

TU3: Workforce Development Relationships and Sex Tiered Training Programme

Area: Wirral

Brief Overview: In 2011, Wirral's Relationships and Sex Curriculum and Policy Lead developed a tiered training programme for Wirral's Children and Young People workforce around relationships and sex education. This is now available to all staff across the Wirral Children and Young People partnership.

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Although sexual health training was already offered to the Children's and young people's workforce in Wirral, it was agreed that in order to ensure the maximum number of people were being trained in a universal way, this should be coordinated through a central programme. The programme aims to raise awareness around the importance of addressing young peoples' sexual health issues and improve their knowledge so they are able to take responsibility for their sexual health.

The programme is split into three specific tiers as below:

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- Level 1 – Universal
- Level 2 – Targeted
- Level 3 – Specialist

Target Group: All children's and young people's workforce, including foster carers.

Outcomes: The impact of this kind of work can often be difficult to measure, but for Wirral, implementing a coordinated approach to sexual health training has:

- Helped to increase the number of staff receiving sexual health training and ensured the training being received is universal across the partnership. This in turn will allow young people to receive consistent messages around their sexual health and emotional wellbeing.
- Raised the importance of sexual health training amongst the CYP workforce
- Ensures all staff are able to progress with their training in a logical manner and are accessing training appropriate to their role and requirements.

Evaluation: This piece of work has not been formally evaluated, however, numbers of staff and the departments in which they work are monitored on a regular basis to ensure all areas of the workshop are accessing this. Ongoing evaluation of changing training needs of the CYP workforce is also undertaken by the RSE Lead.

Sustainability: Aiming to make it compulsory element of corporate workforce strategy.

What made it work?

- Coordination through Relationships and Sex Curriculum and Policy Lead.

- Utilised opportunity to wider audience particularly with public health moving to local authority.
- Support and promotion from multi-agency strategic Children and Young People groups.