Bath and North East Somerset
Local Safeguarding Children Board

Inter-agency Safeguarding Children
Training Programme
April 2013 – April 2014

South West Shared Child Protection Procedures
www.online-procedures.co.uk/swcpp
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About This Brochure

The Local Safeguarding Children Board (LSCB) is committed to providing a comprehensive and effective training programme to agencies within B&NES. The training programme aims to increase participants’ knowledge and skills in the field of Child Protection. In addition to this the training programme aims to improve working relationships between agencies, promote anti-discriminatory practice and to promote high quality service provision and better outcomes for children and young people. The Training and workforce development Group (TWDG) on behalf of the Local Safeguarding Children Board oversees the implementation of the training programme. The TWDG has revised its training programme, strategy and action plan for B&NES.

This training programme is supported by the national framework for statutory guidance on training which is ‘Working Together to Safeguard Children’ (March 2010), the ‘Common Core of Skills and Knowledge’ (refreshed April 2010), B&NES Local Safeguarding Children Board’s current Strategic and Business plans and the South West Inter-agency Training consortium’s ‘Standardisation of Training document’. This programme should therefore be read alongside these documents.

‘Working Together’ (2010) indicates that all those working with children/young people and/or parents/carers must access training in child protection and safeguarding. This should include training as part of their agency induction and refresher training at least every three years. For those members of the workforce who predominantly work with; children/young people and/or parent/carers, or who have specialist responsibilities or designated responsibility for child protection, or are operational managers involved in child protection should be both single agency and inter-agency in the above training. The current training programme seeks to meet this need and incorporates the suggested training content for different target groups (Working Together, 2010).

The training brochure outlines the training programme from April 2013- April 2014 as agreed by B&NES Local Safeguarding Children Board and its sub-committees.

This Brochure is available in electronic version – please visit the B&NES website at www.bathnes.gov.uk/LSCB under Local Safeguarding Children Board

If you have any comments or queries about this brochure, please contact the Integrated Training Administrator, on 01225 394210, or email: childrenswerforce_training@bathnes.gov.uk.
Bath and North East Somerset
Local Safeguarding Children Board (LSCB)

The Local Safeguarding Board (LSCB) consists of statutory and voluntary agencies which provide a range of services to children within the area of B&NES. Each authority has its own LSCB, as required by The Children Act 2004, which co-ordinates and ensures the effectiveness of those persons/bodies represented on the board in relation to their statutory duty to safeguard and promote the welfare of children. Membership may vary according to local resources and service provision.

Current member agencies in B&NES are:

- Bath and North East Somerset People & Communities
- Avon and Somerset Police
- Avon & Somerset Probation
- Avon Fire & Rescue
- Child and Family Court Advisory and Support Service (CAFCASS)
- B&NES Clinical Commissioning Group
- Avon and Wiltshire Mental Health Partnership NHS Trust
- Royal United Hospital NHS Trust
- Royal National Hospital for Rheumatic Diseases (RNHRD)
- NHS B&NES & NHS Wiltshire
- Public Health NHS B&NES
- Oxford Health NHS Foundation Trust and CAMHS
- Sirona Care and Health
- B&NES Primary & Secondary Schools
- Barnardos
- B&NES Voluntary Sector

Safeguarding children is the responsibility of all, not just those agencies and individuals who work within the child protection field or with vulnerable children as a part of their work (Children’s Act 2004). All individuals and agencies, organisations, clubs and associations are expected to have a role in safeguarding children and promoting their welfare.

There are 5 Outcomes for children, overseen by the Director of Children’s Services, within the Children’s Trusts arrangements in each Local Authority.

The 5 Outcomes are –
- Be Healthy, Stay Safe
- Enjoy and Achieve
- Make a Positive Contribution
- Achieve Economic Well-being

The LSCB will seek to ensure that all the children in its area have the opportunity and support to achieve these Outcomes. The remit of the LSCB is outlined in the Children Act 2004 and ‘Working Together to Safeguard Children’ (2010) published by the Department for Children, Schools and Families.
The scope of the LSCB’s role includes safeguarding and promoting the welfare of children in three broad areas of activity;

- Activity that affects all children and aims to identify and prevent maltreatment, or impairment of health or development, and to ensure children are growing up in circumstances consistent with safe and effective care
- Proactive work that aims to target particular groups
- Responsive work to protect children who suffer, or at risk of suffering significant harm

Where particular children are the subject of interventions then that safeguarding work should aim to help them achieve all five outcomes, to have optimal life chances. It is within the remit of LSCB’s to check the extent to which this has been achieved as part of their monitoring and evaluation work.

Functions of the LSCB include - developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority, including policies and procedures in relation to;

- The action to be taken where there are concerns about a child’s safety or welfare, including thresholds for intervention
- Training of persons who work with children or in services affecting the safety and welfare of children
- Recruitment and supervision of persons who work with children
- Investigation of allegations concerning persons who work with children
- Safety and welfare of children who are privately fostered
- Communicating to persons and bodies in the area of the authority the need to safeguard and promote the welfare of children, raising their awareness of how best this can be done, and encouraging them to do so
- Monitoring and evaluating the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve
- Participating in the local planning and commissioning of children’s services to ensure that they take safeguarding and promoting the welfare of children into account

The LSCB also has functions in relation to child deaths and serious case reviews and produces an annual report on the effectiveness of safeguarding in the local area.
The Training and Workforce Development Group

The Training and Workforce Development Group (TWDG) is a Sub-Committee of the LSCB and as such is made up of representatives of LSCB agencies.

The TWDG oversees the planning, design, delivery and importantly, the evaluation of inter-agency training in B&NES. In addition, the TWDG also takes responsibility for the individual evaluation of each course as well as the training programme as a whole. The TWDG considers how inter-agency training relates to single agency training in the field of Child Protection and seeks to ensure that these compliment each other.

The TWDG has updated its training strategy in line with Working Together 2010 (please find this at www.bathnes.gov.uk/LSCB)

The TWDG Terms of Reference and responsibilities are outlined below.

Terms of Reference

The Training and Workforce Development Group will oversee the;

- Identification of inter-agency training needs
- Design and delivery of training
- Implementation of an annual training strategy and programme
- Monitor and evaluate courses, quality and standards
- Management of resources

Responsibilities

- To co-ordinate the production of an inter-agency training strategy and training programmes and learning materials
- To administer the LSCB training budget and pursue any budget development opportunities
- To consider issues of resource/service provision to assist the effective implementation of the inter-agency training programme
- To oversee the management and operation of the LSCB Inter-agency Training Team, including recruitment, selection and review
- To ensure there are effective monitoring systems in place to confirm that appropriate training is reaching the relevant staff within organisations
- To ensure that the training strategy and delivery takes account of national and local lessons from Serious Case Reviews, Child Death Overview Panel (CDOP) and multiagency audits and reviews

The training programme reflects training needs as identified through the multi –agency training needs analysis conducted by the TWDG.

The training programme also reflects changes in policy and practice, and local needs. The training programme also aims to promote and support closer working between agencies and individual knowledge development to ensure improved practices in the field of child protection.
Inter-agency Safeguarding Training Team

The Training and Workforce Development Group oversees the training provided by the Training Team. The Training Team is made up of suitably experienced practitioners from LSCB agencies, who work regularly together in the field of Child Protection as part of agency service provision to children and families.

The Inter-Agency Training Team meets 3-4 times per year to plan, develop and deliver training in the field of child protection at standard and advanced levels. Membership of the Training Team will be annually reviewed and new membership nominations considered by the TWDG.

There is an expectation that LSCB member agencies who financially contribute to the programme should identify a named person to assist with the delivery of safeguarding training. Once agencies have nominated appropriate personnel, a train the trainer’s course will be planned to ensure nominated members are equipped with the necessary skills and knowledge required for training in the field.

Training commitments are provided in addition to practitioner’s main area of practice and therefore relies upon a great deal of good will on behalf of the individuals and agencies concerned, as well as effective working relationships and mutual understanding.

Membership of the training team currently comprises of representatives from a variety of agencies and organisations, including:

- Child and Adolescent Mental Health (CAMHS)
- Avon and Somerset Police
- B&NES Primary Care Trust
- Royal United Hospital
- Children's Services

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Common Core of Knowledge and Skills

The DCSF (now the Department for Education) ‘Common Core of Skills and Knowledge’ was updated by the Children’s Workforce Development Council in March 2010.

The common core describes the skills and knowledge that everyone who works with children and young people is expected to have. There are six areas of expertise in the common core which taken together offer a single framework to underpin multiagency and integrated working, professional standards, training and qualifications across the children and young people’s workforce. The six areas are:

- Effective communication and engagement
- Child and young person development
- Safeguarding and promoting the welfare of the child
- Supporting transitions
- Multi-agency and Integrated working
- Information sharing

The common core reflects a set of common values for practitioners that promote equality, respect diversity and challenge stereotypes. It helps to improve life chances for all children and young people, including those who have disabilities and those who are most vulnerable. The common core acknowledges the rights of children and young people. It also recognises the role parents, carers and families play.

It is understood that the use of the common core will vary by sector and role, and that different organisations will find the most appropriate ways of giving expression to all the six areas of expertise. Those who work with children and young people all the time will use the common core in different contexts and to different levels of depth from those who come into contact with children and young people as only part of their job. Similarly, some roles will place greater emphasis on one or more of the common core’s six headings: not all practitioners will be regularly involved in supporting transitions, for instance; but all will need to understand at least the most important aspects of each of the six areas of expertise in a way that is relevant to the context in which they work. However the six areas of expertise in the common core work as a whole – many of the skills described under one heading are also relevant to other headings – so it will be important for individuals and organisations to consider the common core in the round.

Following each course outline in this brochure you will find listed the area of the Common Core of Knowledge and Skills covered by the course. Please note that individual courses will not contain all of the knowledge and skills but that many are met over a number of courses, in part or in full. Not all the knowledge and skills will be met via these Inter-agency training courses, and readers should look at what else is available both within their own agency and in a multi-agency context, to help them achieve the full compliment on knowledge and skills.

Common Core Induction training is available to all those in the children’s workforce who are new to post. The induction programme comprises 4 days of training and covers Principles, Values and Legislation, Equality and Diversity, Child Development, Communication Skills, Integrated Working and Safeguarding. The LSCB Training Coordinator, will deliver the safeguarding module. Other elements will be coordinated by Simon Ratcliff, The Children’s Service Training and Development Manager.

Further Information on Children’s Workforce Training can be found at: www.bathnes.gov.uk/childrensworkforcetraining
Single/Inter-Agency Training Protocol

The B&NES LSCB agree in principle that training to individual agencies can be provided by the Training Co-ordinator (by negotiation) on an ad-hoc basis. This training known as ad-hoc or sessional training will be provided at a charge, currently £350.00 per ½ day (or part thereof), or £600.00 per day.
This provision is distinct from training provided by individuals to staff within their own agencies, known as single agency training.

Single Agency training is defined as;
‘…training carried out by a particular agency for its own staff...’ (‘Working Together’ 2010): For example, a health professional training a group of health visitors. Any training provided within individual agencies without recourse to other LSCB trainers is single agency and as such does not require the involvement of the Training Co-ordinator. In this situation, the trainer must inform the nominated person in their agency, who is a member of the Training and Workforce Development Group, of the training to be provided, for their records. The TWDG will seek cooperation from single agency trainers to ensure there is consistency regarding the delivery of key safeguarding messages and that training content is in accordance with the principles enshrined in Working Together to Safeguard Children (2010).

For further information about single agency training, please contact the nominated person in your agency, outlined on page 19

Inter- (or multi) agency training is defined as;
training ‘…which is for employees of different agencies who either work together formally or come together for training and development..’ (‘Working Together’ 2010).

Any request for single agency training must be referred to the Inter-agency Training Co-ordinator, who will liaise directly with the person/agency requesting the training and forward the sessional request form to them (or it can be obtained from this brochure).

Any training provided by the Inter-agency Training Co-ordinator and Training Team is required to meet with; the SWIAT standards the LSCB Training Strategy action plan and Working Together (2010). Training provided by individuals within agencies should also reflect these standards and both national and local guidance on child protection matters.

Sessional training will usually contain elements of the Inter-agency Child Protection course, tailored to meet the needs of your particular service and your client group.

There is an application form for training requests, printed overleaf for photocopying, or for an e-version of this or to discuss details of required training, venues, dates of training etc., please contact; the Interagency Training Administrator on 01225 394210 or via e-mail at childrensworkforce_training@bathnes.gov.uk
Course Calendar at a Glance

Inter-Agency Child Protection – Standard Level – 1 Day

- Thursday 18\(^{th}\) April 2013
- Wednesday 15\(^{th}\) May 2013
- Monday 17\(^{th}\) June 2013
- Friday 13\(^{th}\) September 2013
- Thursday 10\(^{th}\) October 2013
- Wednesday 13\(^{th}\) November 2013
- Monday 2\(^{nd}\) December 2013
- Tuesday 14\(^{th}\) January 2014
- Friday 7\(^{th}\) February 2014
- Friday 14\(^{th}\) March 2014

Inter-Agency Child Protection – Advanced Level – 2 Days

- Weds/Thurs 24\(^{th}\)/25\(^{th}\) April 2013
- Tues/Weds21\(^{st}\)/22\(^{nd}\) May 2013
- Thurs/Fri27\(^{th}\)/28\(^{th}\) June 2013
- Mon/Tues15\(^{th}\)/16\(^{th}\) July 2013
- Weds/Thurs18\(^{th}\)/19\(^{th}\) September 2013
- Tues/Weds15\(^{th}\)/16\(^{th}\) October 2013
- Thurs/Fri 21\(^{st}\)/22\(^{nd}\) November 2013
- Mon/Tues 9\(^{th}\)/10\(^{th}\) December 2013
- Weds/Thurs 22\(^{nd}\)/23\(^{rd}\) January 2014
- Tues/Weds11\(^{th}\)/12\(^{th}\) February 2014
- Thurs/Fri 20\(^{th}\)/21\(^{st}\) March 2014

Inter-Agency Child Protection – Refresher – ½ Days

- Thursday 11\(^{th}\) April 2013
- Monday 10\(^{th}\) June 2013
- Wednesday 25\(^{th}\) Sept 2013
- Tuesday 5\(^{th}\) November 2013
- Friday 17\(^{th}\) January 2014
- Monday 3\(^{rd}\) March 2014

All specialist courses to be confirmed

All 1 day courses run from 9.30-16.30 and ½ day courses from 9.30-13.00

In addition to the above there will be courses planned throughout the year. For these courses and for those where details are still to be confirmed these will be circulated via flyers through the training management committee.
Additional Courses/ Events

- **Online Training**
  B&NES has an online basic safeguarding awareness course via the NSPCC and Educare. This course is specifically for B&NES employees who do not work with children and young people but who need to have a basic awareness of the issues and know what to do if they have concerns about a child’s safety. This is a free online programme. Details of how to apply can be clarified by your services’ nominated administrator. For details of your nominated person please contact Annette Beilby on Tel: 01225 394212 or by email Annette_Beilby@bathnes.gov.uk.

- **Inter-agency reflective practice workshops 12-2pm-Open to all**

  These workshops are open to the whole of the children's workforce. The basis for these workshops is to bring together professional expertise and share good practice ideas related to safeguarding children and young people. Themes for workshops are considered by the LSCB and its sub committees and relate to identified current practice development needs.

  A reflective workshop on parental mental health will be held on 15th of May 2013 from 12-2pm. This session will consider what the research suggests works when working with families when one or both parents/carers have mental health issues.

  A reflective workshop on neglect and how to work with families where there are long standing issues of both physical and emotional neglect will take place on the 12th of June from 12-2pm.

  Please notify Clive Diaz a fortnight before each session if you would like to attend.

  For more information and to register your interest please contact Clive Diaz, Principle Children and families social worker at clive_diaz@bathnes.gov.uk
Guidelines for Application

To apply for a course you will need to fill out the booking form supplied, or photocopy it as necessary. The booking form is appendix to the end of this training brochure. Once completed with as much detail as possible and signed by your line manager, please forward to the **nominated person** in your agency who is detailed below.

If a nominated person in your agency is not specified, please forward your completed application to: [Childrensworkforce_training@bathnes.gov.uk](mailto:Childrensworkforce_training@bathnes.gov.uk)

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<tr>
<th></th>
<th>Name</th>
<th>Position/Department</th>
<th>Address</th>
<th>Contact Details</th>
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<tbody>
<tr>
<td>Avon and Somerset Police</td>
<td>Nick Quine</td>
<td>Police Sergeant Professional Development Unit (training) Bath Police Station Manvers Street BA1 1JN Tel: 01275 816634</td>
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<tr>
<td>Mental Health Partnership Avon and Wiltshire</td>
<td>Jon Peyton</td>
<td>Public Protection &amp; Safeguarding Hillview Lodge RUH Combe Park Bath BA1 3NG Tel: 01225 825 330</td>
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<tr>
<td>Avon Probation Service</td>
<td>Mair Wise</td>
<td>Area Performance Manager &amp; MAPPA Coordinator Central Probation Office Marlborough Street Bristol BS1 3NU Tel: 03000 492519</td>
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<tr>
<td>B&amp;NES Social Care</td>
<td>Trina Shane</td>
<td>Assessment and Family Support Service Manager Children’s Services Riverside Temple Street Keynsham BS31 1DN Tel: 01225 477 979</td>
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<tr>
<td>Sirona Care and Health - Nursing &amp; Health staff</td>
<td>Jill Chart</td>
<td>Named Nurse for Safeguarding Community Child Health Department NHS House Newbridge Hill Bath BA1 3QE Tel: 01225 731 595</td>
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<td>Category</td>
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<td><strong>Primary Care Trust - Medical Staff</strong></td>
<td>Hilary Mercer</td>
<td>Named Doctor for Safeguarding</td>
<td>Newbridge Hill</td>
<td>Tel: 01225 731 570</td>
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<td></td>
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<td>Consultant Community Paediatrician</td>
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<td>Child Health Department</td>
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<td><strong>Bath Royal United NHS- Trust Hospital</strong></td>
<td>Beverly Boyd</td>
<td>Clinic Manager-Paediatrics</td>
<td>Combe Park</td>
<td>Tel: 01225 825 532</td>
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<td>Children’s Centre, RUH</td>
<td></td>
<td>Bath, BA1 3NG</td>
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<td><strong>Youth Offending Team and Youth Services</strong></td>
<td>Sally Churchyard</td>
<td>11-19 Outcomes Service Manager</td>
<td>Combe Park</td>
<td>Tel: 01225 395442</td>
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<td>B&amp;NES Youth Offending Team</td>
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<td>12 Charlotte St, Bath</td>
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<tr>
<td><strong>Adult Care</strong></td>
<td>Maggie Hall</td>
<td>Safeguarding Coordinator</td>
<td>St Martins Hospital</td>
<td>Tel: 01225 831742</td>
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<td>Bath</td>
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Allocation of Places

A percentage of places on each course are reserved for LSCB member agencies. Other places will be allocated to ensure multi-agency representation and on the basis of applicant’s role and responsibility in relation to safeguarding and child protection, and the extent of their work with children/young people and parent/carers. There are also places put aside for voluntary and other organisations on each course.

Although a place on any course cannot be guaranteed, you are advised to note dates in your diary for the course[s] you have applied for and send in your application as soon as possible.

Following the closing date, all applications will be considered and you will be notified by email if you have been successful in securing a place. If you have not received this confirmation two weeks prior to the course, then please contact the Inter-Agency Training Administrator.

Places on each course are limited and so if you are ill or otherwise unable to attend for any reason, please contact the Interagency Training Coordinator or make arrangements for someone to attend in your place instead, as there will be a charge of £50.00 levied for any non-attendance. The charge will be made to your manager/agency who will be notified of your non-attendance and the reason for the charge.

Charges for Attendance by non-funding agencies

There is a charge for people attending courses that do not financially contribute to the LSCB training programme.

Attendance on the standard level Inter-agency Child Protection course is free. All other courses attract a fee of £100.00 per person per day.

Cancellation

The full cost of single agency training will be payable in the event of cancellation unless at least 2 weeks notice is given.

Individuals who have booked places on courses and then are unable to attend will be charged £50.00 unless at least 24 hour notice is given (on the day is NOT acceptable) or substitute is arranged by the participant.

Number of participants per course

Normally, a maximum of 25 people per course is accepted. In exceptional circumstances and where the training facility will allow, a higher number may be admitted to a course.
Standard Inter-Agency Child Protection

Participants Must Have Completed Single Agency Training

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<th>CLOSING DATE</th>
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<tr>
<td>Friday 13th September 2013</td>
<td>Brunswick Room, The Guildhall</td>
<td>30th August 2013</td>
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<tr>
<td>Thursday 10th October 2013</td>
<td>Council Chamber, Riverside, Keynsham</td>
<td>26th September 2013</td>
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<tr>
<td>Tuesday 14th January 2014</td>
<td>Brunswick Room, The Guildhall</td>
<td>31st December 2013</td>
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<tr>
<td>Friday 14th March 2014</td>
<td>Council Chambers, Keynsham</td>
<td>27th February 2014</td>
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Course Outline

This is a one day course focusing on a multi-agency approach and response to Child Protection issues. This course is an opportunity to develop your knowledge around child protection issues and the processes involved. This is an opportunity to explore with colleagues from other organisations the challenges and benefits that exist in working in a multi-agency system, and to promote and improve inter-agency best practice.

The course includes identifying child protection concerns, understanding how to make a referral and understanding your role and responsibilities in relation to safeguarding children. This course also looks at the process of information sharing.

Aims / Objectives

- To increase knowledge of the evidence base in relation to Child Abuse
- To encourage participants to work across agencies in managing child protection concerns
- To increase participants knowledge of indicators of child protection concerns
- To raise awareness of local and government policies and guidance in child protection

Learning Outcomes - at the end of this course participants will;

- Be aware of the definitions and types of abuse and their impact on children
- To be able to recognise and respond to safeguarding and child protection concerns
Be aware of the child protection process and how key agencies work together to identify and meet the needs of children where there are safeguarding concerns

Be aware of the impact that domestic abuse, substance misuse and parental mental health can have on parenting capacity

Have begun to consider issues of superficial compliance and the importance of family history and functioning

**Target Staff**

The standard Inter-Agency Child Protection course is for staff who work predominantly with children, young people and/or their parents/carers and who may contribute to the assessment, planning and reviewing of children’s needs and parenting capacity where there are safeguarding concerns.

This includes staff from target groups 3, 4, and 5 of Working Together, 2010. For further clarification please see the LSCB Inter-agency Strategy, in particular the training pathways.

**Trainer**
Mel Argles, LSCB Training Coordinator

**Related Common Core of Knowledge Skills**

- Effective communication and engagement with children, young people, and families
- Child and young person development
- Safeguarding and promoting the welfare of the child or young person
- Multi-agency and Integrated working
- Sharing Information

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Advanced Inter-Agency Child Protection

Participants Must Have Completed Inter-Agency Child Protection Course or Equivalent

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<tr>
<td>22nd /23rd January 2013</td>
<td>Guildhall, Bath</td>
<td>8th January 2013</td>
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<td>18th /19th March 2013</td>
<td>Southside Youth Hub</td>
<td>4th March 2013</td>
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<td>24th /25th April 2013</td>
<td>Guildhall, Bath</td>
<td>11th April 2013</td>
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Course Outline

The Advanced Inter-Agency Child Protection training is a two-day course focusing on a multi-agency approach and response to child protection issues. This course is an opportunity to explore with colleagues from other organisations the challenges and benefits that exist in working in a multi-agency system, and to promote and improve inter-agency best practice.

The course includes assessment, investigations and enquiries, preparation for child protection conferences and the role of the various agencies in these processes. There is input from the Police and Health in relation to their role and working together.

Aims / Objectives

- To enable participants to understand laws, policies and procedures that relate to safeguarding children and young people, and to understand their own professional role in this context, and how agencies work together.
- To encourage participants to use evidence based research, and practice to make professional judgements about whether a child is suffering or is likely to suffer significant harm, and how to respond to this.
- To support partnership working with children, young people, and families, including promoting the importance of understanding the child's daily life experiences.
- To understand the importance of family history and functioning.
• To consider strategies for working with families where there is disguised compliance or resistance including assessment of parental capacity to change.
• To identify, assess and meet the needs of children, and to draw together analyses and plans which considers risks, strengths and protective factors.

Learning Outcomes – at the end of these course participants will;

• Understand the legal framework and national guidance which underpins child protection.
• Understand the process by which enquires and investigations are made when there are concerns about significant harm, and how agencies work together to address and manage such concerns.
• Be able to demonstrate the need for a child centred approach to their practice.
• Be able to recognise ‘families who are resistant to change’, the potential impact on practice, and consider interventions for work and strategies to support practitioners when working with such families.
• Understand what is expected of professionals and their agency in relation to child protection conferences.
• Be confident in using evidence based practice, and the assessment framework, in exercising their professional judgement regarding a child’s needs, parental capacity to meet those needs and the impact of family and environmental factors.

Target Staff

This course is for staff who have particular responsibilities in relation to undertaking section 47 enquiries and/or those who work with complex cases. This includes staff from target groups 4 & 5 (and possibly 6 if new to role) of Working Together (2010). Not all staff who have completed the Inter-agency CP course will need to complete this course.

Participants applying for the Advanced level course with need to ensure they have completed the Standard Inter-Agency Child Protection training BEFORE applying for the Advanced course.

Participants for this course should have a good working knowledge of the current policies and procedures within their own organisations in the field of child protection.

Trainer[s]

Members of the LSCB Training Team

Related Common Core of Knowledge and Skills

• Effective communication and engagement with children, young people, and families.
• Child and young person development.
• Safeguarding and promoting the welfare of the child or young person.
• Multi-agency and integrated working.
• Sharing Information

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**Advanced Inter-Agency Child Protection: Refresher**

Participants Must Have Completed the Advanced Inter-Agency Child Protection Course

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**Course Outline**

The Advanced Inter-Agency Child Protection Refresher training is a half day course focusing on a multi-agency approach and response to child protection issues. This course is an opportunity to update on changes to child protection policy and procedures, to promote and improve inter-agency best practice, and to explore current practice issues.

**Aims / Objectives**

- To enable participants to understand laws, policies and procedures that relate to safeguarding children and young people, and to understand their own professional role in this context, and how agencies work together.
- To encourage participants to use evidence based research, and practice to make professional judgements about whether a child is suffering or is likely to suffer significant harm, and how to respond to this.
- To support partnership working with children, young people, and families, including promoting the importance of understanding the child’s daily life experiences.
- To understand the importance of family history and functioning.
- To consider strategies for working with families where there is disguised compliance or resistance including assessment of parental capacity to change.
- To identify, assess and meet the needs of children, and to draw together analyses and plans which considers risks, strengths and protective factors.
**Learning Outcomes** – at the end of this course participants will;

- Understand the legal framework and national guidance which underpins child protection.
- Understand the process by which enquiries and investigations are made when there are concerns about significant harm, and how agencies work together to address and manage such concerns.
- Be able to demonstrate the need for a child centred approach to their practice.
- Be able to recognise 'families who are resistant to change', the potential impact on practice, and consider interventions for work and strategies to support practitioners when working with such families.
- Be confident in using evidence based practice, and the assessment framework, in exercising their professional judgement regarding a child's needs, parental capacity to meet those needs and the impact of family and environmental factors.

**Target Staff**

This course is a refresher for staff who have completed the Advanced Child protection training, and are seeking to update their skills and knowledge. This training is for staff who have particular responsibilities in relation to undertaking section 47 enquiries and/or those who work with complex cases. This includes staff from target groups 4 & 5 (and possibly 6 if new to role) of Working Together (2010). For further clarification please see the LSCB Inter-agency Training Strategy, in particular the training pathways. Not all staff who have completed the Inter-agency CP course will need to complete this course.

Participants applying for the Advanced level course Refresher with need to ensure they have completed the Advanced Inter-Agency Child Protection training BEFORE applying.

Participants for this course should have a good working knowledge of the current policies and procedures within their own organisations in the field of child protection.

**Trainer[s]**

Mel Argles LSCB Training Co-Ordinator.

**Related Common Core of Knowledge and Skills**

- Effective communication and engagement with children, young people, and families.
- Child and young person development.
- Safeguarding and promoting the welfare of the child or young person.
- Multi-agency and integrated working.
- Sharing Information
E-SAFETY-Safeguarding Children In A Digital World
(Open To All)

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Course Outline

This half day course, running 9.30-13.00 is relevant to any professional who works with children and young people. It considers the strengths and risks associated with using electronic communication such as the internet, social networking sites and/or mobile phone technology.

Aims and Objectives

- To consider and analyse how children and young people are actually using technology today.
- To understand some of the risks associated for children/ young people of with using digital technologies.
- To provide some solutions that will keep children and young people safe and to consider how professionals can work together to protect children from these risks.

Learning Outcomes – at the end of this course participants will;

- Have a greater understanding of the range and intricacies of electronic communication.
- Have an increased understanding of the risks involved with the internet and other forms of digital communication.
- Recognise some of the positive and negative aspects of global communication in terms of safeguarding.
- Be able to use practical advice and resources to support children to use communication tools safely and responsibly

Target Staff

This half day course is relevant to all professionals who work directly with children and young people and who need to know about the benefits and risks associated with the digital world.

Trainers
Karl Hopwood

Related Common Core of Knowledge and Skills

- Effective communication and engagement with children, young people and families
- Child and young person development
- Safeguarding and promoting the welfare of the child or young person
- Multi-agency and integrated working
Neglect
(Specialist Course)
Participants Must Have Completed the Inter-Agency Child Protection Course

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Course Outline
This one day course focuses on the definitions, prevalence, racial and cultural issues and difficulties in assessing neglect. It will consider the impact of neglect on children and approaches to working with families where neglect is a feature. Information on current research findings, lessons from enquiries, national and local guidance will also be discussed.

Aims and Objectives
- To assist participants in understanding the various types and presentations of neglect.
- To discuss the impact of neglect on children in the short and long term.
- To highlight lessons from enquiries and issues for practice in this field.
- To promote a multi-agency response to working with families where neglect is a feature.
- To assist participants in utilising existing tools to assess and measure potential for change.
- To discuss difficulties in effecting change across agencies within procedural time constraints.

Learning Outcomes – at the end of these course participants will;
- Understand the nature and impact upon children
- Consider evidence based practice in relation to neglect
- Consider ways to assess and measure the potential for change and time scales for effecting change
- Consider the difficulties which neglect presents in multi-agency working

Target Staff
This course is designed for staff who provide services for children including those who are looked after or particularly vulnerable, i.e. disabled children. Participants should be involved with child protection as part of their work and must have completed the standard level Inter-agency Child Protection course prior to attending.

Trainers
Jill Chart, Named Nurse Sirona Care and Health and Mel Argles, LSCB Training Coordinator

Related Common Core of Knowledge and Skills
- Child and young person development
- Safeguarding and promoting the welfare of children
- Multi-agency working
Disabled Children And Child Protection
(Specialist Course)

Participants Must Have Completed the Standard Interagency Child Protection Course

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Course Outline
This one day course focuses on the needs of disabled children in the child protection constitution, and the additional vulnerabilities and complexities which exist.

It will consider the impact of disability on children, and the approaches to working with families where disability is a feature. Information on current research findings, lessons from enquiries, national and local guidance will also be discussed.

Aims / Objectives
TBC

Learning Outcomes – at the end of this course, participants will;
TBC

Target Staff
All staff involved in providing services for children and their families in B&NES, including managers and front line staff. Participants should be involved with child protection as part of their work and must have completed the Standard Inter-agency Child Protection course prior to attending.
Working With Young People Who Display Harmful Sexual Behaviour – Foundation (Specialist Course)

Participants Must Have Completed The Interagency And Advanced Child Protection Courses

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Course Outline
This one day course will take participants through the B&NES protocol, assessment model and therapeutic resources for young abusers and their families. The day will also cover multi-agency approaches to intervention, support and service planning.

Aims / Objectives
- To highlight factors that can lead to sexually abusive behaviour in young people
- To review current research as a basis for informing practice
- To consider the needs of young people who abuse
- To provide information on local mechanisms for assessing and working with young people who abuse and their families
- To look at therapeutic interventions and resources for young abusers in B&NES
- To promote a multi-agency approach to assessing and working with young people who abuse

Learning Outcomes – at the end of this course, participants will;
- Understand the factors/experiences that may contribute to sexually abusive behaviour in a young person
- Be aware of the current research underpinning this area of work
- Be aware of the B&NES protocol for working with young abusers
- Be able to consider the needs of young people who abuse in the context of the multi-agency assessment tool
- Understand their individual/agency role, and the role of others, within the assessment process, therapeutic interventions to address risk and in the provision of services to this client group

Target Staff
All staff involved in providing services for children and their families in B&NES, including managers and front line staff. Participants should be involved with child protection as part of their work and must have completed the Inter-agency CP course prior to attending.

Trainers: TBC

Related Common Core of Knowledge and Skills
Effective communication and engagement with children, young people, and families
Safeguarding and promoting the welfare of the child or young person
Multi-agency and integrated working
Parental Mental Illness and Child Protection
(Specialist Course)

Participants Must Have Completed the Standard and Advanced Inter-Agency Child Protection Course

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Course Outline
A 1 day course which will look at various types of mental illness and the effects on individual functioning. The course will look at how mental illness may impact upon a parent’s ability to care for and respond appropriately to children’s needs. Multi-agency roles in protecting children in and working with families where mental illness features will also be addressed. Information on current research findings, lessons from enquiries, national and local guidance will also be discussed.

Aims/Objectives
- To discuss and explore the various forms that mental illness may take and the potential impact of this on the parent and parenting.
- To raise awareness of how living with a parent with a mental illness can impact upon children’s day to day life.
- To promote a multi-agency approach to working with and providing services for children who live with a parent with a mental illness.
- To provide information on national guidance and local procedures on working with families experiencing parental mental illness.

Learning Outcomes – at the end of these course participants will;
- Understand the nature and impact of parental mental illness upon children and their day to day lives.
- Be familiar with local procedures and national guidance relating to working with families in these circumstances.
- Understand their own and other agency roles in identifying, assessing and protecting vulnerable children where parental mental illness is a feature.

Target Staff
This course is designed for staff who provides services for children as well as those who are looked after or particularly vulnerable i.e. disabled children and are involved in child protection as part of their work.
Parental Substance Misuse And Child Protection
(Specialist Course)

Participants Must Have Completed The Standard And Advanced Level Inter-Agency Child Protection Courses

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Outline Course
This course will focus on the impact of parental substance misuse on children and multi-agency responses to working with families where substance misuse is a feature. Information on current research findings, national and local guidance will also be discussed.

Aims/Objectives
- To discuss and explore the various types of substance misuse and the impact upon the individual.
- To raise awareness of how living with carers who misuse substances may impact upon a child’s life in terms of physical, emotional and neglect issues.
- To promote a multi-agency approach to working with and providing services for children in these circumstances.
- To provide information on national guidance and local procedures on working with families where substance misuse is a feature.

Learning Outcomes – at the end of these course participants will;
- Understand the nature and impact of parental substance misuse upon children’s day to day lives as well as long term implications.
- Be familiar with local procedures and national guidance relating to substance misuse.
- Understand their own and other agency roles in identifying, assessing and protecting vulnerable children living with carers who misuse substances.

Target Staff
All staff involved in providing services for children and their families in B&NES, including managers and front line staff. Participants should be involved with child protection as part of their work.

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Domestic Abuse And Child Protection  
(Specialist Course)

Participants Must Have Completed The Standard And Advanced Level Inter-Agency Child Protection Courses

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Course Outline
This course will focus on the impact of domestic abuse on children and multi-agency responses to working with families where domestic abuse is a feature. Information on current research findings, national and local guidance will also be discussed.

Aims/Objectives
- To discuss and explore the various types of domestic abuse and the impact upon the adults, children and family dynamic.
- To raise awareness of how living with domestic abuse may impact upon a child’s life in terms of short and long term emotional harm.
- To promote a multi-agency approach to working with and providing services for children in these circumstances.
- To provide information on national guidance and local procedures on working with families where domestic abuse is a feature.

Learning Outcomes – at the end of this course, participants will;
- Understand the nature and impact of domestic abuse upon children’s day to day lives as well as long term implications.
- Be familiar with local procedures and national guidance relating to domestic abuse, and services available.
- Understand their own and other agency roles in identifying, assessing and protecting vulnerable children living in environments where domestic abuse is a feature.

Target Staff
All staff involved in providing services for children and their families in B&NES, including managers and front line staff. Participants should be involved with child protection as part of their work.

Core Skills:
- Child and young person development
- Safeguarding and promoting the welfare of the child
- Multi-agency and integrated working
- Information sharing
Toxic Trio and Child Protection
(Specialist Course)

Participants Must Have Completed The Standard And Advanced Level Inter-Agency Child Protection Courses

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Course Outline
This course will focus on the impact of the Toxic Trio, of domestic abuse, parental substance misuse, and parental mental health on children and multi-agency responses to working with families where this is a feature. Information on current research findings, national and local guidance will also be discussed.

Aims/Objectives
- To discuss and explore the interaction of the ‘Toxic Trio’, its impact upon the adults, children and family dynamic.
- To raise awareness of how children living with domestic abuse, parental mental illness and parental alcohol use are at significantly increased risk of harm, and the impact that this may have upon a child’s life experience.
- To promote a multi-agency approach to working with and providing services for children in these circumstances.
- To provide information on national guidance and local procedures on working with families where domestic abuse is a feature.
- To look at serious case reviews where the ‘Toxic Trio’ has been a significant feature, and look at lessons for practice.

Learning Outcomes – at the end of these course participants will:
- Understand the nature and impact of the combination of the ‘toxic trio’ upon children’s day to day lives as well as long term implications.
- Be familiar with local procedures and national guidance relating to domestic abuse, parental substance misuse and parental mental illness, and services available.
- Understand their own and other agency roles in identifying, assessing and protecting vulnerable children living in environments where domestic abuse is a feature.

Target Staff
All staff involved in providing services for children and their families in B&NES, including managers and front line staff. Participants should be involved with child protection as part of their work.

Core Skills
- Effective communication and engagement
- Child and young person development
- Safeguarding and promoting the welfare of the child
- Supporting transitions
- Multi-agency and integrated working
- Information sharing
Questioning Skills For Professional Outcomes
(Specialist Course)

Participants Must Have Completed the Inter-Agency and Advanced Child Protection Courses

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Course Outline
This one day course builds on practitioner’s awareness and skill in gathering important information when working with children and their families where there are safeguarding concerns, in an attempt to ensure better outcomes for children and young people.

Aims/Objectives
- To enable practitioners to use best practice regarding planning, preparing and evaluating information gained through contact with parents/carers to support direct interventions that work to safeguard children.
- To develop effective approaches to communication with parents/carers

Learning Outcomes – at the end of these course participants will:
- Be able to effectively plan and prepare for any interview to gather information for the purpose of safeguarding children
- Have identified barriers to communication and what supports engagement and effective rapport building with parents/carers
- Know how to obtain the most detailed information possible, differentiate between productive and counter-productive questions
- Know how to close an interview, leaving opportunities for future communication
- Be able to effectively evaluate information obtained

Target Staff
All staff working directly or indirectly with children/young people, or those working with their families, who have a responsibility to safeguard and promote the welfare of children and young people. Participants must have completed at least the Inter-agency CP course.

Trainers
TBC

Related Common Core of Knowledge and Skills
- Effective Communication and engagement with children, young people and families

Application Form (Next Page)
# LSCB TRAINING BOOKING FORM

Please complete this form in full and then ask your manager to send it to: [childrensworkforce_training@bathnes.gov.uk](mailto:childrensworkforce_training@bathnes.gov.uk)

For further information please contact the Training Administrator on 01225 394210

Please use one booking form per course

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Version 1.0 - March 2013
**REQUEST FOR LSCB SESSIONAL TRAINING**

Please complete this form in full and send it to:

childrenworkforce_training@bathnes.gov.uk

For further information please contact the Training Administrator on 01225 394210

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<tr>
<td>Number of staff expected to attend the training</td>
<td>Click here to enter text.</td>
</tr>
<tr>
<td>Venue at which the training will take place</td>
<td>Click here to enter text.</td>
</tr>
</tbody>
</table>

Which of the following will be available for the trainer to use?

- Computer
- Television
- Projector
- DVD player
- Projector screen
- Flipchart, paper & pens

<table>
<thead>
<tr>
<th>Name</th>
<th>Click here to enter text.</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-mail</td>
<td>Click here to enter text.</td>
</tr>
<tr>
<td>Signature</td>
<td>Click here to enter text.</td>
</tr>
<tr>
<td>Date</td>
<td>Click here to enter a date.</td>
</tr>
</tbody>
</table>

Version 1.0 March 2013

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