner agencies to make improvements, through implementing action plans from inspections, reviews, audits etc. Learning will be used to make real, sustainable improvements to services to reduce the risk of future harm.

Disseminating Learning and Identified Practice Improvement

As part of the PSCP Learning and Improvement Framework, the PSCP recognises that Child Safeguarding Practice Reviews and other review processes are a valuable resource for identifying learning from practice.

The PSCP also recognises that it has responsibility for disseminating lessons to its partner agencies; ensuring that those lessons are further disseminated within the agencies; and that they are embedded in practice.

The cascading of learning, through the Safeguarding Improvement Hub will be undertaken through:

- the PSCP Communications Strategy including:
 - PSCP e-bulletin
 - One Minute Guide and Seven Point briefing sheets
 - Child Safeguarding Practice Reviews appropriately published on the PSCP website
- the PSCP Learning and Development Strategy:
 - practitioner briefings
 - embedded into training

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- learning and development opportunities, such as action learning sets, mentoring, and coaching etc.
- learning disseminated through individual agencies
 - information cascaded to practitioners through single agency communication processes
 - policies and procedures appropriately reviewed and updated
 - learning incorporated within in partner agency safeguarding training.

The embedding of learning is monitored by the PSCP through the MESC in relation to learning points / findings from reviews and associated action plans. With regards to embedding of practice within partner agencies, including single agency training, the monitoring of action plans and the Section 11 provides assurance that this has happened.

Monitoring the Impact of Changes

To ensure that changes are embedded, sustainable over time and have the desired effect, monitoring will be undertaken through the following processes:

- performance analysis:
 - PSCP Dataset
 - Portsmouth Safeguarding Strategy
- quality assurance and audit activity:
 - PSCP Deep Dive Programme
 - Quality Assurance and Audits undertaken by partner agencies
- survey activity:
 - children, young people, and their families
 - practitioners and line managers
- feedback from:
 - practitioners and line managers on the impact on practice of learning and development activity
 - children, young people, and their families on the impact of Early Help services and statutory intervention.

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