

Dumfries and Galloway

Public Protection Partnership

Training Charter



Introduction

The Public Protection Partnership in Dumfries and Galloway is dedicated to safeguarding vulnerable individuals and communities by ensuring that all staff across partner agencies and independent contractors are adequately trained and continually developed.

This Learning and Development Training Charter serves as a formal commitment by all single partner agencies within the partnership to prioritise and facilitate staff training and professional growth. This Charter outlines the obligations of the partnership, member agencies and all of our staff, with clear expectations for managerial accountability and protocols to ensure we maximise all learning opportunities within available resources. The overarching aim is to have all of our staff trained and developed to support and protect those most at risk in our communities.

Key Commitments

1. Prioritisation of Training and Development

Agency Commitment: Each agency commits to making learning and development a priority for all staff members involved in public protection roles.

Managerial Accountability: Managers are responsible for ensuring their staff members are enrolled in and complete all required training courses relevant to their role and remit.

Individual Accountability: Every staff member commits to being personally accountable for engaging in and completing the training provided to ensure they are equipped with the necessary skills and knowledge to perform safely and effectively.

2. Time Allocation for Training

Agency Commitment: Agencies will ensure that staff are allocated the necessary time within their work schedules to attend training sessions, without any undue barriers.

Managerial Accountability: Managers must proactively manage their teams' workloads to allow for uninterrupted participation in training. Where attendance is not feasible, managers must provide a well-documented rationale and notify the training team in advance.

Individual Accountability: Every staff member commits to being personally accountable for engaging in and participating in training, however, where attendance is not possible, this should always be communicated to their manager in advance.

3. Monitoring and Reporting

Agency Commitment: Agencies will support ongoing monitoring of training participation and effectiveness, contributing to a continuous improvement process.

Managerial Accountability: Managers are accountable for tracking their staff's training attendance, completion rates, and for providing regular reports to the Learning and Development Sub-Committee.

Individual Accountability: Every staff member should retain records of learning and progress. Staff should report and discuss any learning gaps or concerns with their line manager.

4. Advanced Notice and Rationale for Non-Attendance

Agency Commitment: Agencies commit to minimising instances of non-attendance by ensuring training is scheduled and planned effectively.

Managerial Accountability: Managers must provide advanced notice and a legitimate rationale if a staff member cannot attend a scheduled training session. This information must be communicated to the training team at the earliest opportunity to allow for rescheduling or other arrangements.

Individual Accountability: Every staff member commits to being personally accountable for engaging in and completing the training provided to ensure they are equipped with the necessary skills and knowledge to perform effectively.

5. Adaptability and Responsiveness

Agency Commitment: Agencies will remain flexible and responsive to emerging training needs, ensuring staff are equipped to meet new challenges across all aspects of public protection practice and adapt to changes in policy and procedure.

Managerial Accountability: Managers are responsible for identifying and addressing any gaps in their team's skills or knowledge, working closely with the Learning and Development Sub-Committee to tailor training opportunities accordingly.

Impact and Continuous Improvement

As part of our commitment to learning and development within the Public Protection Partnership, it is crucial not only to provide training but also to measure its effectiveness and impact on practice. We are dedicated to understanding whether our training efforts lead to improvements in public protection practices.

Effective Evaluation Metrics

1. Training Impact Assessments

Outcome Measurement: We will implement robust evaluation metrics to assess whether the training provided is leading to tangible improvements in practice. This includes analysing whether staff are applying what they've learned in their daily work and if this application is leading to better outcomes for those we protect.

2. Practice Change and Improvement

Continuous Feedback Loop: We will monitor and evaluate if and how practice has changed following training. This involves gathering feedback from staff, reviewing case outcomes, and analysing data to see if there are noticeable improvements in public protection.

3. Lessons Learned

Reflection and Adaptation: We are committed to a culture of learning from both successes and challenges. After each training cycle, we will reflect on the lessons learned, adapt our approaches as needed, and ensure that these lessons are shared across the partnership to promote collective growth.

Celebrating Success and Commitment - Recognition of Achievements

As part of our Charter, we will celebrate our people and celebrate our successes and positive impacts on practice will be recognised and shared across the partnership to inspire others.

Commitment to Continuous Learning

We affirm our dedication to continuously learning and evolving as a Public Protection Partnership. Our successes and improvements will be highlighted not just to celebrate but to reinforce our commitment to protecting vulnerable individuals and communities more effectively. This Charter represents a unified commitment across all agencies to prioritise the learning and development of staff, ensuring that public protection standards are met and maintained at the highest level.

Signatories: by signing this Charter, each agency and its management agree to uphold these Charter commitments, ensuring that all staff within the Public Protection Partnership are fully trained, supported, and prepared to carry out their duties in safeguarding vulnerable individuals and communities.

Julie White

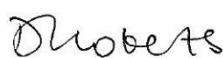
Chief Executive Officer NHS DG
NHS Dumfries and Galloway

Signature: 

Date: 3rd March 2025

Dawn Roberts

Chief Executive Officer
Dumfries and Galloway Council

Signature: 

Date: 25th February 2025

Steven Meikle

Chief Superintendent
Police Scotland

Signature: 

Date: 25th February 2025

Hamish McGhie

Independent Chair
Dumfries and Galloway
Public Protection Committee

Signature: 

Date: 3rd March 2025