

NORTHUMBERLAND SAFEGUARDING CHILDREN BOARD



**Northumberland
Safeguarding Children
Board**

**Multi-Disciplinary Training Programme
April 2017 – March 2018**

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NSCB Training Strategy

“Research has shown that inter-agency training is highly effective in helping professionals understand their respective roles and responsibilities, the procedures of each agency involved in safeguarding children and in developing a shared understanding of assessment and decision-making practices. Further, the opportunity to learn together is greatly valued; participants report increased confidence in working together with colleagues from other agencies and greater mutual respect.”

Working Together 2010

Child protection training is an essential component of the duty for each statutory agency under the Children Act 2004, to safeguard and promote the welfare of children.

It is the responsibility of individual agencies to ensure that they have systems in place to provide basic child protection awareness training to staff who work directly with children and families or in services that affect them.

Those systems should also be able to identify which staff have specific child protection responsibility within an organisation and to direct those people to take up the multi-disciplinary training opportunities offered locally via NSCB.

The multi-disciplinary child protection training planned and run by NSCB complements the training on child protection offered within single agencies and is pitched at a more advanced level. Access onto NSCB courses requires prior completion of basic level (awareness) single agency training.

NSCB courses will help staff to be able to reflect on practice from different perspectives and to develop a toolbox of skills to help them work effectively with children and families.

Training Pathways – check what level of training you need

All NSCB courses are developed within the framework recommended by *Working Together to Safeguard Children 2010*.

Depending on your role, you are likely to fall into one of **four practitioner groupings** or **four managerial/strategic groups** (see table p5-6 for more info).

These groups ensure that people from different agencies learn alongside practitioners with a similar level of contact with children, parents and carers and have a similar level of responsibility to safeguard children and promote their welfare.

Some staff will only require Group 1 training. However for those staff more directly involved with children you will also be required to attend other courses. Please check the table document below which sets out in more detail, the key learning outcomes at each level to assist you in identifying the appropriate training for you. Group 2 and 3 courses may be taken in any order but we strongly recommend that those staff with identified child protection responsibility complete all appropriate courses.

The programme includes 1-day training for trainer’s course – this is aimed at designated child protection officers and trainers within organisations who have been identified to provide single agency training. The course is designed to enable them to deliver basic awareness training to their own staff using materials from the NSCB agreed “Introduction to Safeguarding Children” course.

Evaluation

All our training courses are evaluated by the delegates who attend them and increasingly by the managers who identify the training as a need for particular staff. Management reports of course evaluations are provided to agencies via the Learning and Development Sub Committee to ensure links to practice and future course development.

Target Group	Suggested Training Content
<p>Group 1 Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect</p> <p>For example, librarians, GP receptionists, community advice centre staff, groundsmen, recreation assistants, environmental health officers</p>	<ul style="list-style-type: none"> • What is child abuse and neglect? • Signs and indicators of abuse and neglect • What to do in response to concerns • Normal child development • Maintaining a child focus
<p>Group 2 Those in regular contact or periods or intense but irregular contact with children, young people and/or parents/carers who may be in a position to identify concerns about maltreatment, including those that might arise from use of EHA</p> <p>For example, housing, hospital staff, YOT staff and staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers</p>	<p>All of the above plus:</p> <ul style="list-style-type: none"> • Own safeguarding roles and responsibilities • Documentation and sharing of information regarding concerns • Using the <i>Single Assessment Framework</i> • Sharing of information regarding concerns • Documentation / recording concerns
<p>Group 3 Those who work predominantly with children, young people and/or parents/carers and who could potentially contribute to assessing planning, intervening and reviewing the needs of child and parenting capacity where there are safeguarding concerns</p> <p>For example, paediatricians, GPs, youth workers, early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play schemes</p>	<p>All of the above plus:</p> <ul style="list-style-type: none"> • Impact of parenting issues e.g. domestic abuse, substance use on parenting capacity • Importance of family history and functioning • Working with children and family members including addressing lack of co-operation and superficial compliance • Working together to assess and meet needs of children where there are safeguarding concerns
<p>Group 4 Members of the workforce who have particular responsibility in relation to undertaking section 47 enquiries, including professionals from health, education, police and children's social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need</p>	<p>All of the above plus:</p> <ul style="list-style-type: none"> • Section 47 enquiries, roles, responsibilities, collaborative practice • Using professional judgements to make decisions as to whether or not a child is suffering, or likely to suffer, significant harm • Taking emergency action • Working with complexity • Communicating with children in line with interviewing vulnerable witness guidance

Target Group	Suggested Training Content
Group 5 Professional advisors, named and designated lead professionals	<ul style="list-style-type: none"> • Content as for groups 1-4 if advising staff in that group • Promoting effective professional practice • Advising others
Group 6 Operational managers at all levels including: practice supervisors, from line managers and managers of child protection units	<ul style="list-style-type: none"> • Content as for groups 1-4 if supervising staff in that group • Supervising child protection cases • Managing performance to promote effective inter-agency practice • Specialist training to undertake key management and/or supervisory roles, e.g. intake/duty teams
Groups 7 Senior managers responsible for strategic management of services; NHS board members	<ul style="list-style-type: none"> • Content as for groups 1-3 and section 11 expectations, roles and responsibilities
Group 8 Members of the LSCB including: <ul style="list-style-type: none"> • Board members • Independent chair • Directors of Children’s Services • Elected members • Lay members • Members of executive and sub/task groups • Business support team • Inter-agency trainers 	<ul style="list-style-type: none"> • Content as for groups 1-3 and roles, responsibilities and accountabilities • Expectations on members in order to promote effective co-operation that improves effectiveness • Current policy, research and practice developments • Lessons from Serious Case Reviews • Specialist training to undertake specific roles, e.g. independent chair, business manager

Training Commitment and Equalities

We aim to provide training which is accessible to all who want it, and to consistently provide the highest standards of service. This aim embodies key aspects of Northumberland County Council's Equalities and Diversity Policy.

The six equalities strands

The Equality Standard for Local Government identifies six strands, which have been adopted to underpin our commitment to enabling access to training. Those six strands are: race, gender, disability, age, sexual orientation and religion/belief

Expectations of training providers and learners

It is helpful to clarify the expectations we have of ourselves as providers of training and of you, the participants and partners in the training process.

What you can expect from training:

- A widely available training programme based on training needs analysis
- Notification, in writing, of the individual courses on offer providing clear information about the course objectives and who would benefit from participation
- We aim to provide courses which are flexible, learner-centred and promote equalities in terms of access and content
- We will provide you with a programme, handouts and course material as appropriate, and in different formats on request whenever possible, e.g. large print, Braille
- We will listen to your views and evaluate all of the courses delivered from an equalities perspective, taking into account your views and those of the trainers
- We will encourage you to reflect upon your learning and apply it to your practice
- We will maintain a database of appropriate training venues
- Confidentiality, with ethical boundaries

What we expect from you the learner:

- Take responsibility for your own learning and development by identifying your training and development needs with your manager
- A written application form for each course you are interested in, detailing any equalities information or special needs you have to assist your learning in the appropriate section, for the benefit of the training provider
- Inform the training provider as soon as possible if you are unable to attend the course you have applied
- Participate in the training courses in a committed and constructive manner adhering to any ground rules drawn up by the group including those relating to confidentiality
- Complete evaluation forms, including those aspects relating to equalities and access to training
- Apply your learning in practice, and where possible share this with colleagues and line managers

Please contact LDU Community on 01670 629033 for any help or assistance you may need.

"This sort of training can only be delivered by individuals who have a wide range of experience and knowledge of their subject matter. Northumberland's trainers fit this bill."

"Staff return from NSCB training events with a bigger picture about safeguarding which informs their understanding or how we work with other agencies"

Single Agency training is carried out by a particular agency or organisation for its own staff or volunteers. For example a health professional training a group of health visitors, or Children's Centre Manager training a group of nursery workers.

Individual agencies are responsible for ensuring that their staff/volunteers are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Employers should ensure that their employees (paid or unpaid) are aware of how to recognise and respond to safeguarding concerns, including signs of possible maltreatment.

Record of training

Agencies providing training should keep a record of:

- the title and level of the training provided
- the content of the training
- when it was provided
- who attended
- who delivered the training
- the date for renewing the training (every 2 years for the designated person and every 3 years for all others)
- evaluation of training

This information will contribute to any staff training records and may be used as evidence for regulatory bodies as appropriate. Training and development records will also help staff to record their continuing professional development (CPD).

Single agency training is often delivered using the agency's own trainer, however, if this is not possible, then a request can be made to Northumberland LSCB training team, who may be able to provide training tailored to meet the needs of your particular service (see below for costs of bespoke training).

Trainers providing single-agency training should ensure that their training meets the National Promoting Inter-Agency Training (PIAT) Standards and the quality assurance standards of the NSCB. Individuals providing training must have the relevant knowledge, skills and confidence to do so.

Training for trainers is provided each year to ensure compliance with PIAT and NSCB standards and to encourage the growth of trainers within agencies. The Quality Assurance Trainer Development Forum then keeps trainers up to date with current developments in safeguarding and any changes in legislation and guidance.

Multi-agency training is for employees or volunteers of different agencies, who either work together formally, or come together for training or development. All of the courses outlined in this programme are multi-agency. This multi-agency approach encourages attendees to learn from each other and to develop a better understanding of how individuals and agencies can work together to safeguard children and young people.

All bookings onto NSCB multi-agency training should be agreed with your agency line manager/supervisor or training coordinator (if applicable), and an application made via Northumberland County Council's learning platform, 'Learning Together'. Instructions for using this are on page 48 & 49.

All training provided on behalf of NSCB meets PIAT and NSCB quality assurance standards.

Refreshments (tea/coffee/water) will be provided at multi-agency training. Lunches are not provided.

Charges for training. Anyone working within Northumberland with children, young people and families, in the statutory or voluntary & community sector (VCS) may apply for multi-agency training within this programme.

For staff from agencies who contribute to the training according to the formula agreed by NSCB, places will be free of charge – this applies to NCC, NTW, NHCT, Police, Probation Service, and VCS organisations who qualify**.

However for any agency which does not contribute sufficient trainer days fees will be payable at the following rate:

- £50 per person for a half-day course
- £100 per person for a full-day course
- £200 per person for a two-day course

Please note, these fees also apply to GPs, school staff, and private providers who wish to access the programme.

**Small, local VCS groups with an income below £100,000 per annum will be eligible for a free place. Charges apply to large, national VCS agencies whose income is above £100,000 per annum

Places on courses will be allocated in accordance with the formula agreed by the Learning and Development Sub Committee. Details of this are available from the Learning and Development Officer. The purpose of this formula is to ensure the best multi-agency mix of delegates on each course.

Due to the high demand of our courses, should seminars be oversubscribed, places will be allocated at the discretion of the Learning and Development Officer in liaison with NSCB agency representatives

Non Attendance Policy: failure to cancel your place on any courses included in this catalogue will result in the full cost of the course being charged to your agency (this charge may be waived only in exceptional circumstances). Cancellation fees are as follows:

- £50 per person for half-day course
- £100 per person for full-day course
- £200 per person for a 2-day course

Bespoke training will usually contain elements of the Introduction to Safeguarding course, tailored to meet the needs of your particular service and your service user group. Depending on the needs of the group, this may be half day, or full day sessions. Requests for bespoke training will be considered by the Learning and Development Sub Committee and will be prioritised according to need, subject to the availability of trainers and will incur a charge (see below).

Bespoke training costs

Based on groups of 8-24 delegates, the costs of commissioned training are as follows:

Half day (or part thereof)	£350
Full day (more than 4 hours)	£650

Venue and refreshment arrangements for bespoke training must be provided by the agency and should be discussed with the Learning and Development Officer.

Please note: cost of attendance will be charged to the employing organisation – we will not charge individuals directly – by completing the booking process, individuals are accepting responsibility for obtaining any approval to attend required by your organisation.

Northumberland Safeguarding Children Board (NSCB) offers many bespoke learning and development opportunities devised and developed specifically for our Northumberland partners. We offer both face-to-face courses, and e-learning modules. Access to all of these courses and modules are available through the **NCC Learning Together** portal (ncc.learningpool.com).

Face-to-face courses are delivered in venues across the county; details of courses planned for 2017-18 are available on the following pages of this brochure.

Places on courses are directly bookable by individuals through the learning portal, which also provides direct access to e-learning modules which are available for your particular organisation.

Access to 'Learning Together'

In order to access the NSCB multi-agency programme, an individual learning account is required:

- if you are an **NCC employee**, you should have an account already (if not, please ask your manager to contact LDU Community) lducommunity@nhct.nhs.uk or telephone 01670 629033
- if you are employed outside of NCC, please follow the steps below:

Schools; Early Years Organisations; Northumbria Healthcare, and all other agencies (excluding GPs, voluntary agencies, see below):

- Using the link above, click on the 'Create Account (external users only)' button, and complete the fields required
- Once your account is approved, you will receive an email to confirm your account
- You will then be able to access the catalogue of training as needed.

Voluntary and Community Sector Agencies:

Contact LDU Community on 01670 629033, email: lducommunity@nhct.nhs.uk

GP's (including all staff employed within):

Contact LDU Community on 01670 629033, email: lducommunity@nhct.nhs.uk



How to Access

Either via your Learning Together account

Or

LDU Community (01670 629033)

Dependent on your employing organisation

(see page 9 for clarification)

Event Overview

Professionals can be very challenged by how to respond to children who display sexualised or sexually harmful behaviour, struggling to balance the needs of the child displaying this behaviour whilst protecting any possible victims, they also need to consider its impact on the family and the wider community.

The purpose of this training is to explore how these tensions can be managed within current guidance and procedures and identify effective strategies for assessment and intervention.

Target Group

Professionals and carers working with children, young people and families in Northumberland. Delegates must have already completed introductory safeguarding training.

Learning Outcomes:

- Understand and identify indicators of risk and signs and the impact of sexualised behaviours.
- Understand what is healthy sexual exploration or experimentation in children and young people.
- Have developed their knowledge of abusive behaviour by children and young people and understanding of what current research tells us about sexually abusive behaviour by children and young people.
- Have considered their own values and beliefs in relation to what constitutes sexual behaviour by young people.
- Understand current assessment and intervention models in child on child, including sibling, sexual abuse.
- Understand the importance of working with the parents/carers of children and young people who sexually abuse.

Cost: as page 8

Please note Non-attendance & Cancellation Policy

Date/times	Venue
TBC	

Decision Making in Child Protection



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(see page 9 for clarification)

Event Overview

Delegates will have an opportunity to explore the nature of effective inter-agency child protection decision making, planning and practice. The course will look at decision making in strategy discussions, strategy meetings, child protection conferences and core group meetings

Target Group

Professionals who have specific child protection responsibilities and contribute to the assessing, implementing and reviewing plans to meet the needs of children where there are safeguarding concerns. This should include those who attended strategy meetings and case conferences as part of their role.

Delegates must have completed introductory safeguarding training.

Learning Outcomes

- Identify the statutory and procedural context of decision making in child protection.
- Recognise the purpose of strategy discussions, strategy meetings, child protection conferences and core group meetings in protecting children.
- Improve confidence in contributing to decision making at all stages of the child protection process.
- Recognise your own and other professionals roles in effective multi-agency decision making.
- Gain experience of how Northumberland is using the Signs Of Safety risk assessment tool.

Cost: as page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
12-May-2017, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
1-Nov-2017, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Domestic Abuse Awareness



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(see page 9 for clarification)

Event Overview

Domestic Abuse affects 25% of women and 16% of men.

This half day course considers the nature of domestic abuse and identifies sources of advice and support in responding to it. This training is provided jointly for the Northumberland Safeguarding Children Board and Safeguarding Adult Board.

Target Group

Staff in organisations which provide services for children, adults and families.

Learning Outcomes

- Consider what constitutes domestic abuse.
- Recognise the different types of domestic abuse.
- Identify how to respond, where to seek advice and how to report concerns.

Cost: as page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
04-May-17, 10:00-12:30	West Hartford Fire Station Cramlington, NE23 3JP
21-Nov-17, 10:00-12:30	Fuse Centre Prudhoe, NE42 5LJ
09-Feb-18, 10:00-12:30	West Hartford Fire Station Cramlington, NE23 3JP

E Safety



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(see page 9 for clarification)

Event Overview

Swimming pools can be dangerous places; but rather than stopping children using them, we teach them how to swim.

New technologies provide significant opportunities for children and young people to learn, socialise and communicate but we need to teach them how to use this technology safely and securely.

This half-day course uses CEOP Ambassador training materials to support professionals in ensuring they recognise and manage the risks of new technologies. It will also enable delegates to disseminate CEOP materials and resources to children and young people.

Target Group

Anyone working with children and young people in Northumberland

NB - In order to meet CEOP requirements, all delegates attending this course **MUST** present photographic ID to the trainer at the event for verification purposes.

Acceptable forms of photographic ID are passport, driving licence or work ID

Anyone failing to provide this evidence can be refused access to the course.

Learning Outcomes:

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

- Describe the role of CEOP and its work, including the Report Abuse mechanism
- Recognise the different technologies that young people use, how they use them and the risks posed by this use
- Identify methods of protecting young people when using these technologies
- Identify what cyber bullying is (including racism, xenophobia and homophobia) and how it can be combated
- Understand the term Child Trafficking and recognise possible indicators
- Understand how to access Thinkuknow resources and use them safely and appropriately with young people

	Cost: Free of charge	
	Date/times	Venue
	22-May-2017, 09:30-12:30	West Hartford Fire Station Cramlington NE23 3JP
	06-Oct-2017, 09:30 – 12:30	West Hartford fire Station Cramlington NE23 3JP
28-Feb-2018, 09:30-12:30	West Hartford Fire Station Cramlington NE23 3JP	

Emotional Abuse



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Over the past few years there has been a significant increase in the number of Child Protection Plans for emotional abuse. This 1-day course assists professionals and carers in the recognition of emotional abuse and gives an important insight into parent/child interaction

Target Group

Professionals and carers who have regular contact with children and families.

Delegates must have completed introductory level safeguarding training.

Learning Outcomes:

- Develop insight into understanding of children's emotional development.
- Recognise factors which harm emotional development.
- Identify strategies to improve professional response to emotional abuse.

Cost: as per page 8

Please note Non-Attendance & Cancellation policy

Date/times	Venue
12-Jun-17, 09:30-16:30	Blyth Community Enterprise Centre Blyth, NE23 3AG
20-Oct-17, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
21-Feb-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Fabricated or Induced Illness (FII)



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

“Although child maltreatment due to abuse or neglect is pervasive within our society, less is known about fabricated or induced illness by carers which is considered to be a rare form of child abuse” (NSPCC, 2011)

This course provides professionals with the opportunity to explore myths and facts about FII and consider the implications for multi-agency working.

Target Group

Professionals and carers who have regular contact with children.

Note: delegates must have completed introductory level safeguarding training

Learning Outcomes:

- Define FII
- Discuss prevalence of FII
- Identify behaviour of carers where FII is a concern
- Identify roles and responsibilities in responding to concerns of FII
- Consider the impact of FII on children

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date / Time	Venue
22-Jun-17, 09:30-12:30	West Hartford Fire Station, Cramlington, NE23 3JP

Hate Crime



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This 2 hour session will allow attendees to gain an understanding of Hate Crime and Hate Incidents, and how concerns of this nature are managed and reported on.

This links to the Safeguarding Adults and the Prevent Agenda.

Participants will have the option to attend a WRAP seminar (Workshop to Raise Awareness of Prevent) which follows directly after this session. Please see the Prevent Awareness Course to book.

Target Group

Adults and Children's Health & Social Care teams within NCC and NHCT and partners from education and the private, voluntary and independent sector including GP's.

Learning Outcomes

- Understand the difference between Hate Crime and Hate Incidents
- Identify who may be subject to Hate Crime
- Understand the reporting process
- Identify the Northumbria Police Protected Characteristics
- Recognise the link with safeguarding and the Prevent Agenda.
- Raise confidence with practitioners to support clients and victims

Cost: Free of Charge

Date/times	Venue
11-Apr-17, 13:00-15:00	Berwick Rugby Club Scremerston, TD15 2QY
23-Jun-17, 11:00-13:00	Choppington Social Welfare Centre NE62 5SR
07-Dec-17, 13:00-15:00	Eddie Ferguson House Blyth NE24 3AG
21-Feb-18, 09:00-11:00	Adapt/Healthwatch Hexham NE46 3HN

Human Trafficking



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

High profile cases of exploitation have highlighted the issue of human trafficking and enabled professionals to recognise the importance of understanding and applying trafficking legislation when working to safeguard children and adults.

This one day course provides practitioners with a basic awareness of what constitutes Trafficking in Human Beings (THB). It enables participants to better identify victims, improving their response and ensuring a victim-centred approach.

Delegates will be introduced to the First Response Trafficking Handbook which is designed to assist in advanced victim identification and assistance.

The course covers all forms of human trafficking – into, within and out of the UK – and incorporates national and international legislation.

Target Group

Professionals working with children and families in Northumberland including Adult Services.

Learning Outcomes:

- Define Trafficking of Human Beings.
- Recognise the difference between THB and human smuggling.
- Consider case studies on different types of THB including international trafficking.
- Identify UK trafficking legislation and THB control methods.
- Consider victim identification and best practice for working with victims.
- Develop awareness of the National Referral Mechanism (NRM).

Cost: as per page 8

Please note Non Attendance & Cancellation Policy

Date/times	Venue
TBC	West Hartford Fire Station Cramlington, NE23 3JP
TBC	West Hartford Fire Station Cramlington, NE23 3JP

Impact of Domestic Abuse



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Did you know that children live in 50% of the households where a domestic abuse incident is reported to Northumbria Police? Children are victims of this serious crime too. In recent years the prevalence of domestic abuse and its impact upon children has become more recognised by agencies and researchers.

Recent research shows clear links between child abuse and domestic violence. This half day course outlines the extent and forms of domestic violence and how it impacts on children of all ages.

Target Group

Practitioners who work directly with children or adults who are parents and those involved in assessment and intervention to safeguard children.

Delegates must have completed introductory level safeguarding training and domestic abuse awareness, either face to face or e-learning

Learning Outcomes:

- Describe and understand how domestic abuse impacts on children, young people and family members
- Understand and contribute to the assessment of risk to domestic abuse victims
- List additional support services for children, young people and their families – including work with perpetrators
- Demonstrate knowledge of inter-agency procedures and how to work together to safeguard children who are victims of domestic abuse
- Identify and promote ways to keep themselves safe

Cost: as per page 8

Please note Non Attendance & Cancellation Policy

Date/times	Venue
18-May-17, 09:30-12:30	Bell View, Belford NE70 7QB
28-Nov-17, 09:30-12:30	West Hartford Fire Station Cramlington NE23 3JP
07-Mar-18, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP

Impact of Parental Mental Health on Parenting



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

In the UK today, one in six adults is living with mental health difficulties. Many of these adults are parents. This one day course explores a range of adult mental health conditions and considers how they impact on children living in these families.

Target Group

Professionals and carers who have regular contact with children and young people and families. Delegates must have completed basic level safeguarding training

NB This course is generally unsuitable for NTW staff. If they wish to attend they must have clear permission from their manager

Learning Outcomes:

- Identify a range of adult mental health issues and their potential impact of parenting
- Recognise the spectrum of parental mental health issues which may require support for the child and family, ranging from low levels of concern to child protection
- Consider how to address the needs of children whose parents have mental health issues
- Recognise the risks an individual with severe mental illness may pose to children

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
19-Jun-17, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
19-Jan-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Impact of Substance Use in Families



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This one day course will look at the impact of substance use (including alcohol) by both adults and children on family functioning. There will be a particular focus on risk factors related to parental substance misuse and the issues of multi-agency working across adult's and children's services

Target Group

Professionals and carers who have regular contact with children, young people and families

Please note: delegates must have completed introductory level safeguarding training

Learning Outcomes:

- Consider the range and nature of substances used by children, young people and adults
- Gain an understanding of how we define problematic use and criteria for assessing need and risk relating to substance misuse
- Consider the impact of substance misuse on all family members
- Recognise the role of your own and other agencies in identifying and working with the impact of substance misuse across the spectrum of professional concern.
- Identify good practice when working with substance use

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
22-Nov-17, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
05-Jun-17, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
20-Mar-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Introduction to Attachment



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

There is now consistent evidence about the importance of a secure attachment relationship in the development of a child's emotional health and well-being. Early life experience, especially the early caregiver/child relationship has a significant impact on brain development and consequently on achievement across all of the five Every Child Matters outcomes.

Recognition and understanding of attachment issues and appropriate intervention is fundamental to children achieving their full potential, either by preventing difficulties arising or by building resilience where difficulties have already arisen.

The multi-agency Attachment and Resilience Training (ART) Group has developed a range of training to ensure the key messages of research are disseminated across the Northumberland Children's Workforce. The Introduction to Attachment provides a baseline of knowledge for anyone working with children, young people and families.

This course is provided as part of the Attachment and Resilience Training Strategy

Target Group

All professionals and carers who work directly with children and families.

Note: delegates must have completed introductory level safeguarding training.

Learning Outcomes:

- Develop an understanding of what is meant by attachment
- Recognise the impact of early experiences on the developing brain
- Identify the significances of this for the health and emotional wellbeing of the child
- Identify ways to develop resilience in children and young people

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date / Time	Venue
28-Apr-17, 09:30-13:00	Choppington Social Welfare Centre NE62 5SR
20-Sep-17, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
26-Feb-18, 09:30-13:00	West Hartford Fire Station

MARAC

Multi Agency Risk Assessment Conference



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This half day workshop aims to provide practitioners with an overview of the MARAC process and procedures in Northumberland. It will provide delegates with an opportunity to consider how to use the Risk Indicator Checklist.

MARAC training is provided jointly for the Northumberland Safeguarding Children Board and Adult Safeguarding Board.

Target Group

Members of the children and Adult workforce who work in settings where domestic abuse may be disclosed or those who provide services related to domestic abuse.

Delegates must have completed Domestic Abuse Awareness, either face to face or e-learning.

Learning Outcomes:

- Define and understand MARAC.
- Recognise what MARAC does and the threshold for referral.
- Identify referral process within Northumberland's procedures.
- Identify good practice using the MARAC risk assessment process

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
04-May-17, 13:15-15:45	West Hartford Fire Station Cramlington, NE23 3JP
21-Nov-17, 13:15-15:45	Fuse Centre Prudhoe, NE42 5LJ
09-Feb-18, 13:15-15:45	West Hartford Fire Station Cramlington, NE23 3JP

Multi Agency Child Protection



How to access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This 1-day course enables delegates to develop knowledge and skills in multi-agency working to safeguard children and promote their welfare. It provides an opportunity for colleagues from different agencies to learn together and explore professional dilemmas.

Target Group

Those who work with children, young people and/or parents or carers who may be in a position to identify concerns and/or contribute to assessing, planning and reviewing the needs of the child.

Note: delegates must have completed introductory level safeguarding training

Learning Outcomes

- Define categories, signs and indicators of abuse and neglect
- Make judgements regarding concerns based on normal child development, within a framework for assessment
- Discuss learning from Serious Case Reviews
- Identify relevant legislation, key terms and processes
- Describe inter-agency roles and responsibilities
- Identify protocols for information sharing
- Describe the referral process as laid down in 'What to do if you are worried about a child'

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date / Time	Venue
04-Apr-17, 09:30-16:30	Choppington Social Welfare Centre NE62 5SR
26-May-17, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
28-Jun-17, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
18-Sep-17, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
18-Oct-17, 09:30-16:30	Bell View, Belford NE70 7QB
06-Dec-17, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
31-Jan-18, 09:30-16:30	Fuse Centre, Prudhoe NE42 5LJ
02-Mar-18, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP

Neglect



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

To raise the profile of neglect and the impact on children.

Target Group

Professionals who have contact with children and their families.

Learning Outcomes:

- Recognise the impact of neglect on children and young people.
- Explore thresholds of neglect using NSCB Thresholds document and Northumberland Neglect Strategy.
- Identify parent/carer behaviours which contribute to neglect.
- Understand your role in a multi-disciplinary approach to assessing risk factors.
- Recognise factors which indicate resistance to change in families.
- Identify appropriate strategies for support in working with neglect.

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
25-Apr-2017, 09:30-16:30	Choppington Social Welfare Centre NE62 5SR
14-Sep-2017, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
12-Jan-2018, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP

Physical Abuse



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This course provides professionals with the opportunity to explore issues around working effectively with physical abuse using a multi-agency approach.

Target Group

Professionals and carers who have regular contact with children.

Delegates must have completed introductory level safeguarding training.

Learning Outcomes

- Define Physical Abuse and identify possible signs and indicators.
- Recognise the prevalence of physical abuse and consider why it happens.
- Identify NSCB policies and procedures in relation to physical abuse.
- Recognise roles and responsibilities in responding to physical abuse.
- Identify key elements for assessing risk.
- Consider the emotional impact of physical abuse on children.

Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
10-May-17, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP
22-Sep-17, 09:30-12:30	Fuse Centre Prudhoe, NE42 5LJ
15-Jan-18, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP

PREVENT (Workshop to Raise Awareness of Prevent)



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Target Group

Adult's and Children's Health & Social Care teams within NCC and NHCT; partners from education, and the private, voluntary and independent sector including GP's.

Learning Outcomes:

- Understand what Prevent aims to do
- Recognise who may be vulnerable to radicalisation
- Identify the reporting process
- Increase confidence and knowledge in this area

Cost: Exempt from charging policy

Date/times	Venue
11-Apr-17, 11:15-12:30	Berwick Rugby Club Scremerston, TD15 2QY
23-Jun-17, 09:45-11:00	Choppington Social Welfare NE62 5SR
23-Jun-17, 13:15-14:30	Choppington Social Welfare NE62 5SR
07-Dec-17, 15:15-16:30	Eddie Ferguson House Blyth, NE24 3AG
21-Feb-18, 11:15-12:30	Adapt/Healthwatch Hexham, NE46 3HN

Quality Assurance Trainer Development Forum



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Keeping up to date with current legislation, guidance and lessons from Serious Case Reviews can pose a real challenge for professionals who deliver single-agency safeguarding training.

This development forum will provide on-going support and professional development for delegates who have attended the NSCB Training for Trainers in Safeguarding.

Attendance at one meeting per year will ensure trainers are compliant with the NSCB Quality Assurance Standards for training and provide them with new and current training materials to support their work. It will also provide peer support and a forum for raising and resolving issues around the delivery of safeguarding training.

Target Group

Professionals who have attended Training for Trainers in Safeguarding

Learning Outcomes:

- Refresh and update knowledge about legislation, guidance, procedures and the provision of local services
- Consider learning points from local and national serious case reviews and their application to training and practice in Northumberland
- Share best practice in delivering safeguarding training

Cost: Free of charge

Date/times	Venue
20-Jun-17, 09:30-12:00	West Hartford Fire Station Cramlington, NE23 3JP
14-Dec-17, 09:30-12:00	West Hartford Fire Station Cramlington, NE23 3JP

Safeguarding Disabled Children



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

The protection of disabled children presents a great challenge for professional carers and families to work effectively together to provide appropriate safety from abuse. The course provides an overview of abuse and the opportunity to review good practice.

Target Group

All professionals and carers who have contact with disabled children.

Delegates must have attended introductory level safeguarding training.

Learning Outcomes

- Improve awareness of the vulnerability of children with disabilities to abuse.
- Examine appropriate methods of investigation where abuse is a concern.
- Consider those procedures which enhance safety of children with disabilities.
- Explore the needs of children who have been abused.

Cost: as page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
11-Oct-2017, 09:30-16:30	Langdale Centre, Howden Wallsend NE23 0HG
09-Mar-2018, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP

Self Harm



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This half-day course is provided by a multi-agency training team to widen the knowledge base about self harm for staff working directly with children and young people. It uses a strong evidence base and supports the new Northumberland Management of Self Harming and Suicidal Behaviour in Children and Young People (available on the NSCB webpage).

Target Group

All professionals and carers who work directly with children and young people including social care staff and school staff.

Note: delegates must have completed introductory level safeguarding training.

Learning Outcomes:

- Share their thoughts and concerns about self-harm
- Identify and explore their attitudes to self-harm
- Consider how these attitudes may impact upon their practice
- Been provided with up-to-date information about self-harm
- Consider how to talk to young people in a helpful way about self harming behaviour
- Discuss the Northumberland Procedure for Management of Self Harm and Suicidal Behaviour in Children and Young People

Cost: as per page 8

Please note Non-Attendance & Cancellation policy

Date/times	Venue
08-Jun-17, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
07-Nov-17, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
07-Feb-18, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP

Sexual Abuse



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

NSPCC statistics

- 1:20 children in the UK have been sexually abused
- 1:3 children who were sexually abused by an adult did not tell anyone about it
- 90% of sexually abused children were abused by someone they knew
- Over 2,700 children were identified as in need of protection from sexual abuse last year
- 23,000 sexual offences against children were recorded in the UK last year
- 1:4 rape victims are under 16

This course will enable participants to gain a greater knowledge and understanding of the nature of sexual abuse and how it affects children and young people. It will also outline the multi-agency child protection procedures and provide delegates with the opportunity to develop the knowledge and skills necessary to intervene effectively.

Target Group

Professionals and carers who have regular contact with children and young people.

Note: delegates must have completed introductory level safeguarding training.

Learning Outcomes:

- Explore the effect of attitudes, values and culture in relation to our perception of sexual abuse
- Identify the immediate and long term impact of sexual abuse on children and families
- Respond appropriately to disclosure, initiate a referral and contribute effectively to the enquiry and assessment process
- Recognise their own role and that of other professionals within in this multi-agency response
- Identify appropriate support strategies including the role of therapeutic services
- Recognise the emotional impact of working with sexual abuse and identify strategies to manage this

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
16-Jun-17, 09:30-16:30	Choppington Social Welfare Centre NE62 5SR
15-Dec-17, 09:30-16:30	Langdale Centre, Howden, Wallsend NE23 0HG

Sexual Exploitation



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

High profile cases in Rotherham, Rochdale, Middlesborough, Oxford, Bristol and other towns and cities have brought child sexual exploitation to the forefront of our thinking. A local police-led investigation has ensured that we recognise the presence of sexual exploitation in our own region.

We need to recognise that SE can take various forms and that young people and vulnerable adults themselves may not see themselves as victims of abusive relationships. This can make it challenging for professionals to recognise and respond appropriately to this form of abuse.

Target Group

Professionals and carers who have regular contact with children and young people.

Note: delegates must have completed introductory level safeguarding training

Learning Outcomes:

- Understand what is meant by Sexual Exploitation (SE)
- Recognise 'models' of exploitation and how to identify signs, indicators and risk factors
- Identify what SE looks like in Northumberland
- Recognise your own, and other agencies' role and responsibilities in identifying and responding to SE according to local policies and procedures
- Identify 'good practice' in working with children, young people and vulnerable adults in relation to SE

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
15-May-17, 09:30-1300	West Hartford Fire Station Cramlington, NE23 3JP
14-Jul-17, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
25-Sep-17, 13:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
15-Nov-17, 09:30-13:00	Bell View, Belford NE70 7QB
01-Feb-18, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP

Signs of Safety 2 day course



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

The Signs of Safety risk assessment tool uses solution focused principles and was developed by Andrew Turnell and Steve Edwards. The course will afford professionals the opportunity to familiarise themselves with the process and use the tools integral to its success.

Target Group

Professionals who are involved in decision making and risk assessment in child protection, particularly Social Workers, Managers and Practitioners who regularly attend planning /strategy meetings and child protection conferences.

Learning Outcomes

- Provide professionals with the opportunity to see the Signs of Safety model in action
- Practice with some of the tools that are integral to the process

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
09-Oct-17 & 10-Oct-17 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
15-Mar-17 & 16-Mar-17 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Training for Trainers in Safeguarding Children



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

This one day workshop equips participants with the information and resources to deliver foundation level safeguarding training in their own organisation. Delegates will gain experience of using and adapting a wide range of training materials and evaluating their effectiveness.

Delegates will be provided with a resource pack to support their own delivery of safeguarding children training.

Target Group

Individuals who have been identified to deliver single agency safeguarding children training at foundation level

Learning Outcomes:

- Develop participants skills and knowledge in planning and facilitating safeguarding children training
- Enable learners to develop an understanding of learner styles and how they impact on teaching and learning
- Facilitate learners awareness of and insight into, the potential barriers to learning and identify strategies to address these
- Be familiar with NSCB Introduction to Safeguarding Children course materials
- Recognise and apply the NSCB Quality Assurance standards for single agency training

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
12-Jul-17, 09:30-16:30	West Hartford Fire Station Cramlington, NE233JP

Undertaking Section 47 Enquiries



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

To prepare staff for the undertaking and involvement in enquiries, where there are concerns with regards to significant harm.

Target Group

Social Workers, Police and Health Visitors. The main focus however may be appropriate for any other professionals involved in the section 47 process eg. Designated safeguarding leads.

Learning Outcomes

- Examine current legislation.
- Explore preparation prior to conducting an enquiry.
- Consider how to gather information, interview families and speak to children alone.
- Review how to assess risk and make judgements.
- Provide and understanding of learning from Serious Case Reviews.
- Consider partnership issues.
- Identify the roles and responsibilities of the Police, Health and Social Workers in the section 47 process.

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
27-Sep-17, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
17-Jan-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Vulnerable Adolescents



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Although children are most vulnerable to dying from abuse in the first four years of life, research shows that vulnerability rises again in adolescence as young people experience less direct supervision, get involved in more risk-taking behaviour and start to explore intimate relationships.

The NSCB has Vulnerable Adolescents as a focus for the current work plan. This half-day course will explore specific aspects of teenage behaviour in order equip professionals to recognise their safeguarding needs.

Target Group

All professionals and carers who work directly with children and young people including social care staff and school staff.

Delegates must have completed introductory level safeguarding training.

Learning Outcomes:

- Revise our understanding of adolescence as a developmental stage of childhood
- Identify good practice in using the Risk Indicator Checklist to assess domestic abuse in teenage relationships (16-18 years)
- Recognise current issues in relation to substance use/misuse
- Explore current research relating to adolescent attachment
- Consider use of Northumberland's Vulnerability Checklist

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
05-Jul-17, 09:30-12:30	Bell View, Belford NE70 7QB
12-Dec-17, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP
23-Mar-18, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP

Working with Men who Sexually Abuse



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

The majority of sexual abuse is committed by male perpetrators according to NSPCC research. To work effectively with children and families who experience sexual abuse we must be able to identify abusive behaviour. The purpose of this training is to provide a multi-agency audience with insight into the motivation and behaviour patterns of adult male perpetrator behaviour in order to support decision making and risk management.

Target Group

Anyone working with children, young people and families in Northumberland, or working with adults who have a forensic background

Learning Outcomes:

- Identify what sexual offending is
- Understand a model of the offending process
- Recognise risk factors related to offending
- Consider interventions which aim to inhibit and stop men offending

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times

Venue

TBC

TBC

Working with the Impact of Early Adversity



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Using evidence-based practice, this 2-day course focuses on strategies for intervention with children age 3-12 yrs.

This course is provided as part of the Attachment and Resilience Training Strategy.

Target Group

Key professionals working with vulnerable children aged 3-12yrs and their families, particularly looked after children or those at risk of becoming looked after.

Learning Outcomes:

- Expand understanding of the long term impact on children's development of adverse early experience
- Expand understanding of the factors associated with resilience and vulnerability
- Develop knowledge and practical skills that build resilience
- Identify approaches for use with children and care-givers

Costs as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
28 & 29 Sept 17, 09:30-1630	West Hartford Fire Station Cramlington, NE23 3JP
23 & 24 Jan 18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

Working with Resistant & Uncooperative Families



How to Access

Either via your Learning Together account

Or

LDU Community
(01670 629033)

Dependent on your employing organisation

(See page 9 for clarification)

Event Overview

Drawing on reliable research and practice experience, the Sandstories style of learning has been developed to provide a safe space to reflect on professional practice. This one day course focuses on the messages from serious case reviews in relation to working with resistant and uncooperative families

Target Group

Any professionals working with children, young people and families

Learning Outcomes:

- Reflect on the characteristics and behaviours of families and professionals who are engaged in a 'resistant' relationship
- Explore strategies for maintaining a child centred approach to practice whilst addressing resistance from families
- Reinforce the role of reflective supervision for frontline practitioners
- Acknowledge the personal impact child protection practice has on professionals, exploring sources of support to build resilience

Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
30-Jun-17, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
31-Oct-17, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
10-Jan-18, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP