



city & hackney
safeguarding
children board

Multi-Agency Training Programme

April 2017 – March 2018

Introduction

Welcome to the City and Hackney Safeguarding Children Board training programme 2017 - 18.

The world of safeguarding is complex, demanding and absolutely necessary; and nothing is more important than helping and protecting our children and young people.

Working together to make children and young people safer is the primary aim of the City & Hackney Safeguarding Children Board (CHSCB); and it is essential that professionals are equipped with the knowledge, skills and experience that will help them meet their safeguarding responsibilities effectively. The CHSCB training programme exists for exactly this reason.

At the core of our safeguarding and child protection work is the message that children and young people need to be **seen, heard and helped** and that we truly understand what life is like for them. We want to learn from these experiences and have a positive impact upon young lives. We want our work to be characterised by an attitude of constructive professional challenge and we want to foster a culture of continuous learning and review that inspires innovation, whilst always making sure we're doing the basics right.

The training courses on offer in this programme are open to all practitioners working with children and young people across the City of London and the London Borough of Hackney. This programme provides details of CHSCB courses designed to assist professionals to develop the knowledge, skills and attitudes that they need in order to contribute positively to multi-agency working and to achieve better outcomes for children and young people.

Recognising the pressure of the day to day practice on front line staff, a variety of training and awareness-raising methods are also employed by the CHSCB to maximise attendance. These range from providing **lunchtime seminars** (held in local venues in both City of London and Hackney) to **e-learning**, enabling staff to "power-learn" when time is tight. The CHSCB also hosts an **Annual Conference** that engages the wider professional network to deliver key safeguarding messages and learning.

The courses in this programme were developed by considering the competency needs of agencies to safeguard children and young people focusing on the needs identified from the annual staff survey (which captures local individual knowledge and need), themes from local, national reviews and the core competency requirements outlined in Competency still Matters (2014) and the Intercollegiate document (2014). The programme aligns with the CHSCB Business Plan for 2017-19 core priorities including early help and early intervention; together with courses that address safeguarding matters specific to the context of work within the City of London and the London Borough of Hackney.

Jim Gamble
CHSCB Independent Chair



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CHSCB Multi-agency Learning and Development

The courses run by the CHSCB are delivered to a multi-agency audience which means that professionals from different organisations and backgrounds join together for a shared learning experience with an emphasis on building relationships and working together. The CHSCB training encourages the notion that safeguarding children is everybody's responsibility. The Safeguarding Training Coordinator retains the right to allocate training places at their discretion to ensure good representation from each agency and a multi-agency balance on training courses.

Multi-agency training enables staff to work effectively both within their own agency and across organisational boundaries. Training people together can make a significant contribution to building mutually respectful and trusting relationships, which forms the foundation of any partnership working.

CHSCB training aims to:

- Improve communication between professionals and others working with children, young people and families
- Develop a shared understanding of roles and responsibilities
- Contribute to whatever actions are needed to safeguard and promote the child's welfare
- Improve assessment, analysis and decision making
- Improve effective working together based on sound working relationships.

All CHSCB training courses will be multi-agency.

Before undertaking CHSCB training, it is preferable that you have completed an introductory course in safeguarding children.

Individual agencies and employers are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting the welfare of children and young people, and in order to fulfil their safeguarding duties as identified in Working Together to Safeguard Children 2015.

Completion of Group A or similar training will be a prerequisite to attendance at any course for Group B and above.

How to apply

Application for any of the CHSCB courses outlined in this programme can be made online via the Training and Development section of our website www.chscb.org.uk. To apply for a course you will need to complete the online application form. Successful applicants will be sent joining instructions two weeks prior to the course starting. If you have a line manager, please discuss your application with them and gain their agreement to your attendance on the training and confirmation that they will release you on the relevant date.

Pre course preparation

Child protection training can include subjects that participants may find difficult. Please consider where you can gain support after the course. For CHSCB courses you will need to be prepared to actively participate within the workshops and discussions in order to give you the best training and learning experience possible.

If you have any difficulty applying or have any other query regarding our courses, please contact:
CHSCB Safeguarding Training Co-ordinator, 0208 356 4826, chscb@hackney.gov.uk

Cost of Courses

CHSCB courses are free of charge to all partner agencies. Any delegate who is allocated a place on a training course must give **5 working days** notice before the course date if they are unavailable to attend, so that the place can be offered to somebody else.

In the absence of receipt of a cancellation or notification of unavoidable absence, the agency will be charged a £50 non-attendance fee.

If there are genuine extenuating circumstances such as illness that prevents a delegate from attending (which are confirmed by line manager) the agency will not be charged.

Venues

A range of venues across the City of London and Hackney are used for training and are chosen for quality and best value. If you have any special requirements please state this on your application.

NB: Refreshments are provided on our courses but lunch is not.

Completion of course

Certificates of attendance from the City and Hackney Safeguarding Children Board (CHSCB) are issued to all delegates who have successfully completed a full training course. This certificate is valid for 2 years and can be used to demonstrate professional development. Participants are responsible for keeping their own record of learning.

Levels of Training

In order to meet the differing levels of training needs across the range of agencies and staff roles, the courses are categorised into three different groups targeted according to the level of contact with children and families and level of responsibility for safeguarding children. Details about the groups and their correlation to the Intercollegiate document can be found from page 37 in this programme.

Agencies

All applicants from the following agencies are eligible for training:

- British Transport Police
- CAFCASS
- Children's Centres
- City and Hackney CCG
- City of London Children's Services
- City of London Housing
- City of London Leisure, Sport and Culture
- City of London Licensing
- City of London Peoples Services
- City of London Police
- Connexions
- East London NHS Foundation Trust
- Hackney Adult Social Care
- Hackney Children and Young People's Services
- Hackney Health and Community Services
- Hackney Homes
- Hackney Learning Trust
- Hackney Licensing
- Homerton University Hospital NHS Foundation Trust
- Housing associations
- Independent schools and nurseries
- London Ambulance Service
- London Fire Brigade
- London Probation Service/London CRC
- Metropolitan Police
- Private sector
- Public Health
- Schools and further education services
- Voluntary and community sector
- Whittington Health Trust

CHSCB Training Standards

City and Hackney Safeguarding Children Board will:

- Provide experienced and knowledgeable trainers
- Provide training course hand-outs
- Provide you with up to date training in accordance with learning objectives set
- Challenge any discrimination and/or oppressive behaviour or language
- Listen to comments made through evaluations and make changes where necessary
- Create a learning environment where confidentiality will be maintained unless this impacts on the welfare of a child
- Raise concerns which may arise during training with regards to practice
- Carry out three month post training evaluation of impact of training
- Publicise all training opportunities via the CHSCB website and mailing list.

Delegates are expected to:

- Notify the CHSCB if they are unable to attend a course five working days prior to the course date
- Contribute and take time to listen within the group
- Fully participate in group work and discussion during the training session
- Behave in a professional and respectful manner to others
- Use any knowledge or skills gained to improve your practice
- Be vigilant about the health and safety of others and comply with any evacuation procedures as appropriate
- Seek support after training if needed
- Complete evaluation forms after the course
- Complete three month follow-up evaluation.

Line Managers are expected to:

- Sign and agree to the delegate's application form
- Spend time with the staff member or volunteer after the course to facilitate learning into practice
- Ensure that the staff member or volunteer is freed up from their work to attend training
- Organise the payment of a cancellation fee if the staff member or volunteer does not attend the course without giving five working days notice
- Encourage delegates to complete the three month follow up evaluation survey and feedback on the impact of training on their practice
- Provide post course feedback - if requested - on how training has impacted on the practice of their staff.

Which training is right for me?

Group A training is for people who:

- are in contact or work regularly with children and young people and with their parents/carers
- have a responsibility to contribute to safeguarding and promoting the welfare of children in the community but do not necessarily have specific organisational responsibility or statutory authority to intervene in the lives of children and their families
- require the skills and knowledge necessary to manage the interface between themselves and statutory agencies (if not employed in one), and where appropriate the child and family need to understand the nature of worries about children's welfare and the systems in place to safeguard children from harm and promote their welfare.

Group B training is for people who:

- work regularly with children and young people and adults who are parents/carers and may have particular responsibility for safeguarding children
- need to be able to act on child welfare concerns and to contribute appropriately to the processes described in *Working Together to Safeguard Children* (HM Government 2015)
- need to be able to work within an inter- or multi-agency context
- need an understanding of the processes set out in the *London Child Protection Procedures* and the underpinning knowledge required to support their implementation
- should be able to provide information on the child's developmental needs and circumstances, if appropriate convey accurately the child's views and advocate for or take action that will be in the best interests of the child.

Group C training is for people who:

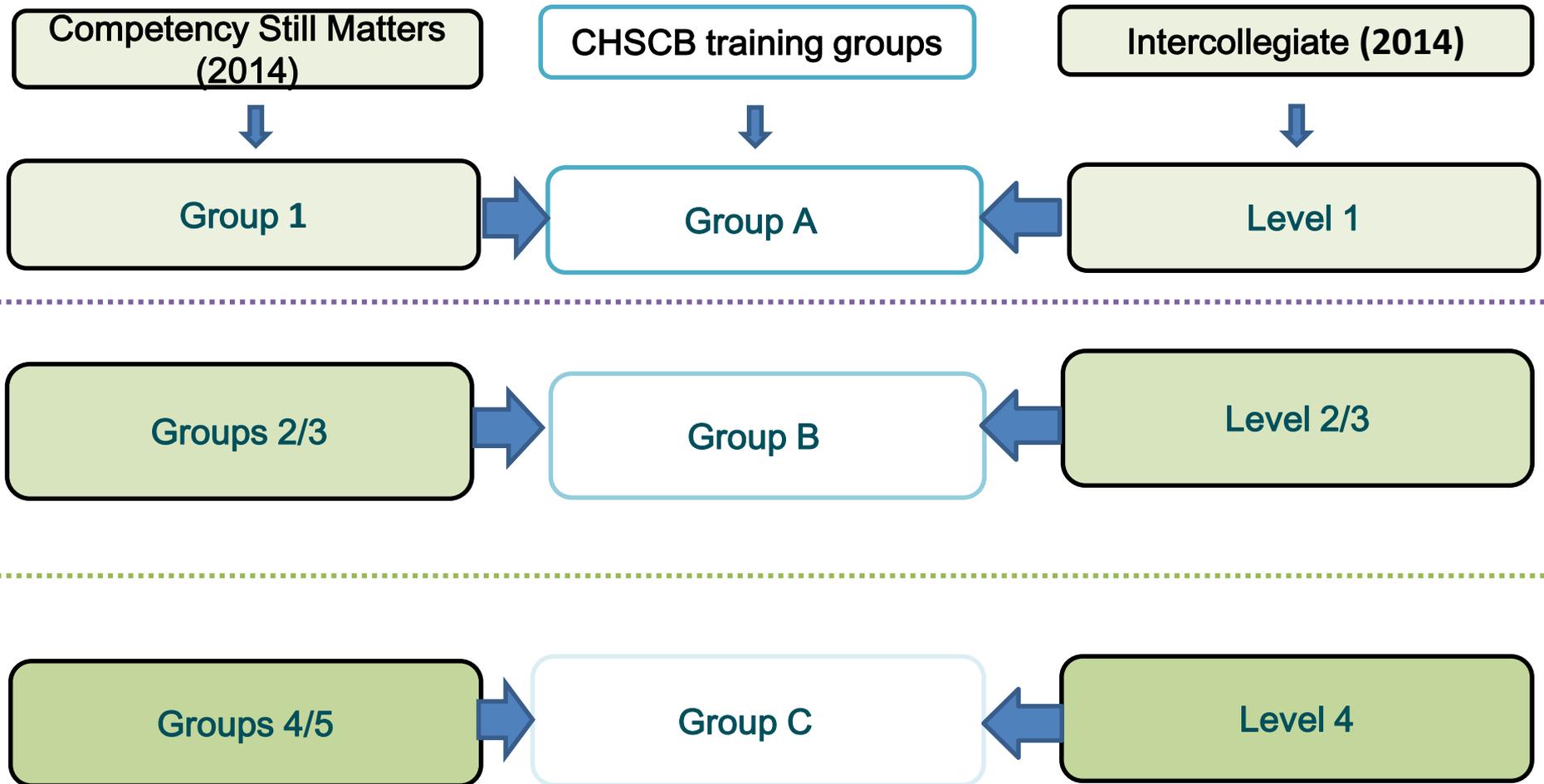
- are operational managers in organisations employing staff to work with children and families or with responsibility for commissioning or delivering services
- have strategic and managerial responsibility for commissioning and delivering services for children and families
- hold supervisory responsibility in relation to safeguarding and promoting the welfare of children
- hold particular professional/organisational authority and a substantial degree of personal responsibility and autonomy to act on child welfare concerns, including those where a child is or may be suffering significant harm
- work extensively within an inter- or multi-agency context
- often have responsibility for the work of others.

If you are unsure which category is appropriate, please speak to your manager.

Frequency of training

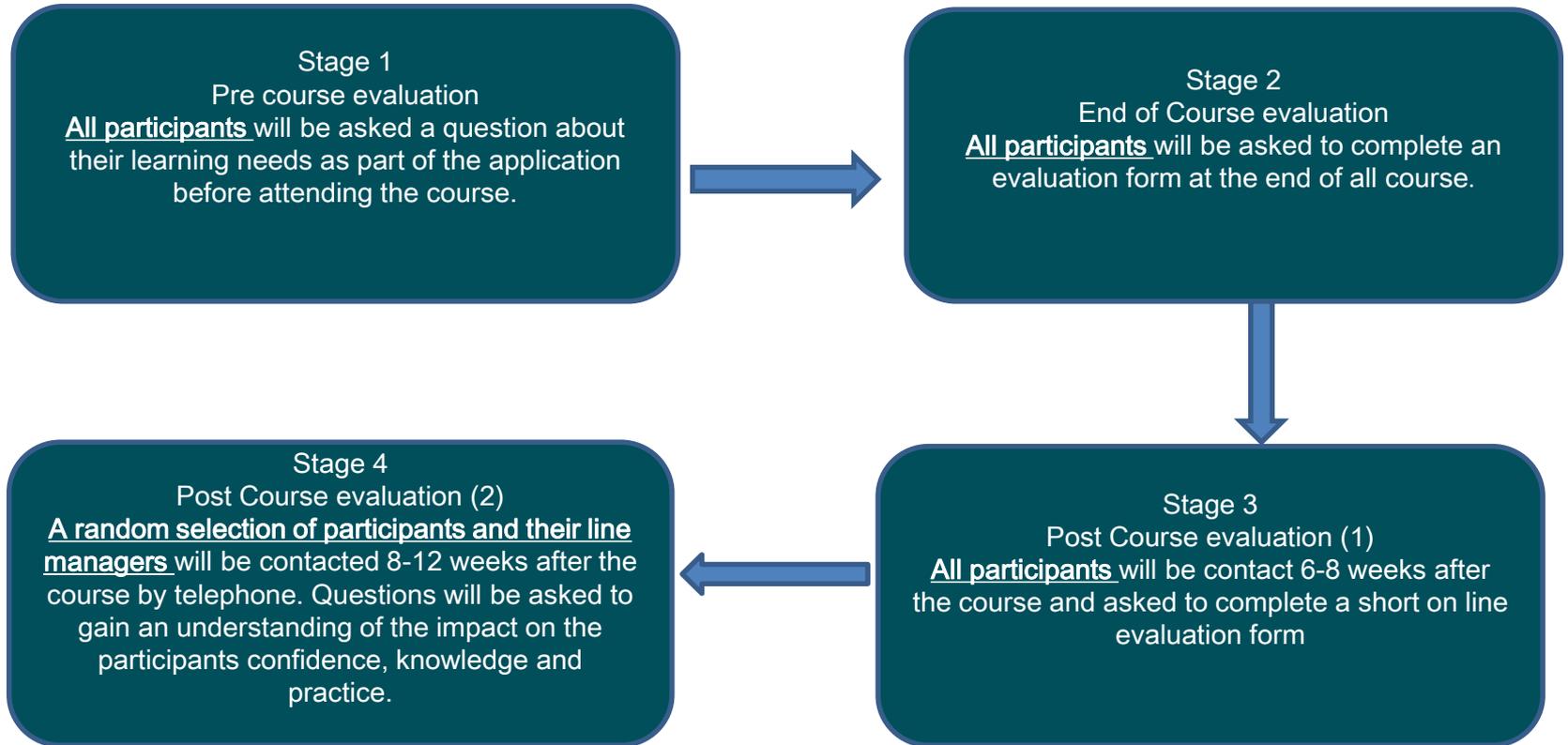
CHSCB recommends that all child protection training is refreshed every three years with the exception of Designated Persons for Child Protection within Schools and Early Years providers who should refresh training every two years.

Training competency levels



This diagram highlights the link between the CHSCB group training courses and the Intercollegiate and LCPP Competency matters Levels .

Training evaluation and impact



CHSCB TRAINING COURSES 2017-18

<p>Group A</p> <p>Core</p>	<p>Group A</p> <p>CHSCB Priority</p>
<ul style="list-style-type: none"> • Safeguarding Children – a shared responsibility • Refresher: Safeguarding Children – a shared responsibility 	<ul style="list-style-type: none"> • Introduction to CSE • Introduction to Adult Mental Health • Cultural Awareness –Working with the Irish Traveller Community • Cultural Awareness –Working with the east European Roma Community • Cultural Awareness –Working with the Orthodox Jewish Community
<p>Group B</p> <p>Core</p>	<p>Group B</p> <p>CHSCB Priority</p>
<ul style="list-style-type: none"> • Impact of neglect and emotional abuse on the development of children and young people 	<ul style="list-style-type: none"> • Improving practice in communicating with children and young people • Young People Who Display Harmful Sexual Behaviours • Dynamics of Domestic Abuse • Working with parents and carers affected by CSE • Sexual Behaviours Traffic Light Tool • Engaging with families • Difficult Conversations
<p>Group C</p> <p>Core</p>	<p>Group C</p> <p>CHSCB Priority</p>
<ul style="list-style-type: none"> • Training for safeguarding leads, their deputies and managers • Refresher: Training for safeguarding leads, their deputies and managers (new) 	<ul style="list-style-type: none"> • Train the trainer • Safer Recruitment • Risk Assessment, Analysis & Decision Making

- **CORE: Group A
Multi-agency training**

- Safeguarding Children – a shared responsibility
- **Refresher** course Safeguarding Children – a shared responsibility

- **Priority: Group A Multi-agency training**

- Introduction to Child Sexual Exploitation
- Introduction to Adult Mental Health
- Cultural Awareness –Working with the Irish Traveller Community
- Cultural Awareness –Working with the east European Roma Community
- Cultural Awareness –Working with the Orthodox Jewish Community

Safeguarding children – a shared responsibility

GROUP A Core

Aim of the course:

- To develop awareness of, and the ability to act on, concerns about the safety and welfare of children and young people in line with *What to do if you're worried a child is being abused* and the *London Children Protection Procedures*.

Outcomes:

By the end of the training participants will have:

- Identified what to do if they have concerns about a child, including those who are suffering, or at risk of suffering, significant harm.
- Developed an understanding of what will happen once they have informed someone about those concerns.
- An understanding of the response to allegations against professionals.
- Heard about the further contribution they may be asked or expected to make to the processes described in *What To Do If You're Worried a Child Is Being Abused* and the *London Child Protection Procedures*, including how to share information.
- Accessed some basic information and background about the legislative framework within which children's welfare is safeguarded and promoted.
- Been made aware of the City of London Thresholds of Need document and Hackney Child Well-being model which sets out the thresholds for accessing services at different level of need and concern and the Common Support Framework which enables participants to identify how to access support for families.

Facilitators: Nikki Baird, Angela Bent, James Sykes

Dates: 16th May 2017, 13th September 2017, 24th January 2018

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre / The Guildhall

Refresher: Safeguarding children – a shared responsibility

GROUP A Core

Aim of the course:

- This half day course is for participants who have already undertaken safeguarding training and need a refresher to ensure that they have an up to date knowledge of child protection.

Outcomes:

By the end of the training participants will have:

- Refreshed their knowledge on what to do if they have concerns about a child, including those who are suffering, or at risk of suffering, significant harm.
- Refreshed their understanding of what will happen once they have informed someone about those concerns.
- Heard about the further contribution they may be asked or expected to make to the processes described in *What To Do If You're Worried a Child Is Being Abused* and the *London Child Protection Procedures*, including how to share information.
- Been updated on the current legislative framework within which children's welfare is safeguarded and promoted.
- Been updated on the City of London Thresholds of Need document and Hackney Child Well-being model which sets out the thresholds for accessing services at different level of need and concern and the Common Support Framework which enables participants to identify how to access support for families.

Facilitator/s: Nikki Baird, Angela Bent, James Sykes

Dates: 26th July 2017, 14th November 2017

Time: 09:15-13:00 **Duration:** ½ day **Venue:** The Tomlinson Centre

Introduction to Child Sexual Exploitation

GROUP A Priority

Aim of the course:

- Aimed at practitioners who wish to increase their awareness and understanding of Child Sexual Exploitation, definitions, trends and models and how these might manifest themselves, with a particular focus on young women affected by gangs and groups. The course is designed to assist professionals in identifying risks and then equipping them with knowledge to ensure that they can make the relevant referrals.
- Professionals will be given the chance to start discussions as to how they will discuss these issues with young women.

Outcomes:

This course will:

- Improve the response to indicators of sexual exploitation
- Improve the collection of evidence
- Improve the response to children and young people being sexually exploited in line with local procedures and guidance

Facilitator/s: Becky Fedia, Safer London

Dates: 10th October 2017, 11th January 2018

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Cultural Awareness – Working with the Irish Traveller Community

GROUP A Priority

Aim of the course:

- To support the development of cultural competence in professionals working with the Irish Traveller community in Hackney and to understand the difficulties Travellers may face in accessing mainstream services.

Outcomes:

By the end of the course, participants will have:

- The origins of the community
- Challenges facing the community (Discrimination and Prejudices)
- Health outcomes within the community
- Educational outcomes within the community
- The family and social norms
- Accommodation issues impacting on the community
- Unauthorised encampments
- Improving access to Services

Facilitators: Angie Emmerson

Dates: 11th October 2017

Time: 09:15-13:00 **Duration:** 0.5 day **Venue:** The Tomlinson Centre

Cultural Awareness –Working with the east European Roma Community

GROUP A Priority

Aim of the course:

To increase the professional understanding of the Roma culture, promote models of good practice and effective ways of engaging with Roma people and their families.

Outcomes:

By the end of the training participants will have:

- A better understanding of the culture in order to aid engagement and communication with Roma children, young people and their families.
- Identified a range of approaches of working effectively with Roma people and their families.
- Gained an overview of the Roma community and barriers in accessing mainstream services.
- Gained knowledge of Roma Support Group's work and models of good practice

Facilitator/s: Dada Felja, Gaba Smolinska-Poffley

Dates: 28th November 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Cultural Awareness –Working with the Orthodox Jewish Community

GROUP A Priority

Aim of the course:

To develop and deepen cultural awareness for practitioners across all agencies who work directly or indirectly with Orthodox Jewish families, in order to better understand context and issues. This is an interactive training based on frank, open dialogue with participants.

Outcomes:

Understanding the Orthodox Jewish Community looks at:

- The origins of the community
- The different groupings within the community
- The belief system and centrality of Torah –the Jewish law
- The Jewish calendar
- The family
- Social norms
- Sabbath
- Kosher food
- Structure of community
- Socio economic profile including demographic information
- Challenges facing the community
- Understanding the Orthodox Jewish Community also looks at strategies for building relationships with mainstream agencies

Facilitator/s: Interlink

Dates: 15th November 2017

Time: 09:15-13:00 **Duration:** 0.5 day **Venue:** The Tomlinson Centre

Introduction to Adult Mental Health

GROUP A Priority

Aim of the course:

To raise awareness of mental health issues, interventions to support mental health service users and knowledge of local services in City and Hackney.

Outcomes:

By the end of the training participants will have:

- An increased understanding of mental health and mental distress.
- An increased understanding and awareness of stigma and discrimination
- Be able to identify the barriers that people experiencing mental distress face on a day to day basis
- Have an increased knowledge of interventions and treatments used within mental health settings.
- Have an increased knowledge of services available in City and Hackney to support people who experience mental distress

Facilitator/s: Corrine Maskell

Dates: 30th October 2017

Time: 09:15-13:00 **Duration:** 0.5 day **Venue:** The Tomlinson Centre

Group B Multi-agency training

- Dynamics of Domestic Abuse
 - Engaging with Families
 - Impact of neglect and emotional abuse on the development children and young people
 - Improving practice in communicating with children and young people
 - Protecting Children: Understanding Child Sexual Abusers
 - Working with parents and carers affected by CSE
 - Young People who Display Harmful Sexual Behaviours
- Sexual Behaviours Traffic Light Tool
 - Difficult Conversations

Dynamics of Domestic Abuse

GROUP B CHSCB Priority

Aim of the course:

- This one day course will encourage reflective practice and analytical thinking around the impact of Domestic abuse.

Outcomes:

By the end of the training participants will have:

- Explored the nature, scope, impact and intentions behind abusive behaviour in intimate partner relationships where there are children in the family, for a diverse population.
- Considered the new offence of Coercive Control
- Considered risk factors for domestic abuse, their evidence base, and the risk assessment tools practitioners can use. The MARAC process will be described briefly.
- Explored why survivors may stay with or leave abusive partners, and the associated issues for Safeguarding Children
- Analysed coping strategies by non-abusing parents and other impacts of domestic abuse on survivors who are parents.
- Explored the Key Messages and main elements of safe practice in domestic abuse situations, within the context of the Hackney and London SCB Guidance on *Safeguarding Children Abused Through Domestic Violence 2015*
- Received information about the Hackney DVA Team's role and how to refer and signpost to it and to other services in Hackney and City and nationally.
- Received information about making referrals to CYPS

Facilitators: Peta Sissons and Marc Pigeon

Dates: 21st June 2017, 16th January 2018

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Engaging with Families

GROUP B CHSCB Priority

Aim of the course:

- To help practitioners to explore strategies for working with families who present particular challenges and to improve skills in maintaining effective working relationships.

Outcomes:

By the end of the training participants will have:

- Identified and understood a range of avoidant, resistant and hostile behaviours and considered factors that may be contributing to these, including the anxiety that families may feel about engaging with professionals.
- Understood how to distinguish between compliance and active engagement.
- Gained insight into how hostile, avoidant and aggressive behaviours from family members can affect professional responses and multi-agency relationships.
- Developed practical strategies for intervening positively and safely with resistant parents, carers and families to reduce the risk to children.
- Developed strategies for managing the personal impact of hostile responses from families whilst maintaining professional roles and boundaries, including maintaining a focus on the child.
- Understood how professionals from different agencies can work effectively together with these families and considered how the challenges that are present can impact on relationships between workers.

Facilitators: Carla Thomas, Change Agency

Dates: 10th November 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Impact of neglect and emotional abuse on the development of children and young people

GROUP B Core

Aim of the course:

- To help participants become more familiar with the impact on children and young people affected by neglect and emotional abuse and the implications of this for decision making about their welfare.
- Support participants to recognise and respond Neglect early

Outcomes:

By the end of the training participants will have:

- Considered recent research findings into physical, psychological and behavioural impact of abuse and neglect on development.
- Considered the impact of abuse and neglect on physical, emotional, cognitive and behavioural development on children of different ages, culture and disability.
- Explored the link between emotional and behavioural distress and maltreatment.
- Identified indicators of abuse/ neglect through observation of parent-child interaction.

Facilitator: Gretchen Precey, Independent trainer

Date: 24th May 2017, 17th October 2017, 29th November 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Improving practice in communicating with children and young people

GROUP B CHSCB Priority

Aim of the course:

- This course will look at the reasons why listening and talking to children and young people is problematic and suggest techniques for overcoming some of the reservations that professionals feel in working with them. It aims to increase the competence and confidence of participants in working effectively with children for different purposes and across a range of settings.

Outcomes:

By the end of the training participants will have had the opportunity to:

- Consider child development and how children communicate, including awareness of different communication needs due to language or disability.
- Understand more about the systemic barriers that exist to keeping the child in mind and become more aware of their own 'blind spots' in this area.
- Review the importance of child development in assessing and safeguarding children.
- Consider what is involved in meeting children for the first time and the necessity of careful planning, preparation and use of language in these circumstances.
- Examine the challenges of communicating with children who may be at risk of significant harm and the role of communication in securing their safety.

Facilitator: Gretchen Precey, Independent trainer

Date: 11th September 2017, 9th February 2018

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Protecting Children: Understanding Child Sexual Abusers:

GROUP B CHSCB Priority

Aim of the course:

- This training course provides a broad and informative overview of child sexual abuse. It explores different ways of understanding sexual offending and how these can be applied to the decisions you make in your work with offenders, victims and families.

Outcomes:

By the end of the training participants will have:

- The models used to understand the behaviour.
- The process of sexually abusive behaviour in a variety of contexts.
- The impact of child sexual abuse.
- What we mean by 'risk' and 'risk management'.
- Defensible decision-making.

Facilitator: The Lucy Faithful Foundation

Date: 18th July 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Working with parents and carers affected by CSE:

GROUP B CHSCB Priority

Aim of the course:

- This half day training session enables participants to develop a greater awareness of Child Sexual Exploitation (CSE) from the perspective of a parent or carer. Safer London have a particular specialism working with gang affected young people and will look at this vulnerability in the context of CSE.
- **Participants must have an awareness of CSE prior to attending this training.**

Outcomes:

By the end of the training participants will have:

- An increased understanding of CSE, vulnerabilities and risk indicators, with a focus on those who are gang affected.
- Reflect on different values and attitudes and the impact they have when working with young people and families affected by CSE.
- Have an increased understanding of the impact of CSE on young people, their families or carers.
- Gain practical tools, tips and ideas to support your interventions.
- Be aware of key policies and procedures required to safeguard families affected by Gang related CSE.
- Feel confident when explaining and implementing policies and procedures so that families and carers are better able to keep young people safe.

Facilitator: Safer London

Date: 12th October 2017 & 23 January 2018

Time: 09:15am-1.00pm **Duration:** 0.5 day **Venue:** The Tomlinson Centre

Young People Who Display Harmful Sexual Behaviour

GROUP B CHSCB Priority

Aim of the course:

- This one day training session is focused on ensuring participants develop a greater awareness of Harmful Sexual Behaviours (HSB).

Outcomes:

By the end of the course, participants will:

- Have an improved understanding about children and young people who display HSB.
- Identify the reasons young people display HSB.
- Understand the impact of HSB from both the victims and perpetrators perspective.
- Be able to identify at the earliest stages possible whether a young person is displaying HSB.
- Understand the processes, services and interventions that are in place locally.
- Have practical tools and techniques to work with young people who may display HSB.

Facilitators: Safer London Foundation

Dates: 19th September 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Sexual Behaviours Traffic Light Tool

GROUP B CHSCB Priority

Aim of the course:

- To enable participants to use the Sexual Behaviours Traffic Light tool effectively to aid decision making and response to children and young people displaying different sexual behaviours.

Outcomes:

By the end of the course, participants will have:

- A better understanding of sexual behaviours, safeguarding and the law as it relates to children and young people.
- A chance to use and gain a better understanding of the online tool/app.
- Considered their own values and the impact they have on decision making.
- Be able to use the online traffic lights tool to categorise sexual behaviours, to increase understanding of healthy sexual development and distinguish this from harmful behaviour.
- Increased confidence in how to identify, assess and respond appropriately to sexual behaviours.
- Considered how to integrate the tool into daily practice.

Facilitators: Nick Dunne

Dates: 5th October 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Difficult Conversations

GROUP B CHSCB Priority

Aim of the course:

- To enable professionals to acquire the skills to manage difficult conversation with families and with colleagues

Outcomes:

By the end of the training participants will be able to:

- Recognise when it may be necessary to have a difficult conversation.
- Empower professionals, building confidence and sharing tools to manage such situations.
- Plan, respond and measure outcome.
- Maintain positive relationships when dealing with sensitive issues
- Consider the use of language (words) when discussing safeguarding issues.
- Use role modelling to assess what effective and ineffective communication looks like.
- Reflect the CHSCB priorities.

Facilitators: Mary Lee, Henry Team, Debbie McCormack, Marcia Smikle

Dates: 28th September 2017; 11th December 2017, 14th March 2018

Time: 09:15-13:00 **Duration:** 0.5 day **Venue:** Homerton Hospital

Group C Multi-agency training

- Risk assessment, analysis & decision making
- Refresher: Training for Safeguarding Leads, their deputies and managers
- Safer Recruitment
- Train the trainer
- Training for Safeguarding Leads, their deputies and managers

Risk assessment, analysis and decision making

GROUP C Priority

Aim of the course:

- To provide an opportunity to consider best practice in risk assessment and the factors that lead to sound judgments being made in multi-agency meetings for safeguarding and promoting children's welfare.

Outcomes:

By the end of the training participants will have:

- Considered how values regarding parenting influence personal and professional judgement.
- Identified different frameworks used across agencies for analysing information and how the sharing of information and views between agencies and jointly assessing risk can enhance the understanding of risk.
- Explored the processes used in making judgements and tools that support managing these processes (including Risk Assessment Frameworks used in Hackney and the City of London).
- Become familiar with a framework within which the interplay between likelihood and severity of risk are considered to inform judgements about levels of intervention.
- Recognised how the use of intuitive and analytical reasoning together can enhance judgements.
- Identified appropriate sources of evidence to support analysis and professional judgement, including research findings and evidence based methodologies.
- Considered how to identify adults who pose a serious risk to children.
- Considered the importance of identifying, exploring and assessing the impact of family history, culture and belief systems on the care of children.
- Explored the importance of identifying fathers and partners, the role they play with the family, the care and support they provide and whether they have children in another relationship.

Facilitator: David Goosey, Change Agency

Dates: 6th & 7th July 2017 and 18th & 19th January 2018

Time: 09:15-16:30 **Duration:** 2 days **Venue:** The Tomlinson Centre

Refresher: Training for safeguarding leads, their deputies & managers

GROUP C Core

Aim of the course:

- This half day course is for participants who have already undertaken safeguarding training and need a refresher to ensure that they have an up to date knowledge of their role and responsibilities as the designated safeguarding children officer and build on their competence and confidence in carrying out this role.

Outcomes:

By the end of the training participants will have:

- Updated their understanding of the role and responsibilities of the designated safeguarding children officer.
- Updated their knowledge of the key legislation (including new duties) and guidance underpinning responses to concerns about a child's safety or welfare.
- Explored what actions to take ensure the safety and welfare of children and young people with whom their agency has contact.
- Identified the training required for staff within their organisation and considered what safeguarding policy updates are required.
- Considered the blocks to staff reporting concerns and how to address these.
- Know how to make appropriate decisions about the action to take when informed of a concern about a child or young person.
- Identified how to provide their service with consideration to confidentiality, sharing of information and recording practices.
- Demonstrated an awareness of the emotional dimension of safeguarding work and identify a network for personal support.

Facilitator: Samantha Christodolou, Simone Haynes, Angela Bent

Dates: 27th September 2017, 7th March 2018

Time: 09:15-13:00 **Duration:** ½ day **Venue:** The Tomlinson Centre

Safer Recruitment

GROUP C Core

Aim of the course:

- To enable participants to consider how they might ensure that services to children and their families provide a safe environment.

Outcomes:

By the end of the training participants will have:

- Identified the key features of staff recruitment that help deter or prevent the appointment of unsuitable people.
- Considered policies and practices that minimise opportunities for abuse or ensure its prompt reporting.
- Helped participants begin to review their own and their organisations' policies and practices in recruitment with a view to making them safer.
- Identified the features of a safe environment for children.

The course is divided in 4 sessions.

Session 1 –The scale of the problem and model of offending

Session 2 –A safer recruitment process

Session 3 –Making the right decision

Session 4 –An ongoing culture of vigilance

Facilitator: David Goosey, Change Agency

Dates: 19th October 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

Train the trainer

GROUP C CHSCB priority

Aim of the course:

- To gain skills required to deliver effective training including safeguarding training. All participants will be expected to provide at least one training session for the City and Hackney Safeguarding Children Board.

Outcomes:

By the end of the training participants will have:

- Understand more about how adults learn - and how this impacts on our design and delivery of training programmes.
- Know strategies for writing effective training courses and sessions.
- Recognise the characteristics of effective trainers – and use them to best effect.
- Be more confident in their ability to deliver an effective training course.

The course is divided in 5 sessions. The framework for each session is as follows:

- **How adults learn**
- **Course development**
- **Making our training session come alive**
- **Preparing for our training session**
- **Practical training session**



Facilitator: TBC, GBC Learning and Development

Dates: 20th June 2017

Time: 09:15-16:30 **Duration:** 1 days **Venue:** The Tomlinson Centre

Training for safeguarding leads, their deputies & managers

GROUP C Core

Aim of the course:

- Aimed at those new to the role of safeguarding lead - To enable participants to become familiar with the role and responsibilities of the designated safeguarding children officer and develop competence and confidence in carrying out this role.

Outcomes:

By the end of the training participants will have:

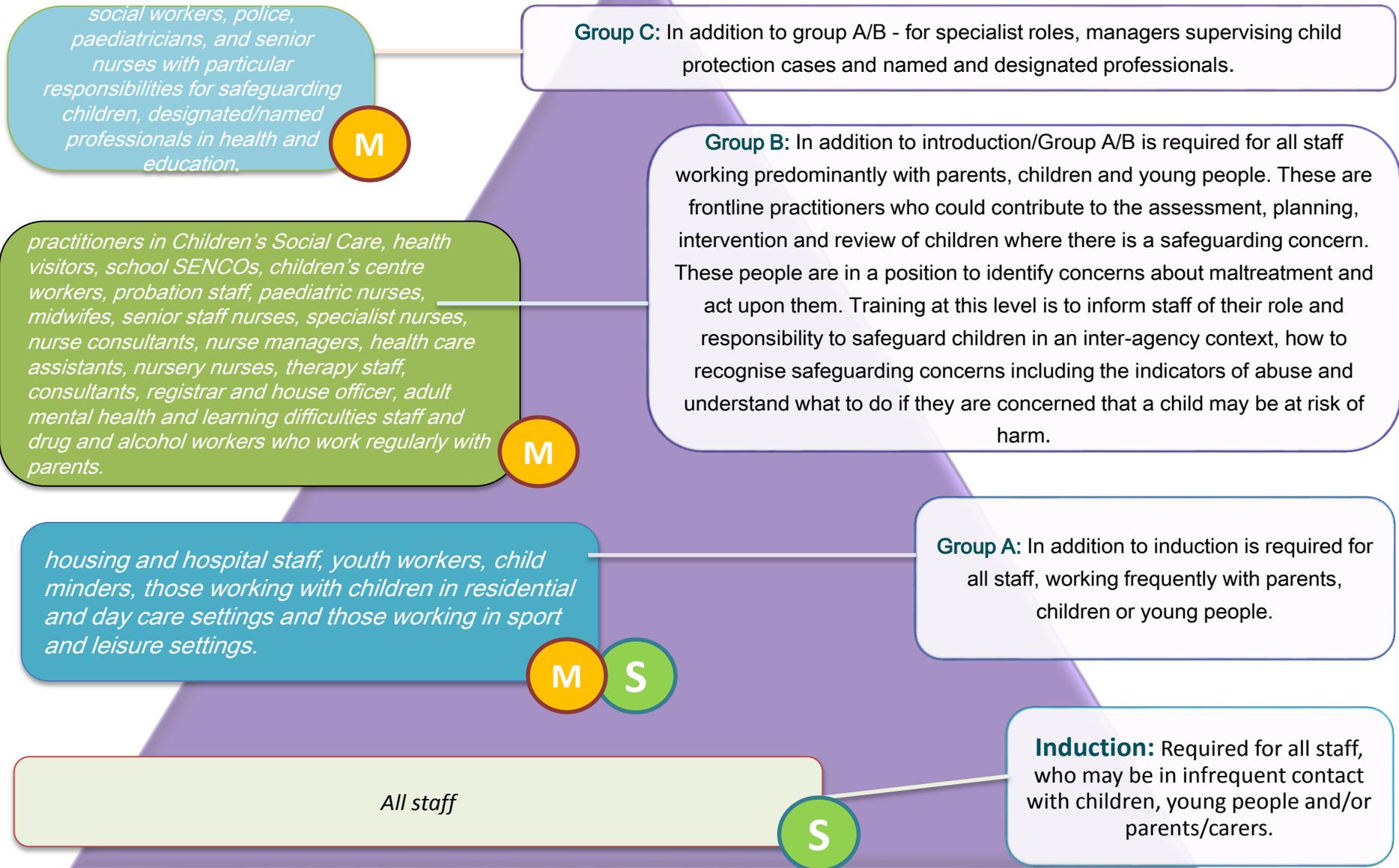
- Described the role and responsibilities of the designated safeguarding children officer.
- Considered the key legislation and guidance underpinning responses to concerns about a child's safety or welfare.
- Explored what actions to take ensure the safety and welfare of children and young people with whom their agency has contact.
- Identified the training required for staff within their organisation.
- Considered the blocks to staff reporting concerns and how to address these.
- Explored how to make appropriate decisions about the action to take when informed of a concern about a child or young person.
- Identified how to provide their service with consideration to confidentiality, sharing of information and recording practices.
- Demonstrated an awareness of the emotional dimension of safeguarding work and identify a network for personal support.

Facilitator: Nikki Baird, Samantha Christodolou, James Sykes, Angela Bent

Dates: 9th June 2017, 7th November 2017

Time: 09:15-16:30 **Duration:** 1 day **Venue:** The Tomlinson Centre

CHSCB Safeguarding Learning and training Framework



S Single Agency **M** Multi Agency

Group A = Level 1 All staff working in settings who may be in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect

This level is equivalent to basic safeguarding/child protection training across all partner organisations working with children and young people.

Staff groups

Attendees may include Reception /Admin Staff, librarians, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers, adult services workers.

Core competences

- Essentially competence at this level is about individuals knowing what to look for which may indicate possible harm and knowing who to contact and seek advice from if they have concerns. It comprises of:
- Recognising potential indicators of child maltreatment – physical, emotional, and sexual abuse, and neglect
- Recognising the potential impact of a parent/carers physical and mental health on the well-being of a child or young person
- Taking appropriate action if they have concerns, including appropriately reporting concerns and seeking advice
- Competences should be reviewed annually as part of staff appraisal in conjunction with individual learning and development plan.

Criteria for assessment

- Demonstrates an awareness and understanding of child maltreatment
- Demonstrates an understanding of appropriate referral mechanisms and information sharing i.e. Knows who to contact, where to access advice and how to report.

Group B = Level 2: In addition to Level 1 training, Level 2 is for all staff who work frequently with parents, children or young people

Staff groups

- This includes pharmacists, ambulance staff, dentists, dental care practitioners, audiologists, opticians, adult physicians, surgeons, radiologists, nurses working in adult acute/community services (including practice nurses), teachers, staff from housing providers, youth services, child minders, foster carers, residential care settings, leisure services, faith groups, voluntary organisations.

Core competences

- As outlined for Level 1
- Uses professional and clinical knowledge, and understanding of what constitutes child maltreatment, to identify any signs of child abuse or neglect
- Acts as an effective advocate for the child or young person
- Recognises the potential impact of a parent's/carer's physical and mental health on the well-being of a child or young person
- Clear about own and colleagues' roles, responsibilities, and professional boundaries
- Able to refer as appropriate to role to social care if a safeguarding/child protection concern is identified
- Documents safeguarding/child protection concerns in order to be able to inform the relevant staff and agencies as necessary, maintains appropriate record keeping, and differentiates between fact and opinion
- Shares appropriate and relevant information with other teams
- Competences should be reviewed annually as part of staff appraisal in conjunction with individual learning and development plan.

Criteria for assessment

- As outlined for Level 1
- Demonstrates awareness of the need to alert other professionals and universal services of concerns
- Demonstrates accurate documentation of concerns
- Demonstrates an ability to recognise and describe a significant event in child protection/safeguarding to the most appropriate professional or local team.

Group B = Level 3: In addition to Level 1 & 2 training, Level 3 is for all staff working with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child or young person and parenting capacity where there are safeguarding/child protection concerns

Staff groups

- This may include staff who complete section 47 enquiries, GPs, mental health staff (adult and CAMHS), child psychologists, child psychotherapists, adult learning disability staff, designated officers in education settings, Police, health professionals working in substance misuse services, youth offending team staff, sexual health staff, school nurses, social workers, health visitors, all children's nurses, midwives, child psychologists, obstetricians, all paediatricians and those who work with complex cases co-ordinate assessments of children in need.

Core competences

- As outlined for Level 1 and 2
- Contributes to inter-agency assessments, the gathering and sharing of information and where appropriate analysis of risk
- Undertakes regular documented reviews of own (and/or team) safeguarding/child protection practice as appropriate to role (in various ways, such as through audit, case discussion, peer review, and supervision and as a component of refresher training)
- Draws on child and family-focused clinical and professional knowledge and expertise of what constitutes child maltreatment, to identify signs of sexual, physical, or emotional abuse or neglect
- Will have professionally relevant core and case specific clinical competencies
- Documents concerns in a manner that is appropriate for safeguarding/child protection and legal processes
- Contributes to serious case reviews/case management reviews/significant case reviews, and child death review processes
- Works with other professionals and agencies, with children, young people and their families when there are safeguarding concerns
- Advises others on appropriate information sharing.

Criteria for assessment

- As outlined for Level 1 and 2
- Demonstrates knowledge of patterns and indicators of child maltreatment
- Demonstrates knowledge of the function of LSCBs
- Demonstrates understanding of appropriate information sharing in relation to child protection and children in need
- Demonstrates an ability to assess risk and need and instigates processes for appropriate interventions.

Group C = Level 4: This level of training is advanced training for specialist workers, managers and supervisors in all agencies

Staff groups

This includes social care managers, named doctors, named nurses and named health visitors.

Core competences

- As outlined for Level 1, 2 and 3
- Contributes to the development of robust internal safeguarding/child protection policy, guidelines, and protocols
- Able to effectively communicate local safeguarding knowledge, research and findings from audits
- Works with the safeguarding/child protection team and partners in other agencies to conduct safeguarding training needs analysis, and to commission, plan, design, deliver and evaluate single and inter-agency training and teaching for staff in the organisations covered
- Undertakes and contributes to serious case reviews/case management reviews/significant case reviews, individual management reviews/individual agency reviews/internal management reviews, and undertakes chronologies, and the development of action plans where appropriate
- Works effectively with colleagues from other organisations, providing advice as appropriate
- Provides specialist advice to practitioners, both actively and reactively, including clarification about organisational policies, legal issues and the management of child protection cases
- Provide safeguarding/child protection supervision
- Participates in sub-groups, as required, of the LSCB
- Leads/oversees safeguarding quality assurance and improvement processes
- Undertakes risk assessments of the organisation's ability to safeguard/protect children and young people
- Competence should be reviewed annually as part of staff appraisal in conjunction with individual learning and development plan.

Criteria for assessment

- As outlined for Level 1, 2 and 3
- Demonstrates effective consultation with other professionals and participation in multi-disciplinary discussions
- Demonstrates participation in audit, and in the design and evaluation of service provision, including the development of action plans and strategies to address any issues raised by audit and serious case reviews/case management reviews/significant case reviews.

Training Calendar April 2017 – September 2017

April	May	June	July	August	September
NO COURSES THIS MONTH	<p>16th - Safeguarding Children- A shared Responsibility</p> <p>24th - Impact of Neglect & Emotional Abuse</p>	<p>9th - Training for Safeguarding Leads, Deputies & Managers</p> <p>20th - Training for Trainers (new)</p> <p>21st – Dynamics of Domestic Abuse</p>	<p>6th & 7th – Risk Assessment, Analysis & Decision Making</p> <p>18th – Protecting Children – Understanding Child Sexual Abusers</p> <p>26th - Refresher: Safeguarding Children - A Shared Responsibility</p>	NO COURSES THIS MONTH	<p>11th – Improving Practice Communicating with children</p> <p>13th - Safeguarding Children - A shared responsibility</p> <p>19th – Young People Who Display Harmful Sexual Behaviour</p> <p>21st - Safeguarding Children - A shared responsibility</p> <p>27th - Refresher: Safeguarding Leads, Deputies & Managers</p> <p>28th - Difficult Conversations</p>

Training Calendar October 2017 – March 2018

October	November	December	January	February	March
<p>5th – Sexual Behaviours Traffic Light Tool</p> <p>10th – Introduction to CSE</p> <p>11th – Cultural Awareness – Irish Traveller Community</p> <p>12th – Working with Parents & Carers affected by CSE</p> <p>17th - Impact of Neglect & Emotional Abuse</p> <p>19th – Safer Recruitment</p> <p>30th – Introduction to Adult Mental Health</p>	<p>7th -Training for Safeguarding Leads, Deputies and Managers</p> <p>10th – Engaging with Families</p> <p>14th - Refresher: Safeguarding children - a shared responsibility</p> <p>15th – Cultural Awareness – Orthodox Jewish Community</p> <p>16th - Safeguarding children - a shared responsibility (City Training)</p> <p>28th - Cultural Awareness – east European Roma Community</p>	<p>11th - Difficult Conversations</p>	<p>11th – Introduction to CSE</p> <p>16th – Dynamics of Domestic abuse</p> <p>18th & 19th - Risk Assessment, Analysis & Decision Making</p> <p>23rd – Working with Parents & Carers affected by CSE</p> <p>24th - Safeguarding children - a shared responsibility</p>	<p>9th - Improving Practice Communicating with children</p> <p>TBC Refresher: Safeguarding children - a shared responsibility</p>	<p>7th - Refresher: Safeguarding Leads, Deputies and Managers</p> <p>14th - Difficult Conversations</p>