



Prifysgol Cymru  
Y Drindod Dewi Sant  
**University of Wales**  
Trinity Saint David

## UNCRC Training Year 3: Participant Evaluation





**Published:** University of Wales Trinity Saint David

Ysgol Cyfiawnder a Chynhwysiant Cymdeithasol /*School of Social Justice and Inclusion*

Prifysgol Cymru y Drindod Dewi Sant/University of Wales Trinity Saint David

Caerfyrddin/*Carmarthen*

SA31 3EP

**Document Author:** Dr Nichola Welton

**On Behalf of:** Welsh Government

**Date:** October 2019

## Contents

Summary .....	5
Background .....	6
Produce and Deliver Sector Specific training on the United Nations Convention on the Rights of the Child. ....	6
Aims of Project .....	6
Project Outcomes .....	6
Year 3 .....	6
Summary of Sessions and Participant Numbers: UNCRC Sector Specific Training Year 3 Health / Sport. ....	7
Table 1a-g: Health : Session Delivery / Participants .....	7
a. Pilot .....	7
b. Abertawe Bro Morgannwg University Health Board (ABMUHB) .....	8
c. Aneurin Bevan University Health Board, (ABUHB) .....	10
<b>d. Hywel Dda University Health Board (HDUB) .....</b>	<b>12</b>
Hywel Dda Continued .....	14
e. Betsi Cadwaladr University Health Board (BCUHB) .....	15
f. Health General (Powys Teaching Health Board) .....	16
g. Health Student Nurses Swansea University .....	17
Table 2a-b: Sport: Session Delivery / Participants .....	17
a. Sport Pilot .....	17
b. Sport Delivery .....	17
Participants Perspectives: Year 3 .....	20
Participants Feelings in Relation to the UNCRC Training .....	20
Figure 1: All sectors .....	21
Figure 2: Health .....	21
Figure 3: Sport Sector .....	22
Participants Reasons in relation to their rating on the UNCRC training (Q1a) .....	23
What participants valued most from the training (Q2) .....	24
What participants valued least from the training? (Q3) .....	24
What additions participants would make to the training? (Q4) .....	24
How Participants will use the work explored today? (Q5) .....	25
How the training could enabling children and young people to access their Rights (Q6) .....	26
UNCRC training that participants are engaged in (Q7 & 8) .....	26
Participants views on the style of the training (Q9 &10) .....	27
Some areas to consider further: .....	27

Project Review Year 2 .....	28
Engagement of Sectors .....	28
Accreditation.....	28
Resources .....	28
Conclusions and Recommendations.....	29
Participant Feedback.....	29
Delivery of Training.....	29
Engagement of Sector: Working with year 3 Sectors: .....	29
Accreditation:.....	30
Resources:.....	30
Catch up Sessions:.....	30
Final Comments .....	30
Appendix 1 : Rationale for not delivering to the Media Sector .....	31
Appendix 2: UNCRC Training Evaluation Questionnaire.....	33

## Summary

The University of Wales Trinity Saint David (UWTSD), School of Social Justice and Inclusion and School of Early Childhood were awarded the tender to: “...produce and deliver sector specific training on the United Nations Convention on the Rights of the Child”, to 9 children and young people workforce sectors over a 3 year period.

To date for year three of the project the equivalence of 3 hours x 21<sup>1</sup> training sessions on the UNCRC have been delivered to the: Health the Sport sectors. The participants who attended the training represent a cross section of each of the individual workforce sectors (see Tables 1-3), with a number of people responsible for strategic developments within their workforce as well as key operational staff. In total **531** participants have engaged in the training in year 3 for these sectors.

Participant perspectives taken from a training evaluation questionnaire illustrate of the **531** participants of all sectors **95% felt that the training was of an excellent and very good standard** (See Figure 1). All three sectors illustrate that the training was viewed positively (see figures 2-4); demonstrating that the training has been very well received.

The majority of participants found the training to be valuable and the feedback demonstrates that knowledge and understanding of the UNCRC has increased with the desire evident to implement the knowledge into their practice as well as share it with their colleagues/organisations—children/young people and parents. The delivery of the sessions were viewed positively with the interactive activities and group discussions being of value; the facilitator’s style of delivery was seen as effective—engaging and appropriate with each sector.

It is evident that the training has been successful and potentially impactful across the two sectors in year 3. Additional training has been requested by both Sport and Health, often in a more targeted way. For example, specific clubs have asked for training in Sport, specific departments in Health Authorities. Sport and Health in particular (with exception of one Health Board) are very much at the start of their Children’s rights Journey and further support and training can help them with their aspirations.

The success of any future training it is suggested would benefit from meaningful engagement with sectors to ensure the training, materials and delivery meets their needs.

---

<sup>1</sup> For the Health sectors a flexible delivery approach was adopted to meet their needs, e.g rather than a 3 hour session some opted for a 3 x 1 hour or 2 x 1.5 hours).

## Background

Produce and Deliver Sector Specific training on the United Nations Convention on the Rights of the Child.

The University of Wales Trinity Saint David (UWTSD, School of Social Justice and Inclusion and School of Early Childhood) were awarded the tender to: “...produce and deliver sector specific training on the United Nations Convention on the Rights of the Child”, to 9 children and young people workforce sectors over a 3 year period.

### Aims of Project

The two aims of the project are as follows:

1. Provide a comprehensive programme of training and accreditation to enable those who work with children and young people to have the knowledge and understanding required to ensure that the principals of the UNCRC are integrated into their practices.
2. Encourage each sector to take ownership and introduce the training into their learning and development programme.

### Project Outcomes

The project intends to produce the following outcomes:

- To increase awareness of the UNCRC and children’s rights in Wales.
- To increase understanding of how the sectors impact on children’s rights
- To enable the sectors to realise their importance in enabling children and young people to access their rights and subsequently take ownership and integrate the training into their own workforce planning.

### Year 3

Within year three the training focused upon two sectors: Health and Sport. In total 14 sessions (42 hours of training delivered flexible) for Health and 7 sessions for Sport. Additional sessions were run for Health as a result of transferring the 7 sessions originally designated for the media, as there was no engagement from the media sector in relation to the training (See appendix 1 for rationale for not delivering to the Media sector ). The size of each local Health Authority warranted additional sessions being provided.

To meet the aims and objectives of the project, ensure that all training was sector specific and contextualised appropriately UWTSD worked with key representatives of these workforce sectors to inform: the delivery, materials and training. UWTSD worked with Eliesha Cymru to develop animated videos to support the interactive training.

In total 531 participants engaged in the training. Participant perspectives taken from a training evaluation questionnaire<sup>2</sup> illustrate that **95% felt that the training was of an excellent and very good standard** (See Figure 1). The two sectors illustrate that the training

---

<sup>2</sup> Of the 531 participants, a total of 400 evaluation questionnaires.

was viewed positively (see Figures 2-4); demonstrating that the training has been very well received and has to a great extent met the project aims and outcomes.

## Summary of Sessions and Participant Numbers: UNCRC Sector Specific Training Year 3 Health / Sport.

Tables 1-2 illustrate in year 3 to date that the equivalence of 3 hours x 21<sup>3</sup> training sessions on the UNCRC have been delivered to the Health and Sport sectors. The participants represent a cross section of each of the individual workforce sectors (see Tables 1-2), with a number of people responsible for strategic developments within their workforce as well as key operational staff. In total to date **531** participants have engaged in the training from Health and Sport.

Table 1a-g: Health : Session Delivery / Participants

### a. Pilot

Organisation	Job Role	Total
Hywel Dda University Health Board	Not specified	4
Hywel Dda University Health Board	Senior Nurse Paediatrics	1
Aneurin Bevan University Health Board	Divisional Nurse	1
Aneurin Bevan University Health Board	Head of Safeguarding	1
Abertawe Bro Morgannwg UH (ABMUHB)	Head of Nursing Paediatrics & Patient Experience Facilitator Paediatrics	1
ABMUHB	Health Play Specialist - Dyfed Ward	1
ABMUHB	Interim Senior Matron	1
ABMUHB	Health Play Specialist - Dyfed Ward	1
ABMUHB	Personal Assistant to Head of Nursing	1
ABMUHB Youth Board	Chair Youth Board	1
Childrens Rights Unit Neath Port-Talbot	Manager	1
Talbot		14

<sup>3</sup> For the Health sectors a flexible delivery approach was adopted to meet their needs, e.g. rather than a 3 hour session some opted for a 3 x 1 hour or 2 x 1.5 hours).

b. Abertawe Bro Morgannwg University Health Board (ABMUHB)

Organisation	Job Role	Total
UWTSD	Student	20
ABMUHB	CYP Nurse Assessor	1
ABMUHB	Head of Nursing, Children Services	1
ABMUHB	Health support worker	1
ABMUHB	Patient Experience Nurse, Children Services	1
ABMUHB	Nurse	6
ABMUHB	CNS Paediatric Palliative Care	1
ABMUHB	nurse manager ccn team	1
ABMUHB	Head of Nursing: Safeguarding	1
ABMUHB	Flying Start Assistant	1
ABMUHB	Early Interventions in Psychosis Practitioner	2
ABMUHB	Staff Nurse	2
ABMUHB	Children's community nurse	2
ABMUHB	Deputy Sister	1
ABMUHB	Paediatric Clinical Nurse Diabetes	2
ABMUHB	Healthcare Support Worker	1
ABMUHB	Designer	1
ABMUHB	Safeguarding Nurse Specialist	1
ABMUHB	Burns Unit	26
	ward manager	
	student nurse	
	nursery nurse	
	nursery nurse	
	hcsw	
	matron burns	
	occupational therapist	
	physio	
	physio	
	occupational therapist	
	occupational therapist	
	occupational therapist	



	OCCUPATIONAL THERAPY	
	Volunteer YA Lead	
	staff nurse	
	HCSP	
	matron plastics	
	manager burns out patients	
	Senior occupational therapist	
	Paediatric diabetes specialist nurse	
	Paediatric Nurse	
Total		72

c. Aneurin Bevan University Health Board, (ABUHB)

Organisation	Job Role	Total
ABUHB	Unspecified	15
ABUHB	Divisional Nurse	1
ABUHB	Operational manager Children's Physiotherapy	1
ABUHB	Team manager community Childrens nursing service	2
ABUHB	School Nurse	1
ABUHB	Community paediatric nurse	1
ABUHB	Specialist nurse for children with additional needs	1
ABUHB	Public Health Nurse Manager - South/East Caerphilly HV teams	1
ABUHB	Health Visitor	12
ABUHB	Research health visitor/BFI co-ordinator	1
ABUHB	Team Manager CCNS Caerphilly	1
ABUHB	Associate Specialist Community Paeds(Audiology)	1
ABUHB	Occupational Therapist/Emotional Wellbeing in Schools Project Lead	1
ABUHB	Consultant Paediatrician	1
ABUHB	Clinical Nurse Specialist for Looked after children	1
ABUHB	Children's Continuing Care Manager	1
ABUHB	paediatric nurse	1
ABUHB	ST5 in CAMHS	1
ABUHB	Health Lead - Flying Start	1
ABUHB	Sexual Health Outreach Worker	1
ABUHB	Divisional Partnership & Transformation Manager	1
Llamau Womens Services	Family's First IPA	1
ABUHB	ST8 Community Paediatric Registrar	1
ABUHB	Service Manager AAMHS	1
ABUHB	Senior Sister	4
ABUHB	PA	1
ABUHB	Service Manager Paeds / Neonatal	1
ABUHB	Clinical Director Therapy	1
ABUHB	Nurse Consultant	1
ABUHB	Senior Nurse	6
ABUHB	Head of OT	1
ABUHB	Senior Manager Obs / Gynae	1
ABUHB	ADM Therapy Services	1
ABUHB	Clinical Manager CNRS	1
ABUHB	E & D Manager	1
ABUHB	OD Practitioner	1
ABUHB	Quality and patient safety	1

ABUHB	Quality Physio	1
ABUHB	Paeds PDF	1
ABUHB	Business Partner Account –Finance	1
ABUHB	Decision support Accountant	1
ABUHB	Finance Analyst	1
ABUHB	Head of Physiotherapy	1
ABUHB	Assistant BPA finance	1
ABUHB	Ass Planning	1
ABUHB	Head of diabetics	1
ABUHB	Staff Nurse	1
ABUHB	Trainer	1
ABUHB	Protection officer	1
ABUHB	Clinical lead	1
ABUHB	Ward Manager	1
ABUHB	Student nurse	1
ABUHB	Nurse	1
ABUHB	NNEB	1
ABUHB	Safeguarding	3
ABUHB	Complex Care	1
		120

d. Hywel Dda University Health Board (HDUB)

Organiastion	Job Role	Total
Hywel Dda University Health Board	Senior Sister	1
Hywel Dda University Health Board	School Health Nurse	37
Hywel Dda University Health Board	Unspecified	34
Hywel Dda University Health Board	Health Visitor	26
Hywel Dda University Health Board	Occupational therapist	1
Hywel Dda University Health Board	senior recovery team lead	1
Hywel Dda University Health Board	Consultant Paediatrician	1
Hywel Dda University Health Board	Paediatric assistant practitioner	1
Hywel Dda University Health Board	operational manager CMHT	1
Hywel Dda University Health Board	ENP team leader	4
Hywel Dda University Health Board	Community Children's nurse	1
Hywel Dda University Health Board	Service Delivery Manager - Children's	1
Hywel Dda University Health Board	Senior Sister, A&E, Withybush Hospital	1
Hywel Dda University Health Board	Specialist Nurse Safeguarding	1
Hywel Dda University Health Board	Youth Liaison Nurse	1
Hywel dda University Health Board	Clinical Lead Paediatric Physiotherapist	1
Hywel Dda University Health Board	Paediatric Physiotherapy	2
Hywel Dda University Health Board	Directorate Secretary	1
Hywel Dda University Health Board	Medical Secretary - Child Health	1
Hywel Dda University Health Board	CAMHS Community Mental Health Nurse	1

Hywel Dda University Health Board	Physiotherapy Service Leader for Children and Young People	1
Hywel Dda University Health Board	Service Delivery Manager/Senior Nurse	1
Hywel Dda University Health Board	Paediatric Dietitian	2
Hywel Dda University Health Board	Paediatric Palliative Care Nurse	1
Child and Adolescent Mental Health Service	Primary Mental Health Nurse	2
Hywel Dda University Health Board	Senior Nurse/Quality Assurance Manager - Health Visiting	1
Hywel Dda University Health Board	staff nurse	10
Hywel Dda University Health Board	health care support worker	2
Hywel Dda University Health Board	Senior Sister	1
Hywel Dda University Health Board	junior sister	2
Hywel dda university health board	clinic administrator paediatric opd carms	1
Hywel dda university health board	sister paeds OPD	1
Hywel dda university health board	HCSW Paeds OPD	2
Hywel dda university Health Board	Neonatal Outreach Nurse	1
Hywel Dda University Health Board	Schools In Reach Team Lead CAMHS	1
Hywel Dda University Health Board	Locum Consultant	1
Hywel Dda University Health Board	Superintendent Radiographer	1
Hywel Dda University Health Board	Lead Radiographer	1
Hywel Dda University Health Board	senior ODP	1
Hywel Dda University Health Board	Nurse Auxillary	1
Hywel Dda University Health Board	Senior Nurse Quality Assurance School Nursing	1
Hywel Dda University Health Board	Childrens physiotherapist	1

Hywel Dda Continued

<b>Organisation</b>	<b>Job Role</b>	<b>Total</b>
Hywel Dda University Health Board	Band 4 clinic assistant Paeds OPD EWC	1
Hywel Dda University Health Board	Service Delivery Support Manager - Children's Public Health Nursing	1
Hywel Dda University Health Board	Lead Nurse, Neonates	1
Hywel Dda University Health Board	Professional & Practice Development Nurse Unscheduled care	1
Hywel Dda University Health Board	charge nurse	1
Hywel Dda University Health Board	Community Nurse	1
Hywel Dda University Health Board	junior sister	1
Hywel Dda University Health Board	HCSW Paeds OPD	1
Hywel Dda University Health Board	primary care practitioner camhs	1
Hywel Dda University Health Board		
Hywel Dda University Health Board	School Nurse Team Leader Carmarthenshire	1
Hywel Dda University Health Board		
Hywel Dda University Health Board	Community mental health worker with Sp. CAMHS	1
Hywel Dda University Health Board	Youth Liaison NURse	1
Hywel Dda University Health Board	Community Staff Nurse School Nurse Team	1
Total		171

e. Betsi Cadwaladr University Health Board (BCUHB)

<b>Organisation</b>	<b>Job Role</b>	<b>Total</b>
Betsi Cadwaladr	Unspecified	1
Betsi Cadwaladr	Service Manager	1
Betsi Cadwaladr	Engagement Officer	1
Betsi Cadwaladr	Project Manager	1
Betsi Cadwaladr	Head of Safeguarding Children	1
Betsi Cadwaladr	Childrens Clinical Services Manager	1
Betsi Cadwaladr	Safeguarding Advisor Midwife	1
Betsi Cadwaladr	Safeguard Training Advisor	1
Betsi Cadwaladr	Safeguarding Midwifery Advisor	1
Betsi Cadwaladr	Health Visitor	8
Betsi Cadwaladr	CNN	1
Betsi Cadwaladr	Nursery nurse	1
Betsi Cadwaladr	School Nurse	1
Betsi Cadwaladr	CNN	1
Betsi Cadwaladr	Administrator for Safeguarding West	1
Betsi Cadwaladr	Safeguarding Manager	1
Betsi Cadwaladr	CNSSC	1
Betsi Cadwaladr	Community Nursing Assistant	2
Betsi Cadwaladr	Community Children's Learning Disability Nurse	1
Betsi Cadwaladr	Senior Community Childrens LD nurse	1
Betsi Cadwaladr	Student nurse	1
<b>Total</b>		<b>29</b>

f. Health General (Powys Teaching Health Board)

<b>Organisation</b>	<b>Job Role</b>	<b>Total</b>
Powys County Council	Children's Rights & Participation Officer	1
Powys Teaching Health Board	Flying Start HV Lead	1
Powys Teaching Health Board	Paediatric community nurse	1
Powys Teaching Health Board CAMHS	CITT Support Worker	1
Powys Teaching Health Board CAMHS	Primary Mental Health Practitioner	1
Powys Teaching Health Board	Special School Nurse	1
Powys teaching health board	High Intensity Therapist	1
Powys Teaching Health Board	Assistant Head of Childrens Nursing	1
Powys Teaching Health Board CAMHS	Support worker	1
Powys Teaching Health Board	Health Visitor	1
Powys Teaching Health Board CAMHS	Specialist camhs practitioner	1
Powys Teaching Health Board	Psychologist	1
Powys Teaching Health Board	Head of Children's Public Health Nursing and Paediatric Services	1
Powys Teaching Health Board	CAMHS Practitioner	1
Powys Teaching Health Board	Specialist Crisis practitioner CAMHS	1
Powys Teaching Health Board CAMHS	Specialist CAMHs practitioner	1
<b>Total</b>		<b>16</b>



g. Health Student Nurses Swansea University

Organisation	Job Role	Total
University of Swansea	Student Nurse	34

Table 2a-b: Sport: Session Delivery / Participants

a. Sport Pilot

Organisation	Job Role	Total
Welsh Cycling	Workforce Officer	1
Sport Wales	Sport Wales Senior Officer	1
Welsh Rugby Union Group	Policy and Integrity Manager	1
NSPCC	Child Protection in Sport Senior Consultant (Wales)	1
NSPCC	Child Protection in Sport (Wales)	1
<b>Total</b>		5

b. Sport Delivery

Organisation	Job Role	Total
Swim Wales	Welfare	2
Conwy Council		5
	Physical Literacy Co-ordinator	
Tros Gynnal Plant	Children and Young person's advocate	1
Disability Sport Wales	CEO	1
Flintshire County Council	Youth information and involvement officer	1
Welshpool Rugby Club	Club Safeguarding Officer	1
Tennis Wales	National Participation Manager	1
Wrexham Tennis Centre	Welfare Officer	1
Hockey Wales	Club Development Officer	1
Welsh Athletics	Network Officer	1
parent carer	parent carer and advocate	1
Hockey Wales	<b>Club Development Officer</b>	<b>1</b>
City and County of Swansea	Active Young People Officer	2
Sport Wales	Senior Officer	1
Swansea City Council	Assistant Manager	1
Welsh rugby union	Club safeguarding officer	1
UWTSD	Student	2
Ethnic Minorities & Youth Support Team Wales (EYST Wales)	Project Officer	1
		1
SWANSEA COUNCIL	Park Lives Co-ordinator sport	
Swansea Council	AYP Officer	2

Swansea Council	AYP Manager	1
Sport Wales	Senior Officer	1
Swansea Council Sports Development	AYP Co-ordinator	1
Newport Life		1
Trials Training Wales	Training Officer	1
Trials Training Wales		1
PASS	AYP Co-Ordinator	1
City and County of Swansea	Park Lives Coordinator	1
<b>Freedomleisure</b>		1
Hockey Wales	Club Development Officer	1
Swim Wales	Head of Governance & Safeguarding officer	1
Disability Sport Wales	Partnership Manager	1
Welsh Rugby Union	Safeguarding Coordinator	1
Swim Wales	Head of Aquatic Development	1
Tros Gynnal Plant	Advocacy Caseworker - Asylum Rights Programme	1
Monmouthshire Sport Development	Sport Development Team Lead	1
Sport RCT	Community sport and physical activity leader	1
Sport RCT		1
Sport Wales	Equality Lead	1
Vale of Glamorgan Council	Principal Healthy Living Officer	1
Cardiff Metropolitan Uni	Sports development coordinator	1
ABMU Health Board	Interim Deputy Head of Safeguarding	1
sport wales	sport wales enior officer	1
Sport RCT	Voulenteer YA Lead	1
Garw Tennis Club	Chairman/coach	1
Sport Pembroke	Active Young People Manager	1
Sport Pembrokeshire	Senior Officer	1
Torfaen CBC	sports development officer	1
Welsh Triathlon	Executive Officer and Lead Officer for Safeguarding	1
Torfaen Sports Development	Sports Development Officer	1
Sport RCT	Sport Development Manager	1
Supporting Family Change	Support Worker	1
Supporting Family Change	Support Worker	1
Torfaen Sports Development	positive futures	1
Torfaen Sports Development	Sports Development Coordinator	1
Torfaen Sports Development	Disability Sport Wales Development Officer	1
Torfaen sports development	sports development officer	1
Sport Caerphilly	Sport Development Team Leader	1
Dragons	Community Manager	1
Hartridge RFC Juniors	Junior section Chairman	1
Wales Golf	Safeguarding Co-ordinator	1
Welsh Fencing	Safeguarding Officer, Welsh Fencing	1
Wales Golf		1

Aneurin Leisure	Wellbeing Manager	1
Welsh Cycling	Workforce Officer	1
Cricket Wales	Child Welfare Director	1
Swim Wales	Regional Development Manager	1
Total		74

## Participants Perspectives: Year 3

Evaluation of the training was carried out through a post training session questionnaire, which sought both formative and summative feedback (see appendix 2 for a copy of the questionnaire utilised). Ethical approval for the evaluation was provided by UWTSD Ethics committee, the evaluation adhered to strict ethical procedures including: ensuring participant anonymity and compliance with the UWTSD data management and storage policy (<http://www.uwtsd.ac.uk/library/research-data-management/>).

It can be demonstrated from the evaluation evidence that the majority of participants **95%** found the training to be of an **excellent and very good** standard, understanding and awareness the UNCRC has increased with the desire evident to implement the knowledge into their practice as well as share it with their colleagues/organisations—children / young people and parents. The delivery of the sessions were viewed positively with the interactive activities and group discussions being of value; the facilitator’s style of delivery was seen as effective—engaging and appropriate with each sector.

### Participants Feelings in Relation to the UNCRC Training.

Figures 1-4 illustrate participants ratings of the UNCRC training they engaged in, they were asked to indicate their ratings on a Likert scale between 1-5, with 5 being excellent and 1 being poor. The figures illustrate that for each sector the majority of participants scored that they felt the training was of an excellent and very good standard, this is clear across all three sectors as indicated in Figure 1. Figures 2-4 also indicate that for each separate sector again the majority felt that the training was of an excellent / very good standard. (Q1)

Figure 1: All sectors

Of the 531 participants of both Health and Sport sectors 54% participants felt that the training was of an excellent standard and 41% a very good standard, 5% felt it was a good standard and 0% poor.

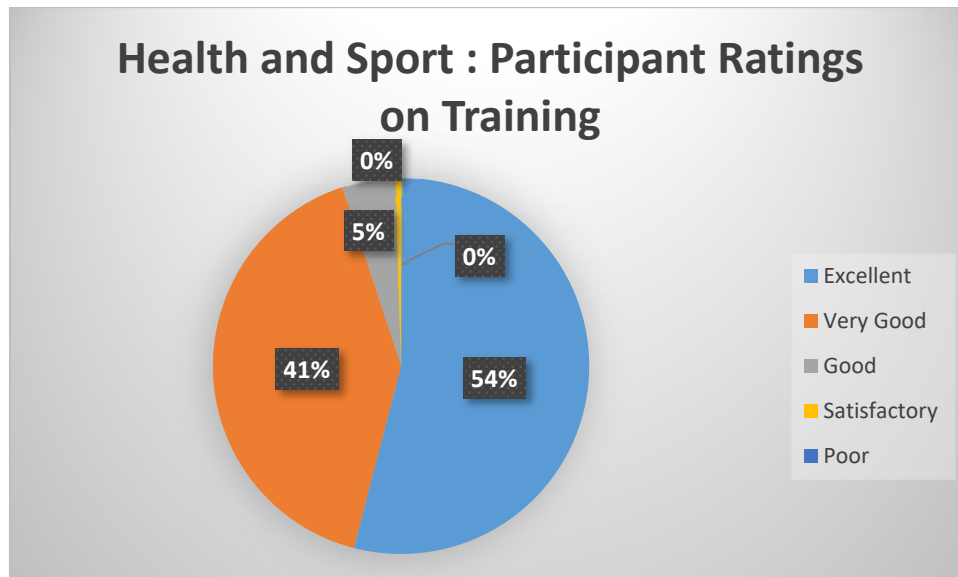


Figure 2: Health

Of the 456 participants of the Health sector 55% felt the training was of an excellent standard and 39% a very good standard, only 6% felt it was a good standard. 1 person rated the training as satisfactory 0 % poor.

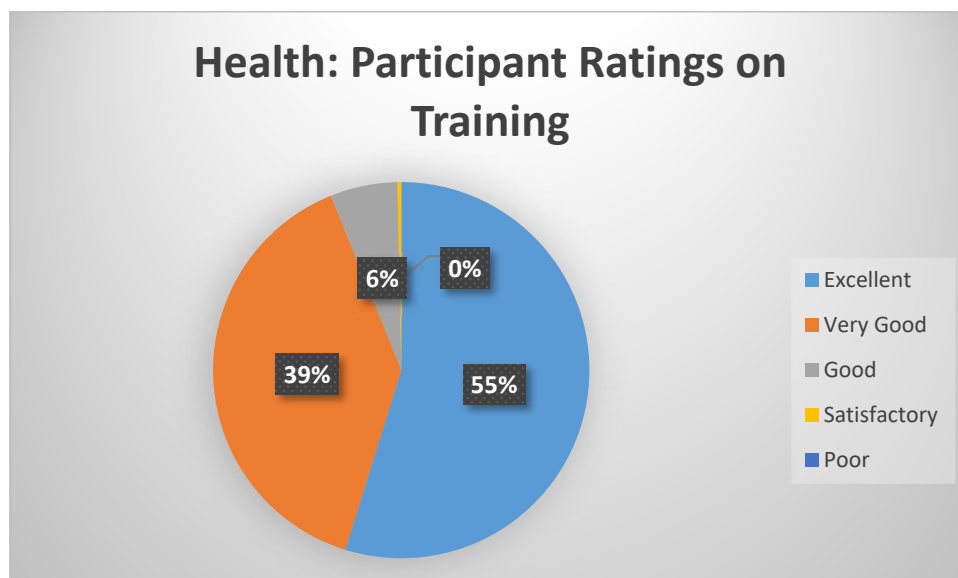
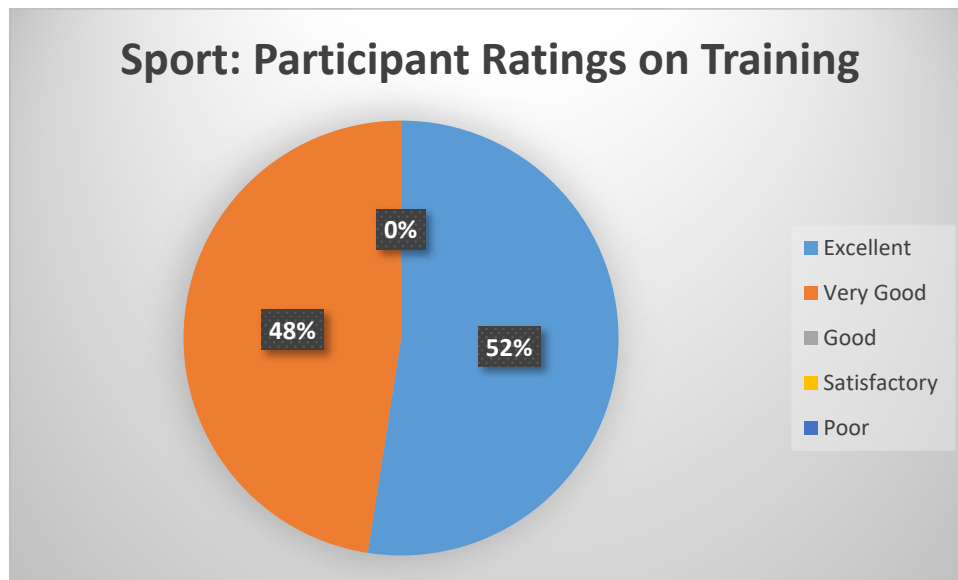


Figure: 3: Sport Sector

Of the 79 participants of the Youth Justice sector the majority 52% felt that the training was of an excellent standard and 48% a very good standard, nobody rated the training as good, satisfactory or poor (0%).



## Participants Reasons in relation to their rating on the UNCRC training (Q1a)

The qualitative data gathered suggest that the key reasons that their ratings of Excellent 5 & Very Good 4 were:

1.	Explained a new area and how it impacts on our organisation (sport)
2.	Informative, interactive, varied, applied and well-delivered
3.	Group Discussion
4.	Very relaxed and made to feel comfortable
5.	Thought provoking, stimulating ideas
6.	Opportunities to Reflect on professional practice
7.	Use of interactive activities : Good balance between information and activities
8.	Gaining Understanding / Informative / educational / how to make a difference
9.	Resources: Animated videos / and presentations
10.	How to put the UNCRC in to practice and embed children rights
11.	Very informative overview of UNCRC, which is very well applied in a sport sector.
12.	Well-presented and delivered / relaxed but professional/ friendly / enthusiastic / knowledgeable/ positive
13.	Enjoyment of session /engaging/ fun / problem solving
14.	Refreshing knowledge
15.	Expectations met

The qualitative data gathered suggest that the key reasons that their ratings of 3 (only 5% of total) and below (0%)L

1.	Videos
2.	Not learning anything new.
3.	Venue <sup>4</sup> (with Health Board)
4.	To short <sup>5</sup> (Some Health Sector Training)

<sup>4</sup> For some training e.g. some Health training was undertaken within Health board facilities, which were not always suitable for the training requirements.

<sup>5</sup> For some training e.g Health, the sessions were 1.5 hours long rather than 3 hours.

## What participants valued most from the training (Q2)

A number of key themes around what was valued most from the training identified:

1.	Participation-everyone was listened to / Respectful
2.	Increased knowledge / raising awareness
3.	The opportunity to consider application to Disability Sport wales
4.	New information and understanding of rights
5.	Group Work: " opportunities to discuss and hear about good practice"
6.	Learning from others and colleagues
7.	Opportunity for Discussion
8.	Considering how we can better involve YP in our decision making process
9.	Better Understanding of importance of rights and how link to specific sectors
10.	Resources used : Videos / Presentations
11.	Activities : e.g power walk
12.	Refreshing Knowledge
13.	Overcoming barriers
14.	Understanding advocating on behalf of Young People
15.	Information relevant to own work practice
16.	The need to put child at centre of what we do

## What participants valued least from the training? (Q3)

1.	Videos repetitive / too Many (only a minority noted this 3)
2.	Information possible too low for qualified staff
3.	More in-depth case studies
4.	Nursing students wanted it earlier in their training
5.	Nothing-all excellent

## What additions participants would make to the training? (Q4)

1.	Longer session
2.	Sport: " More people attending-sharing information about what the workshop is and why it I important for a range of roles in sport to attend"
3.	More case studies / sharing of practical examples
4.	Nursing Students would like to have the training earlier in their programme
5.	Include more Childrens views in training
6.	None
7.	Social media, input from young people, examples from sport sector
8.	Listening to young people and the barriers to embedding rights
9.	Sport x 1 : more sport related



## How Participants will use the work explored today? (Q5)

The majority of people noted that they would share the training with their workforce sectors and children and Young people.

1.	Share resources with colleagues especially videos
2.	Embed vision (sport) / To underpin our strategy and work
3.	"Health: Feel empowered to move this forward with our organisation",
4.	Will inform own practice: Introduce in practice
5.	Increased involvement of young people
6.	Use the pledge cards to start implementing some small changes
7.	Filtering to sectors (sport) and Higher Education
8.	Embed in Safe guarding policies
9.	Reflect on what I and organisation need to do differently
10.	More aware of Childrens rights when working with agencies
11.	Better understanding
12.	Knowing when appropriate to use rights
13.	Reinforcing knowledge and practice
14.	To employ Best practice
15.	Ensure consistency in training / contribute to training
16.	In daily Work / reflect on Childrens in relation to my practice
17.	Inform young people of their rights and help them have their voice heard
18.	Use it when working with partner agencies

### How the training could enabling children and young people to access their Rights (Q6)

Participants felt that the training would enable children and young people to access their rights in the following ways: Sharing knowledge with the work force and staff working with children and Young people was a priority for the majority of participants:

1.	Sport :Include Children in work: e.g. adding children’s rights onto agendas for meetings, creating a shadow strategic group for young people and more YP friendly resources
2.	Making Young people aware of rights and resources on rights : leads to empowerment
3.	Utilising resources used today : videos / activities
4.	Support, advocate and disseminate to all sports and sports staff/volunteer
5.	Create a Youth Forum
6.	Putting in to practice
7.	Effective participation
8.	Embedding children’s rights rather than just a tick box
9.	Signposting children/young people
10.	Knowing that there are resources and where to find them and signpost
11.	More awareness of involving young people in enabling them to have choices.
12.	Recognition of breaches of children rights
13.	Sharing knowledge with the work force and staff working with children and young people
14.	Sharing knowledge and information with young people and parents / raise awareness
15.	Ensuring children are included and participate in their settings
16.	More informed professionals and sharing with practitioners
17.	Support children at all times to access their rights
18.	Promote more effective practice
19.	Help identify gaps
20.	A greater awareness across an organisation
21.	Encourage joined up thinking approach with professionals

### UNCRC training that participants are engaged in (Q7 & 8)

A small number of participants stated that they had engaged in training across all three sectors as can be seen in the tables below. The majority had not engaged in any training and therefore illustrating the need for such training within these sectors.

	Health	Sport
<b>Deliver Training</b>	6	1 (Safeguarding) 1
<b>Received Training</b>	20	5
<b>Not Received and Training</b>	30	3
<b>No answer</b>	350	47

## Participants views on the style of the training (Q9 &10)

The feedback on the style of training / facilitation was across all sectors very positive; common themes throughout all sector feedback was:

1. That staff were:
  - a. "Excellent, varied, respectful and engaging"
  - b. "engaging"
  - c. "fantastic"
  - d. "Good interaction by presenters"
  - e. "Very relaxed"
  - f. "very interesting"
  - g. "Very knowledgeable"
  - h. "Easy to understand for someone with no background"
  - i. "Pleasant and approachable"
  - j. "Great that it was bilingual and accessible in Welsh"
  - k. "Engaging and impactful"
  
2. The group discussions and interactive activities were greatly appreciated:
  - a. Relaxed
  - b. Engaging
  - c. Excellent
  - d. Very relaxed happy to listen to our experiences and frustrations
  - e. Non-threatening
  - f. Approachable and fun
  - g. Positive
  - h. Interactive
  - i. experienced and knowledgeable trainers
  - j. "Good Mix of video clips/interactive group work and conversation".
  
3. Videos:
  - a. The resources that are available free of charge are great asset
  - b. Useful to have videos to share with colleagues

## Some areas to consider further:

1. "Needs to receive continued WG support to ensure the whole sector get across to the training and information".
2. Only 1 participants did not enjoy the discursive and participatory element
3. Providing a handout with key links on it to resources.
4. Consider further case studies of actual practice
5. Consider length of training and venue
6. A minority found the videos to be repetitive
7. Consider having children's voices in the training and further practical examples

## Project Review Year 2

In addition to participant feedback on the value of the training and how well it met Welsh Government aims and outcomes an overall review of the project has been considered, which includes: the engagement of sectors, the development of accreditation opportunities, resources and delivery.

### Engagement of Sectors

The initial stages of the project involved a number engagement sessions with subject matter experts within the Sport and the Health Service. This included formal meetings to discuss content and delivery. The success of the project it is strongly believed is as a result of this initial engagement phase and the investment of the SME in the process.

***A key recommendation would be to ensure in future projects such sector engagement continues to ensure effective delivery of the training.***

### Accreditation

At the outset of the project it was intended to offer accreditation opportunities for participants. Two UNCRC modules have been validated by the University of Wales Trinity Saint David: one level 20 credit module and 1 level 7 30 credit module. The opportunity to undertake this module was advertised on all promotional material and discussed in the training session. To date no participants have enquired about the accreditation.

***Recommendation: To develop more sector specific work-based CPD accreditation opportunities if the project were to be run again.***

### Resources

The animated resources developed in partnership with Eliesha Cymru enriched the face to face training offered by UWTSD. As can be seen from the participant feedback they were generally well received. These resources are now available on the UWTSD website <https://www.uwtسد.ac.uk/uncrc/resources/>. The project manager is also on request sharing these with participants.

***Recommendation: Consider developing and utilising videos on further training.***

All material developed by UWTSD was presented bilingually as were the training sessions. The option of Welsh medium delivery is also provided.

## Conclusions and Recommendations

### Participant Feedback

The project in year 3 has successfully delivered to the Sport and Health sectors. The participant evaluation questionnaires illustrate that the training has been well received with the majority finding the training excellent or very good (95%) a very small percentage— 5% saw the training as good. The qualitative feedback is on the whole also of an excellent and very good standard. It is clear that the majority of people will utilise this training in their “daily work” and share the training with their colleagues/organisations, children/young people and parents in their own workforce contexts. The key aims of the project were to:

1. Provide a comprehensive programme of training and accreditation to enable those who work with children and young people to have the knowledge and understanding required to ensure that the principals of the UNCRC are integrated into their practices.
2. Encourage each sector to take ownership and introduce the training into their learning and development programme.

The majority of participants on the training felt their knowledge had increased and they would be sharing their knowledge and resources within their own contexts, the key aim of the project is therefore being worked towards positively. The feedback suggests that “knowledgeable staff “are one way to ensure that the UNCRC is embedded into practice, the training evidently has increased knowledge and understanding.

### Delivery of Training

While the overall feedback on the training was very positive some key points for consideration that require further reflection are:

- a. For the Health sessions delivered the training was run flexible to meet their needs, for example– some Health Boards requested 1.5 hours training sessions instead of 3 hours. This was to fit with work patterns however, some feedback suggested they would prefer a longer session.
- b. Requests were noted for more “case studies/ sharing of good practice, while time is given for discussion on practice examples further consideration could be given to ensuring enough time is available to explore implementation into practice and resources available to support participants to achieve this.
- c. Further use of social media to be considered and embedded.
- d. Further input from children and young people’s perspectives. We did take on board such feedback during the training e.g for Sport sectors for some training Young people Sports Ambassadors helped to facilitate sessions. For Health all resources were quality assured by a Health Boards Youth Council.

### Engagement of Sector: Working with year 3 Sectors:

The content and mode of delivery was defined by sector engagement sessions at the start of year 3 and throughout the year. As a result the training appears to have met the majority of needs with the sectors in year 3. To ensure a successful future training similar meaningful engagement needs to take place.

#### Accreditation:

Offering Accreditation provides enhancement to the training, further consideration of the appropriateness of workplace CPD options may meet the needs of year 3 sectors.

#### Resources:

The majority of participants found the videos to be useful in conveying key messages about the UNCRC, and useful to share with colleagues and utilise in their organisations. The videos are now all available on UWTSD website: <https://www.uwtsd.ac.uk/uncrc/resources/> .

#### Catch up Sessions:

All catch up sessions for year 1 and 2 were delivered (See evaluation document).

#### Final Comments

It is evident that the training has been successful and potentially impactful across the two sectors in year 3. Additional training has been requested by both Sport and Health, often in a more targeted way. For example, specific clubs asking for training in Sport, specific departments in Health Authorities. Sport and Health in particular (with exception of one Health Board )are very much at the start of their Children's rights Journey's and further support and training can help the with their aspirations.

## Appendix 1 : Rationale for not delivering to the Media Sector

### Welsh Government funded UNCRC Training: University of Wales Trinity Saint Davids,

#### Rationale for not running media sessions, and transferring them to other key sectors;

The WG funded UNCRC training encompasses delivering training sessions to 9 workforce sectors across Wales: Education, Social Care, Childcare, Police, Youth Justice, Local Authorities, Health, Sport, Media.

Eight of the nine sectors have fully engaged to both inform the training content and through attendance at the training. It has however not been possible to engage the media sector.

Steps taken to engage the media sector are outlined below.

**Table 1: Steps taken to engage media sector.**

Activity / Date	Actions	Issue
1 <sup>st</sup> December 2017 : Sector Engagement workshop	Advertising for workshop from via direct e-mail to all media organisations within Wales, including media and coms departments of Charites.	No response to any e-mail invitations.  Non-attendance at engagement workshop
October 2017-January 2018 Contacting organisations via phone	In addition to e-mail invitations, direct phone calls to organisations to encourage engagement.	Again lack of interest and availability apparent.
November 2017	Discussion with Gareth Evans (ex-education correspondent with the Western Mail)	Gareth noted the challenges faced by the media in Wales and the difficulties of attending face to face training.  He noted that the media unlikely to engage in such events.
December 2017	Welsh Government assistance sought; WG communication department contacted all media organisation on the projects behalf.	No response received regarding the e-mail from Welsh Government
January 2018	Project manager for the UNCRC project again contacted all media organisations and followed up on Welsh Government e-mail	Again no response received regarding the project

As result of the lack of engagement as outlined in Table 1, it was proposed to Welsh Government that we transfer the delivery of the media sessions to the other sectors where there is significant demand.

Table 2 outlines additional current session requests which illustrates we could easily deliver the outstanding 7 sessions that would have been run for the media sector.

**Table 2 : Proposed Additional sessions to replace Media**

Sector	Date / Venue / Org	Number of sessions
Education	15 <sup>th</sup> February (Healthy Schools Conference Carmarthen)	2
Education	29 <sup>th</sup> March (UWTSD)	2
Local Authorities	NEATH : Governors Training	Possibly 2
Health	June / July	Additional sessions requests at least 4 but could deliver more
Police		X 2
Total		Approx.: 12



## Appendix 2: UNCRC Training Evaluation Questionnaire.



## UNCRC: Children’s Rights Training

Please could you complete this evaluation form?  
 All responses will be anonymised.

<b>Date</b>		<b>Time</b>			
<b>Gender</b>	<input type="checkbox"/> Male <input type="checkbox"/> Female	<b>Venue</b>			
<b>Your Organisation</b>					
<b>I would be happy to be contacted at a future date.</b>	<input type="checkbox"/> YES  <input type="checkbox"/> NO	Name;  E-mail:			
1. Please <b>CIRCLE</b> a number to 2. indicate your <b>FEELINGS</b> about the training with a. 5 being <b>EXCELLENT</b> b. 1 being <b>POOR</b>					
	1	2	3	4	5
1a. Please give your <b>REASON(S)</b> for making the selection:					
2. What did you value <b>MOST</b> from the training and <b>WHY?</b>					
3. What did you value <b>LEAST</b> from the training and <b>WHY?</b>					
4. What <b>ADDITIONS</b> to the training would <b>SUPPORT</b> your work?					

<b>5. How will you USE the work explored today?</b>	
<b>6. In what way will the training ENABLE children and young people to ACCESS THEIR RIGHTS?</b>	
<b>7. What training do you ALREADY DELIVER in regard to UNCRC support your work?</b>	
<b>8. Please indicate any training you have ALREADY UNDERTAKEN regarding UNCRC?</b>	
<b>Title of Training</b>	<b>Delivered by . . .</b>
<b>9. Please comment on the STYLE of the training and the FACILITATION carried out</b>	
<b>10. Are there ANY OTHER COMMENTS about today's training you would like to make?</b>	

Thank you for attending and completing this training questionnaire



## UNCRC: Children’s Rights Training

Please could you complete this evaluation form?  
 All responses will be anonymised.

<b>Date</b>		<b>Time</b>				
<b>Gender</b>	<input type="checkbox"/> Male <input type="checkbox"/> Female	<b>Venue</b>				
<b>Your Organisation</b>						
<b>I would be happy to be contacted at a future date.</b>	<input type="checkbox"/> YES  <input type="checkbox"/> NO	Name;  E-mail:				
3. Please <b>CIRCLE</b> a number to 4. indicate your <b>FEELINGS</b> about the training with a. 5 being <b>EXCELLENT</b> b. 1 being <b>POOR</b>						
	1	2	3	4	5	
1a. Please give your <b>REASON(S)</b> for making the selection:						
2. What did you value <b>MOST</b> from the training and <b>WHY</b> ?						
3. What did you value <b>LEAST</b> from the training and <b>WHY</b> ?						
4. What <b>ADDITIONS</b> to the training would <b>SUPPORT</b> your work?						

5. How will you **USE** the work explored today?

6. In what way will the training **ENABLE** children and young people to **ACCESS THEIR RIGHTS**?

7. What training do you **ALREADY DELIVER** in regard to UNCRC support your work?

8. Please indicate any training you have **ALREADY UNDERTAKEN** regarding **UNCRC**?

Title of Training	Delivered by . . .

9. Please comment on the **STYLE** of the training and the **FACILITATION** carried out

10. Are there **ANY OTHER COMMENTS** about today's training you would like to make?

Thank you for attending and completing this training questionnaire

