



City and Hackney Safeguarding Children Board

Multi-agency Training Programme

January to March 2010

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Introduction

Welcome to the new multi-agency training programme for the City and Hackney Safeguarding Children Board (CHSCB) for January to March 2010.

In 2009, the multi-agency training programme underwent an in-depth external review and came under scrutiny by a Section 11 safeguarding audit to all agencies represented on the Board. The review findings and audit feedback have informed and developed the new training programme with a clearer emphasis on multi-agency working and on promoting change in families.

We are also pleased to announce that the CHSCB now has a formal approved providers list for external trainers. From April 2010, the CHSCB will only commission external trainers who have gone through a rigorous tender process and have met the high requirements set by the Training and Development Sub-Committee. The trainers will be monitored and evaluated on a regular basis to ensure the effectiveness of the training. We will continue to use our pool of experienced practitioners from member agencies to deliver training. We would like to take the opportunity to thank these professionals for devoting their time, local knowledge and expertise to the multi-agency safeguarding arena.

We have produced a three-month interim training programme; this brochure contains a series of training courses that will be taking place from January to March 2010. The full annual multi-agency training programme will begin in April 2010 and run to March 2011 in line with the new financial year and business planning purposes. The new annual programme will be distributed to agencies when available. The CHSCB is also going to run a 'Training for Trainers' course early in the new year in addition to this programme. If you are interested in delivering multi-agency safeguarding training for the CHSCB, please contact the Training Coordinator.

We welcome all professionals who work with children and young people from statutory and non-statutory organisations in Hackney and the City to apply for training courses. We hope that the principles and lessons learnt in training will enable practitioners to work together, safeguard and promote the well-being of children and young people in our local area.

Isabelle Trowler

Chair of the Training and Development Sub-Committee of the CHSCB

Assistant Director of Hackney Children's Social Care

Training and Development Sub-Committee

The Training and Development Sub-Committee of the CHSCB is responsible for commissioning the multi-agency training programme and ensuring that quality training opportunities are provided to all of those who work with children or in services affecting the safety and welfare of children.

The agency representatives on the Training and Development Sub-Committee are as follows:

Hackney Children's Social Care	Isabelle Trowler	Assistant Director / Chair of the Training and Development Sub-Committee	isabelle.trowler@hackney.gov.uk
	Sarah Wright	Safeguarding Group Manager	sarah.wright@hackney.gov.uk
	Karen Schiltroth	Programme Manager	karen.schiltroth@hackney.gov.uk
Hackney Youth Offending Team	Curtis Ashton	Court Outcome Manager	curtis.ashton@hackney.gov.uk
	Mark Baker	Policy and Performance Manager	mark.baker@hackney.gov.uk
Hackney Drug Alcohol Action Team	Ciaran O'Hagan	DAAT Training Coordinator	ciaran.o'hagan@hackney.gov.uk
CHSCB	Leethen Bartholomew	Community Partnership Advisor	leethen.bartholomew@hackney.gov.uk
	Alice Tomlinson	Multi-agency Training Coordinator	alice.tomlinson@hackney.gov.uk
The Learning Trust	Val Wesolowicz	Head of Attendance and Behaviour	val.wesolowicz@learningtrust.co.uk
	Hilary Smith	Children's Services Workforce strategy	hilary.smith@learningtrust.co.uk
East London Foundation Trust	Jan Pearson	Associate Director for Safeguarding Children	jan.pearson@eastlondon.nhs.uk
City and Hackney Primary Care Trust	Stephanie Sollosi	Children's Services and Strategy Consultant	stephanie.sollosi@chpct.nhs.uk
	Irene Willie	Child Protection Advisor	irene.willie@chpct.nhs.uk
City of London	Pat Dixon	Children's Services Manager	pat.dixon@cityoflondon.gov.uk
Homerton Hospital	Reggie Marriage	Named Nurse for Safeguarding	reggie.marriage@homerton.nhs.uk
Borough Police	Elaine Casey	Detective Inspector	elaine.casey@met.police.uk

Training Administration

How do I apply for a course?

In order to be considered for one of the CHSCB training courses, you must complete an application form which can be found at the back of this brochure. A copy of the application form can also be downloaded from the CHSCB website: www.hackney.gov.uk/chscb.htm

The form needs to be signed by your manager for authorisation to attend the training course.

Please return training application form via post, email and fax:

Alice Tomlinson
Training Coordinator
City and Hackney Safeguarding Children Board
205 Morning Lane, E9 6JX
Email: alice.tomlinson@hackney.gov.uk
Fax: 020 8356 4734

Am I eligible for training?

All applicants from the following agencies are eligible for training:

- Hackney Children and Young People's Services
- Hackney Community Services
- Hackney Neighbourhoods and Regeneration
- Hackney Homes
- City of London Children's Services
- Metropolitan Police
- City of London Police
- Learning Trust
- Children's Centres
- Schools and further education services
- City and Hackney Community Health Services
- East London NHS Foundation Trust
- Homerton Hospital NHS Trust
- London Probation Service
- London Fire Brigade
- London Ambulance Service
- Housing associations
- Connexions
- CAFCASS
- Charitable organisations
- Private, voluntary and independent sector

For more information on the different levels of courses, please see page 6.

How do I know I have got a training place?

On receipt of application form, the Training Coordinator will send you an acknowledgment email with confirmation of place.

If you do not receive an acknowledgment email, please contact Alice Tomlinson on alice.tomlinson@hackney.gov.uk or telephone: 020 8356 4826 to check on the status of your application form.

Approximately 1 week before the training course, full details will be sent to you via email. Please ensure you check your email on a regular basis. We are trying to cut down on paper in a conscious effort to be environmentally-friendly. A letter with instructions will only be posted to applicants who do not have an email address.

Is there a charge?

All CHSCB training courses are free of charge to all agencies stated above.

However, the training courses are expensive to run, so we expect booked applicants to make every effort to attend.

Please ensure you contact Alice Tomlinson via email or telephone at a minimum of 24 hours before the training course, if you need to cancel your training place. If we do not receive notification of your cancellation, managers will be informed if you do not attend the training.

What do I get from the training 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.

All training undertaken by delegates is recorded on a database kept by the CHSCB.

What is meant by a multi-agency training course?

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 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.

Training Audiences

In order to help you identify which course is right for you, the courses are categorised into three different training audiences; Group A, Group B and Group C. Please read the information provided below which describes the target audience for each group.

Before undertaking Group B or C training courses, you should have attended a Group A training course or an equivalent introductory safeguarding children course with another organisation or local safeguarding children board.

Group A

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.

People in this group will include housing and hospital staff, youth workers, child minders, those working with children in residential and day care settings and those working in sport and leisure settings.

Group B

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 2006)
- 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.

Participants are expected to come with a basic understanding of the guidance on safeguarding children, of their own roles and responsibilities, of the Assessment

Framework (Department of Health et al, 2000) and of the Common Assessment Framework (HM Government, 2006c).

People in this group will include practitioners in Children's Social Care, health visitors, school SENCOs, children's centre workers, probation staff, paediatric nurses, midwives, senior staff nurses, specialist nurses, nurse consultants, nurse managers, health care assistants, nursery nurses, therapy staff, consultants, registrar and house officer, adult mental health and learning difficulties staff and drug and alcohol workers who work regularly with parents.

Group C

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

Managers should be competent to offer appropriate consultation and advice to practitioners; to challenge effectively; and to facilitate an understanding of the consequences of decision making for the organisation, themselves, practitioners, and children and families. They should have an in-depth understanding of the processes described in the London Child Protection Procedures and the ability to work with others in a broad range of complex situations.

People in this group include social workers, police, paediatricians, and senior nurses with particular responsibilities for safeguarding children, designated/named professionals in health and education.

Training Schedule

6 th January 2010	09:30-16:30	Safeguarding Children – a shared responsibility	Group A
28 th January 2010	09:30-16:30	Safeguarding disabled children	Group B
1 st and 2 nd February 2010 (2 day course)	09:30-16:30	Working together to safeguard children – sharing responsibility in using child protection systems and processes	Group B
16 th February 2010	09:30-16:30	Impact of domestic violence on children and young people	Group B
22 nd February 2010	09:30-16:30	Impact of parental substance misuse on children and young people	Group B
25 th February 2010	09:30-16:30	Bwise 2 Sexual Exploitation	Group B
4 th March 2010	09:30-16:30	Impact of parental mental health on children and young people	Group B
25 th and 26 th March 2010 (2 day course)	09:30-16:30	Risk assessment, analysis and decision-making	Group B
29 th March 2010	09:30-16:30	Safeguarding Children – a shared responsibility	Group A
31 st March 2010	09:30-16:30	Overcoming dangerous dynamics in professional practice	Group B

Safeguarding Children – a shared responsibility

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
- 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 Hackney Child Well-being model which sets out the thresholds for accessing services at different level of need and concern.

Facilitator: Perdeep Gill, Trainer and Consultant

Dates: Wednesday 6th January 2010, Monday 29th March 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Safeguarding disabled children

Aim of the course

To enable participants to recognise the specific safeguarding needs of disabled children and the impact of societal values on the vulnerability of disabled children and the process of protection.

Outcomes

By the end of the training participants will have:

- Explored different models of disability and how they might impact on the process of assessing risk
- Examined how societal beliefs and attitudes can impact on the protection of disabled children
- Identified additional vulnerabilities of disabled children to the different categories of abuse
- Considered the communication skills necessary when working with disabled children in order to ascertain their experiences
- Considered how to ensure that child protection systems are used effectively to safeguard disabled children
- Understood the impact on parents of caring for a disabled child and what types of support they may need
- Considered how coordinated multi-agency responses can contribute to promoting the safety and welfare of disabled children.

Facilitator: Perdeep Gill, Trainer and Consultant

Dates: Thursday 28th January 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Working together to safeguard children – sharing responsibility in using child protection systems and processes

Aim of the course

To develop knowledge, skills and the ability to work together in implementing processes for safeguarding and promoting the welfare of children, including those who are suffering, or at risk of suffering, significant harm.

Outcomes

By the end of the training participants will have:

- Understood inter-agency roles and responsibilities for safeguarding and promoting the welfare of children and the purpose of inter-agency activities
- Understood the legal context of child protection activities and be aware of the processes outlined in the London Child Protection Procedures
- Developed awareness of the protocols and procedures to be followed in safeguarding children, including the ways in which information will be shared across professional boundaries, within and between agencies, and be recorded
- Developed skills in effective collaboration between agencies to achieve intended outcomes for the child and family members
- Demonstrated skills in engaging with professionals, children and families throughout the process, including contributing to strategy discussions, child protection conferences, core groups and reviews
- Understood the timescales set down in the regulations and guidance that governs the completion of assessments, making plans and the timing of reviews
- Understood what to do if they are unhappy with the response from other agencies following a referral or if they have any further worries about a child's welfare.

Facilitator: TBC

Dates: Monday 1st and Tuesday 2nd February 2010

Time: 09:30-16:30

Duration: 2 days

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Impact of domestic violence on children and young people

Aim of the course

To provide participants with an opportunity to explore the challenges to working with domestic violence in families and plan effective responses.

Outcomes

By the end of the training participants will have:

- Identified the potential impact of domestic violence on all aspects of a child's welfare and development and on family dynamics
- Understood the potential impact on parenting capacity of living with domestic violence
- Considered the legislation, guidance and research in relation to domestic violence
- Understood the range of statutory and agency responses available to support interventions
- Understood the range of services available to support all members of the family when domestic violence has occurred and recognised the necessity for effective inter-agency working to ensure the well-being of children.

Facilitator: Perdeep Gill

Dates: Tuesday 16th February 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Impact of parental substance misuse on children and young people

Aim of the course

To provide those working with families affected by substance misuse an opportunity to explore the effects on parenting provision for young people and children.

Outcomes

By the end of the training participants will have:

- Considered the effects of different substances on parenting capacity
- Identified tools to support the assessment of parenting capacity when misuse of substances is an issue
- Applied research relating to substance misuse in order to aid assessment of risk
- Developed an awareness of the impact of different types of substance misuse on all aspects of the child's welfare and development
- Considered the support needs of children affected by parental substance misuse
- Considered effective multi-agency interventions in supporting families when there is parental substance misuse including the engagement of extended family and community support networks.

Facilitator: Claire Allwood

Dates: Monday 22nd February 2010

Time: 9:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Bwise 2 Sexual Exploitation

Aim of the course

To increase understanding, the risk indicators and preventative measures to protect young people from sexual exploitation.

Outcomes

By the end of the training participants will have:

- Defined sexual exploitation
- Identified vulnerability factors and risk indicators for sexual exploitation
- Identified routes into sexual exploitation (including trafficking, online exploitation, peer exploitation and gang exploitation)
- Explored the stages and behaviours of the grooming process
- Developed ways of working preventatively with young people regarding sexual exploitation and the likely issues that will arise
- Explored working around consent and positive relationships with young people
- Become aware of relevant legislation, research and safeguarding procedures
- Considered assessing levels of risk

Facilitator: Barnardos Young Women's Project

Dates: Thursday 25th February 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Impact of parental mental health on children and young people

Aim of the course

To increase understanding of the impact of significant and/or enduring parental mental illness on the family and parenting capacity and to promote effective working together across agencies in providing services for children and families when parents or carers have mental ill-health.

Outcomes

By the end of the training participants will have:

- Identified the impact of different types of parental mental ill-health on parenting skills for both resident and non-resident parents
- Identified the particular risks associated with fixed delusional beliefs, especially where these involve the child
- Identified the potential impact of parental mental illness on all aspects of the child's welfare and development, including both risk and resilience factors
- Explored personal and societal beliefs and attitudes to people with mental ill-health and the potential impact of these on the family and on professional responses.
- Understood the roles of adults and children's services and how effective collaborative working can be ensured
- Become aware of the CHSCB Joint Mental Health protocol 'How We Work Together'
- Explored and shared strategies for intervention including the involvement of extended family and community networks
- Developed skills in using the multi-agency network when providing services for families affected by parental mental ill-health.

Facilitator: Professionals from East London NHS Foundation Trust

Dates: Thursday 4th March 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Risk assessment, analysis and decision-making

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 the Risk Assessment Framework in use within Hackney Children and Young People's Services)
- 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 adult who pose a serious risk to children.

Facilitator: Perdeep Gill, Trainer and Consultant

Dates: Thursday 25th and Friday 26th March 2010

Time: 09:30-16:30

Duration: 2 days

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

Overcoming dangerous dynamics in professional practice

Aim of the course

To provide participants with the opportunity to gain an understanding of dangerousness dynamics within safeguarding practice and to develop strategies for addressing these dynamics.

Outcomes

By the end of the training participants will have:

- Examined the factors that lead to dangerous professional practice
- Explored individual potential for dangerous practice
- Considered the processes and dynamics involved in inter-agency work that can increase risk
- Developed personal and professional strategies for challenging dangerousness
- Identified mechanisms that protects and ensures safe individual and organisational practice
- Considered the lessons from Child Abuse Inquiries and Serious Case Reviews to support understanding of dangerous practice and provide opportunity to learn.

Facilitator: Perdeep Gill

Dates: Wednesday 31st March 2010

Time: 09:30-16:30

Duration: 1 day

Venue: The Tomlinson Centre, Queensbridge Road, Hackney, E8 3ND

No. of attendees: 25

City and Hackney Safeguarding Children Board Multi-agency Training Application Form

Course Title	
Course Date(s) and Time	

If you are applying for a Group B or C course, please confirm you have completed introductory safeguarding children training with the CHSCB or an equivalent training course within another borough/organisation.

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
If yes – please give date and details of course:			

Application Details

Name	
Job Title	
Agency or Organisation	
Service-area or Department	
Work address	
Email address	
Work telephone number	
Mobile telephone number	
Additional needs	

Essential – please tick box relating to agency

London Borough of Hackney: Children's Social Care	<input type="checkbox"/>	City of London: Children's Services	<input type="checkbox"/>
London Borough of Hackney: Youth Services	<input type="checkbox"/>	City of London: Police	<input type="checkbox"/>
London Borough of Hackney: Youth Offending Team	<input type="checkbox"/>	The Learning Trust	<input type="checkbox"/>
London Borough of Hackney: Community Service	<input type="checkbox"/>	Children's Centres	<input type="checkbox"/>
London Borough of Hackney: Neighbourhoods and Regeneration	<input type="checkbox"/>	Schools and further education services	<input type="checkbox"/>
City and Hackney Community Health Services	<input type="checkbox"/>	Private, voluntary and independent sector	<input type="checkbox"/>
East London NHS Foundation Trust	<input type="checkbox"/>	Charitable organisation	<input type="checkbox"/>
Homerton Hospital NHS Trust	<input type="checkbox"/>	Hackney Homes	<input type="checkbox"/>
London Metropolitan Police	<input type="checkbox"/>	CAFCASS (Children and Family Court Advisory and Support Service)	<input type="checkbox"/>
London Probation Service	<input type="checkbox"/>	Connexions	<input type="checkbox"/>
London Fire Brigade	<input type="checkbox"/>	Other – please give details:	<input type="checkbox"/>
London Ambulance Service	<input type="checkbox"/>		

Please turn overleaf

City and Hackney Safeguarding Children Board Multi-agency Training Application Form

Diversity Monitoring Information

The CHSCB collects diversity monitoring information to ensure all participants are treated fairly and have equal access to training. Please help this process by filling in the details below.

Gender	Male		Female		Disability	Yes		No	
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Ethnicity

White British		White; Orthodox Jewish / Charedi		Black Caribbean		Asian Pakistan		White & Asian	
White Irish		White; Other Jewish		Black African		Asian Bangladeshi		Other mixed heritage	
White; Turkish / Turkish Cypriot		White; European		Black other		Asian other		Chinese	
White; Greek / Greek Cypriot		White; Other White		Asian British		White & Black Caribbean		Vietnamese	
White; Kurdish		Black British		Asian Indian		White & Black African		Other – give details:	

Manager

Please ask your authorising manager to complete all details below.

Name	
Job Title	
Work address	
Email address	
Telephone number	

Declaration of Manager

1. I confirm that I have read the attendance criteria, aims and outcomes for this course and believe that the applicant will significantly benefit from this training.
2. I authorise this applicant to attend this course and agree that I will take all necessary steps to ensure that the training outcomes are reinforced in the workplace.
3. I agree to provide the CHSCB with access to my agency for the purposes of gaining post-course feedback from the applicant and manager responsible for subsequent workplace development.
4. I will take responsibility for dealing with any incidents or issues related to this application and course on behalf of my agency.

APPLICANT SIGNATURE:

DATE:

MANAGER SIGNATURE:

DATE:

Please return completed form to: Alice Tomlinson, CHSCB Training Coordinator, 205 Morning Lane, London E9 6JX. Alternatively, please email and scan to: alice.tomlinson@hackney.gov.uk or fax on 020 8356 4734.

You will receive an acknowledgment from the Training Coordinator once application form has been received. If you do receive an acknowledgement, contact the Training Coordinator on telephone number: 020 8356 4826 to check on status of form.