



## All Together for Children

### Learning Hub

#### Terms of Reference

##### **Purpose, aims and responsibilities**

The Learning Hub is at the heart of the safeguarding partnership's work on multi-agency practice and central to its Back to Practice model. The Learning Hub's role is to 'digest' and 'chew over' a range of information from a variety of sources relating to a multi-agency practice issue (and to one of the safeguarding partnership's priorities). The Learning Hub considers these frontline challenges and successes and makes suggestions and recommendations to improve multi-agency working which are presented into the Partnership Board by the Practice Review & Learning Manager.

The Learning Hub was established by Bexley Local Safeguarding Children Board (BSCB) in 2016 to improve the effectiveness of Bexley's safeguarding and child protection practice across partnership agencies. The aim of the Learning Hub is to ensure a clear line of sight into practice across the landscape of provision for Bexley's most vulnerable children including those in receipt of Early Help services. The Learning Hub should bring together the views of children, their families and professionals to inform the continuous development of services and approaches aimed at protecting children from harm and making positive differences to their lives.

##### **Working methods**

The Learning Hub will be chaired by the Practice Review & Learning Manager and supported by the Operations Team. The group meets monthly either at the Civic Offices or at other locations as agreed with the group. Actions will be agreed at each meeting for the group members to follow-up on between meetings.

The Learning Hub will operate as part of Bexley's Back to Practice learning model – see **Appendix I**.

The Practice Review & Learning Manager will gather information from a variety of sources and present this to the initial Learning Hub group in order to inform the first set of discussions about the practice issue being considered.

The Practice Review & Learning Manager will present this information in the delivery plan template shown in **Appendix 2**. This will include the following:

- Current data and performance
- Success and impact measures
- Relevant statutory and other guidance
- Evidence from previous Learning Hubs (where relevant)
- Evidence from visits and observations by the Practice Review & Learning Manager
- Evidence from self-assessments and peer challenge
- Evidence from serious case and learning reviews, child deaths, LADO, national reports, inspection reports (including from other areas).

The Learning Hub will be structured around a four-monthly cycle of events as follows:

- Month 1 – initial scoping
- Month 2 – single- and multi-agency auditing
- Month 3 – feedback from children, young people, families, practitioners
- Month 4 – agreeing recommendations and actions.

The Learning Hub cycle of events is shown in **Appendix 3**. In Month 2, Learning Hub members will contribute to a programme of multi-agency audits and in Month 3 will assist with collecting feedback from children, young people, families, and practitioners. In Month 4, the Practice Review & Learning



Manager will present an updated delivery plan with information from Month 2 and 3 activities. This will then be considered as the Learning Hub agrees any recommendations it wishes to make both on an operational and strategic level to the Partnership Board.

### **Membership**

The Learning Hub is made up of nominated members who attend a set of events relating to one of the safeguarding partnership's priorities and who have tasks to complete between these events to progress the Hub's work. The three safeguarding partners will nominate a lead to coordinate the work programme relating to any given priority. The lead will work closely with the Practice Review & Learning Manager. The Working Group will make recommendations as to the membership of each bespoke Learning Hub group. Prospective members of the Learning Hub will receive an invitation from the Practice Review & Learning Manager outlining how the Learning Hub operates, the practice issue/priority area being considered, and the mandatory nature of their attendance. Typically membership will include representatives from the main statutory agencies – Local Authority, Police and Health – together with schools and the voluntary sector.

### **Accountability**

The Learning Hub reports into the Partnership Board including via the Working Group. The Operations Team led by the Practice Review & Learning Manager will produce reports from the Learning Hub detailing any recommendations and other feedback requiring strategic discussion and decision-making.

The governance structure can be found in **Appendix 4**.

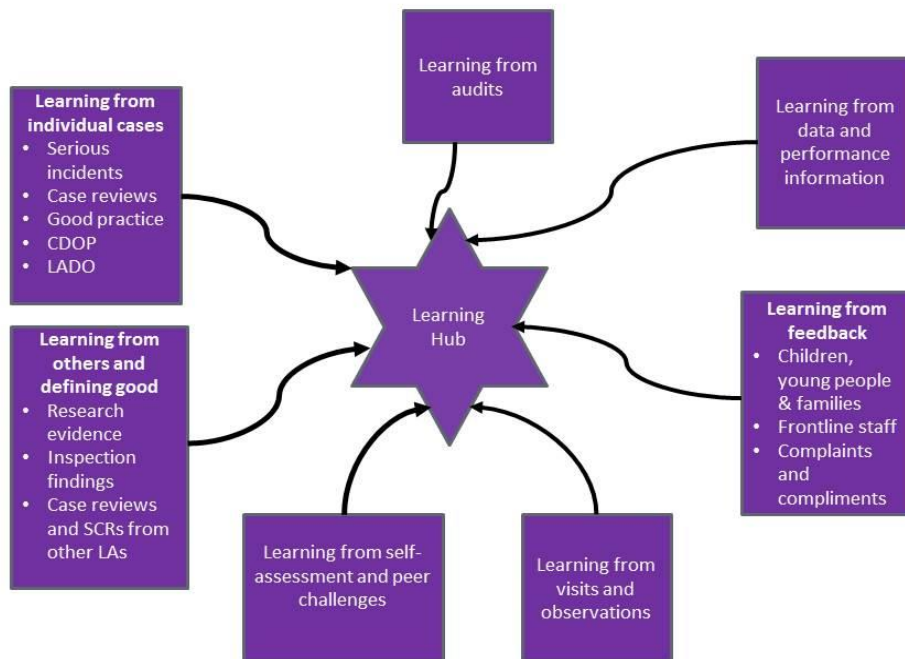
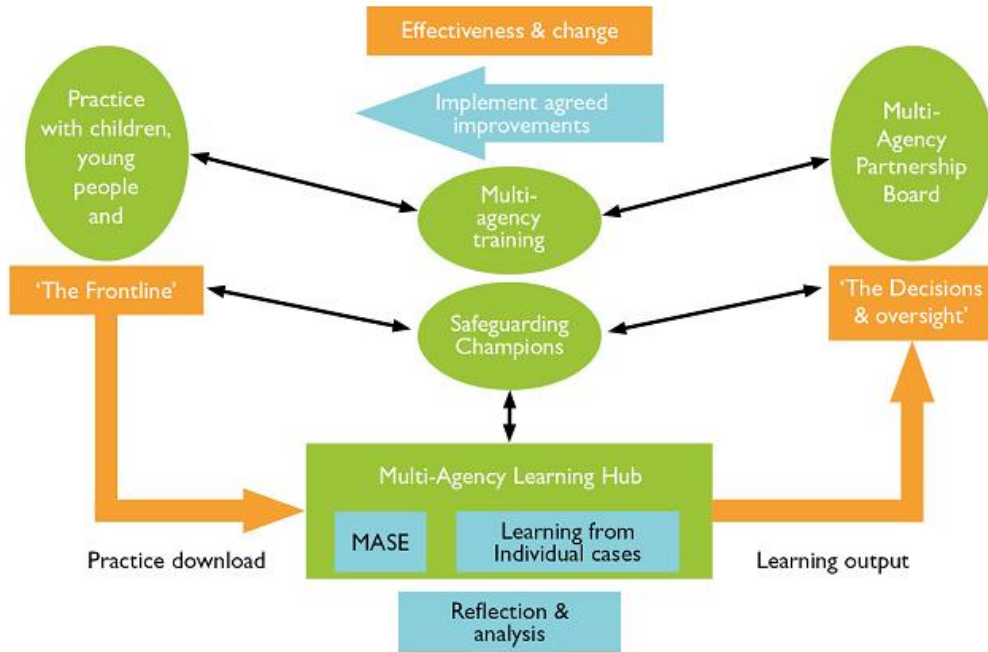
### **Review**

The Practice Review & Learning Manager will lead on the review of the Terms of Reference annually unless significant changes at a local or national level require earlier review. The work of the Learning Hub will be reviewed periodically by the Independent Scrutineer.

**Date for next review:** September 2019

## Appendix I – Back to Practice Diagrams

### Back to Practice





## Appendix 2 – Delivery Plan Template

Priority -		
Current data and performance	Success and impact measures	
.	1. .	
	2. .	
	3. .	
	Relevant statutory and other guidance	
	.	
	Evidence from previous learning hubs ('the frontline')	
	.	
	Evidence from visits and observations by Practice Review & Learning Manager	
	.	
Evidence from self-assessment and peer challenges		
.		
Evidence from serious case and learning reviews, child deaths, LADO, national reports, inspection reports (including from other areas)		
.		
Evidence from multi-agency audits	Evidence from single-agency audits	
.	.	
Evidence from feedback (children, young people and families, complaints)	Evidence from feedback (professionals and agencies)	
.	.	
Is there any evidence missing? What do we need to know more about?		
.		
Action plan	Lead	Timescale

## Appendix 3 – Learning Hub Model

### Learning Hub 2018-19

The Learning Hub is central to the Back to Practice model and is at the heart of the safeguarding partnership's work on multi-agency practice. The Learning Hub is made up of nominated members who attend a set of events relating to one of the safeguarding partnership's priorities and who have tasks to complete between these events to progress the Hub's work.

<p><b>OCT</b> 2018</p>	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Revisiting the learning model: sign-up, commitment and oversight</li> <li>• Scoping current issues and challenges in system</li> <li>• Presenting the delivery plan – first phase knowledge (impact measures/hope for future change, data, research, guidance)</li> <li>• What do we need to know more about?</li> <li>• Set up plans for audits and feedback events and agree any other next steps</li> </ul>	
<p><b>NOV</b> 2018</p>	<ul style="list-style-type: none"> <li>• Single agency audits</li> <li>• Multi-agency audits</li> </ul>	<h1>Priority 1</h1> <p><i>Reduce the number of children and young people missing from home or care including those subjected to criminal and sexual exploitation</i></p>
<p><b>DEC</b> 2018</p>	<ul style="list-style-type: none"> <li>• Feedback events for children, young people and families</li> <li>• Feedback events for practitioners</li> </ul>	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Revisiting the learning model: sign-up, commitment and oversight</li> <li>• Scoping current issues and challenges in system</li> <li>• Presenting the delivery plan – first phase knowledge (impact measures/hope for future change, data, research, guidance)</li> <li>• What do we need to know more about?</li> <li>• Set up plans for audits and feedback events and agree any other next steps</li> </ul>
<p><b>JAN</b> 2019</p>	<ul style="list-style-type: none"> <li>• Revisit the delivery plan – learning and change phase</li> <li>• Hub does the final analysis and identifies the actions and recommendations to take forward</li> </ul>	<h1>Priority 2</h1> <p><i>Respond effectively to the mental ill health of parents so they are supported to give their children the best start</i></p>
<p><b>FEB</b> 2019</p>	<ul style="list-style-type: none"> <li>• Single agency audits</li> <li>• Multi-agency audits</li> </ul>	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Revisiting the learning model: sign-up, commitment and oversight</li> <li>• Scoping current issues and challenges in system</li> <li>• Presenting the delivery plan – first phase knowledge (impact measures/hope for future change, data, research, guidance)</li> <li>• What do we need to know more about?</li> <li>• Set up plans for audits and feedback events and agree any other next steps</li> </ul>
<p><b>MAR</b> 2019</p>	<ul style="list-style-type: none"> <li>• Feedback events for children, young people and families</li> <li>• Feedback events for practitioners</li> </ul>	<h1>Priority 3</h1> <p><i>Get basic child protection right</i></p>
<p><b>APR</b> 2019</p>	<ul style="list-style-type: none"> <li>• Revisit the delivery plan – learning and change phase</li> <li>• Hub does the final analysis and identifies the actions and recommendations to take forward</li> </ul>	
<p><b>MAY</b> 2019</p>	<ul style="list-style-type: none"> <li>• Single agency audits</li> <li>• Multi-agency audits</li> </ul>	
<p><b>JUN</b> 2019</p>	<ul style="list-style-type: none"> <li>• Feedback events for children, young people and families</li> <li>• Feedback events for practitioners</li> </ul>	
<p><b>JUL</b> 2019</p>	<ul style="list-style-type: none"> <li>• Revisit the delivery plan – learning and change phase</li> <li>• Hub does the final analysis and identifies the actions and recommendations to take forward</li> </ul>	

## Appendix 4 – Governance Arrangements

