

# **NORTHUMBERLAND SAFEGUARDING CHILDREN BOARD**



**Multi-Disciplinary Training Programme  
April 2018 – March 2019**

<b>Introduction and Context</b>	
• Training Strategy	3-6
• Training Commitment, Equalities	7
• NSCB Training Protocol and Charging Policy	8-9
• Our Learning & Development Programme	10-28
• How to Access -- Learning Together	10
<b>Course Information</b>	
• Children who Display Sexually Harmful Behaviour	10
• Decision Making in Child Protection	11
• E-Safety	12
• Emotional Abuse	13
• Fabricated or Induced Illness	14
• Hate Crime	15
• Impact of Domestic Abuse	16
• Impact of Parental Mental Health on Parenting	17
• Impact of Substance Use in Families	18
• MARAC	19
• Modern Slavery	20
• Multi-agency Child Protection	21
• Neglect	22
• Physical Abuse	23
• PREVENT (WRAP)	24
• Quality Assurance Trainer Development Forum	25
• Safeguarding Disabled Children	26
• Sexual Abuse	27
• Sexual Exploitation	28
• Signs of Safety (2 day course)	29
• Training for Trainers – Safeguarding Children	30
• Undertaking Section 47 Enquiries	31
• Vulnerable Adolescents	32
• Working with the Impact of Early Adversity	33
• Working with Resistant & Uncooperative Families	34

*“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><b>Group 1</b> 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"> <li>• What is child abuse and neglect?</li> <li>• Signs and indicators of abuse and neglect</li> <li>• What to do in response to concerns</li> <li>• Normal child development</li> <li>• Maintaining a child focus</li> </ul>
<p><b>Group 2</b> Those in regular contact or periods of 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><b>All of the above plus:</b></p> <ul style="list-style-type: none"> <li>• Own safeguarding roles and responsibilities</li> <li>• Documentation and sharing of information regarding concerns</li> <li>• Using the <i>Single Assessment Framework</i></li> <li>• Sharing of information regarding concerns</li> <li>• Documentation / recording concerns</li> </ul>
<p><b>Group 3</b> 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><b>All of the above plus:</b></p> <ul style="list-style-type: none"> <li>• Impact of parenting issues e.g. domestic abuse, substance use on parenting capacity</li> <li>• Importance of family history and functioning</li> <li>• Working with children and family members including addressing lack of co-operation and superficial compliance</li> <li>• Working together to assess and meet needs of children where there are safeguarding concerns</li> </ul>
<p><b>Group 4</b> 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><b>All of the above plus:</b></p> <ul style="list-style-type: none"> <li>• Section 47 enquiries, roles, responsibilities, collaborative practice</li> <li>• Using professional judgements to make decisions as to whether or not a child is suffering, or likely to suffer, significant harm</li> <li>• Taking emergency action</li> <li>• Working with complexity</li> <li>• Communicating with children in line with interviewing vulnerable witness guidance</li> </ul>

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

## 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"

## NSCB Single/ Multi Agency Training Protocol

**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 £250,000 per annum will be eligible for a free place. Charges apply to large, national VCS agencies whose income is above £250,000 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.



## Our Learning & Development Programme

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](http://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 Learning & OD) [learningandod@northumberland.gov.uk](mailto:learningandod@northumberland.gov.uk)
- or telephone 01670 624803
- 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 624803, email: [learningandod@northumberland.gov.uk](mailto:learningandod@northumberland.gov.uk)

**GP's (including all staff employed within):**

Contact LDU Community on 01670 624803, email: [learningandod@northumberland.gov.uk](mailto:learningandod@northumberland.gov.uk)

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# Children who Display Sexually Harmful Behaviour



## 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:

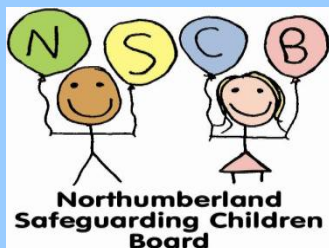
- Understand and identify indicators of risk and signs and the impact of sexualised behaviours.
- Understand what is healthy sexual exploration or experimentation in children and young people.
- Have developed their knowledge of abusive behaviour by children and young people and understanding of what 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
26-Sept 2018, 9:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
4-March 2019, 9.30-16.30	West Hartford Fire Station Cramlington, NE23 3JP

# 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-June-2018, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
9-Nov-2018, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
13-March 2019, 9.30-16.30	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:

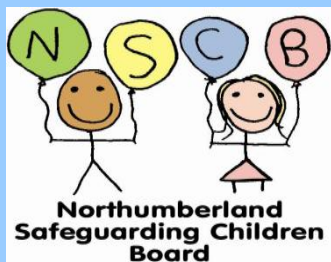
- Describe the role of CEOP and its work, including the Report Abuse mechanism
- Recognise the different technologies that young people use, how they use them and the risks posed by this use
- Identify methods of protecting young people when using these technologies
- Identify what cyber bullying is (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: as page 8

Free of charge for attendance. Please note Non-Attendance & Cancellation Policy

Date/times	Venue
18-May-2018, 09:30-12:30	West Hartford Fire Station Cramlington NE23 3JP
10-Oct-2018, 09:30 – 12:30	West Hartford fire Station Cramlington NE23 3JP
1-March-2019, 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:

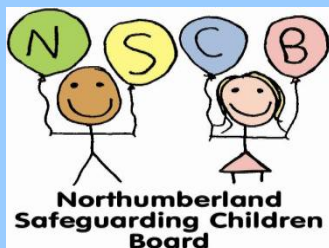
- Develop insight into understanding of children's emotional development.
- Recognise factors which harm emotional development.
- Consider the long-term impact of emotional harm
- Identify strategies to improve professional response to emotional abuse.

### Cost: as per page 8

Please note Non-Attendance & Cancellation policy

Date/times	Venue
15-May-2018, 09:30-16:30	Bell View Centre Belford, NE70 7QB
12-Oct-2018, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
31-Jan-2019, 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
19-Jun-2018, 09:30-12:30	West Hartford Fire Station, Cramlington, NE23 3JP
08-Mar-2019 9.30-12.30	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 1.5 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.

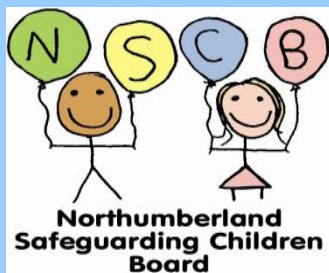
## Learning Outcomes

- 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
24-Apr-2018 13.00-14.30	Blyth Community Enterprise Centre, Ridley St, Blyth NE24 3AG
24-Jul-2018 11.00-12.30	Choppington Social Welfare Centre, Colliery Rd, Scotland Gate, Choppington NE62 5SR
30-Oct-2018 13.00-14.30	Blyth Community Enterprise Centre, Ridley St, Blyth NE24 3AG
21-Feb-2019 9.00-10.30	Choppington Social Welfare Centre, Colliery Rd, Scotland Gate, Choppington NE62 5SR

# 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

This 1-day course aims to enable participants to identify the risks to and the impact on children, young people and adults where there is domestic abuse, in order to provide protection for them and to identify effective support agencies.

## Target Group

Practitioners who work directly with children or adults

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

## Learning Outcomes:

- Understand what constitutes domestic abuse
- Recognise the impact of domestic abuse
- Understand your role in working with those who are living with or experiencing domestic abuse
- Understand the importance of information sharing and good documentation
- Be aware of where to see advice and how to report your concerns

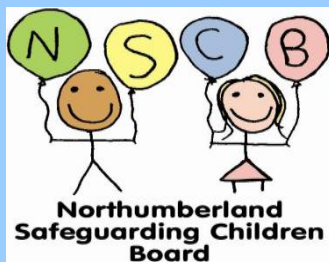
## Cost: as per page 8

Please note Non Attendance & Cancellation Policy

Date/times	Venue
17-May-2018, 09:30-17.00	West Hartford Fire Station Cramlington NE23 3JP
18-Sep-2018, 09:30-17.00	Hexham General Hospital, Education Centre, NE46 1QJ
12-Dec-2018, 09:30-17.00	West Hartford Fire Station Cramlington, NE23 3JP
05-Mar-2019, 9.30-17.00	Bell View Centre Belford, NE70 7QB



# 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

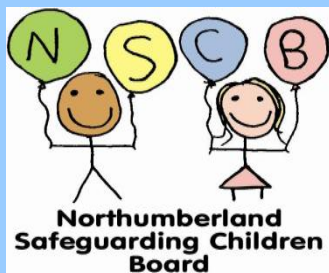
07-Jun-18, 09:30-16:30

West Hartford Fire Station  
Cramlington, NE23 3JP

20-Nov-18, 09:30-16:30

Blyth Community Enterprise Centre  
Blyth, NE24 3AG

# 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

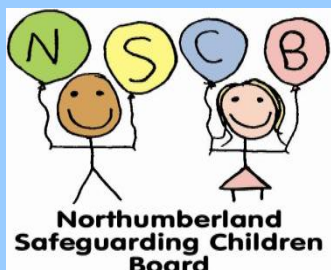
## Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
21-Jun-18, 09:30-16:30	Blyth Community Enterprise Centre Blyth, NE24 3AG
13-Nov-18, 09:30-16:30	Blyth Community Enterprise Centre Blyth, NE24 3AG
27-Mar-19, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP

# 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:

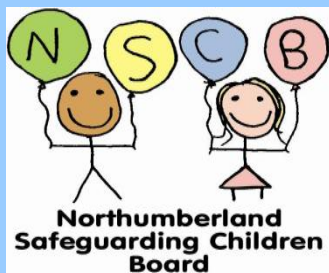
- Define and understand MARAC.
- Recognise what MARAC does and the threshold for referral.
- Identify referral process within Northumberland's procedures.
- Identify good practice using the MARAC risk assessment process

### Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
06 June 2018 13.30 – 16.30	West Hartford Fire Station Cramlington., NE23 3JP
03 Oct 2018 13.30 – 16.30	Lindisfarne Centre Alnwick, NE66 1AX
15 Jan 2019 13.30 – 16.30	West Hartford Fire Station Cramlington, NE23 3JP
21 Mar 2019 13.30 – 16.30	Adapt, Burn Lane Hexham, NE46 3HN

# Modern Slavery – a workshop for practitioners



## 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 workshop aims to broaden practitioner's awareness and equip them with good practice guidance in the subject area. All forms of Modern Slavery will be considered along with the use of the National Referral Mechanism for sharing concerns of this nature. The workshop will allow practitioners to consider their legal duty under the Modern Slavery Act and to enable them to identify the potential signs and indicators.

The session will be practical one using case study material to allow for further exploration of key issues and should support staff to develop safeguarding skills and knowledge to work with adults in a person-centred way.

## Target Group

- Adults and children's social workers and care managers employed by NCC and NHCT
- Health & Social Care Staff from the Private, Voluntary & Independent Sector
- Education & Housing staff

## Learning Outcomes:

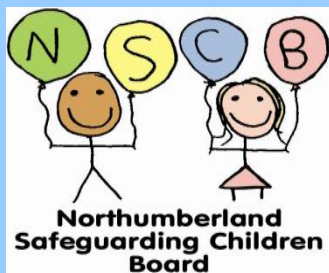
- An overview of the Modern Slavery Act 2015
- Recognise the different forms of Modern Slavery
- Consider Case examples
- Introduction to the National Referral Mechanism
- Awareness of the SAB Modern Slavery Guidance Document

## Cost: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
30 <sup>th</sup> May 2018 09.30 – 11.30	Choppington Social Welfare
26 <sup>th</sup> July 2018 09.30 – 11.30	Hexham General Hospital – Education Centre
14 <sup>th</sup> November 2018 09.30 – 11.30	Bell View Resource Centre Belford
20 <sup>th</sup> February 2019 09.30 – 11.30	Choppington Social Welfare Centre

# 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
23-Apr-18, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
05-Jun-18, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
11-Jul-18, 09:30-16:30	Bell View, Belford NE70 7QB
20-Sep-18, 09:30-16:30	Blyth Community Enterprise Centre Blyth NE24 3AG
18-Oct-18, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
30-Nov-18, 09:30-16:30	West Hartford Fire Station, Cramlington NE23 3JP
10-Jan-19, 09:30-16:30	ADAPT, Burn Lane, Hexham NE46 3HN
06-Feb-19, 09.30-16.30	West Hartford Fire Station, Cramlington NE23 3JP
19-Mar-19, 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
04-May-2018, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
25-Sep-2018, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
16-Jan-2019, 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
11-May-18, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP
02-Oct-18, 09:30-12:30	West Hartford Fire Station Cramlington, NE23 3JP
24-Jan-19, 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 – free of charge

Date/times	Venue
24-Apr-2018 15.00-16.15	Blyth Community Enterprise Centre Ridley St, Blyth NE24 3AG
24-Jul-2018 13.00-14.15	Choppington Social Welfare Centre Colliery Rd, Choppington NE62 5SS
30-Oct-2018 15.00-16.15	Blyth Community Enterprise Centre Ridley St, Blyth NE24 3AG
21-Feb-2019 11.00-12.15	Choppington Social Welfare Centre Colliery Rd, Choppington NE62 5SS



# 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
18-Jul-18, 09:30-12:00	West Hartford Fire Station Cramlington, NE23 3JP
14-Dec-18, 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

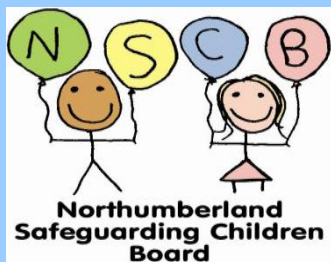
- Improve awareness of the vulnerability of disabled children to abuse.
- Examine appropriate methods of investigation where abuse is a concern.
- Consider those procedures which enhance safety of children with disabilities.
- Explore the needs of children who have been abused, including communication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

## Cost: as page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
09-Jul-2018, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
08-Feb-2019, 09:30-16:30	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

- 1:3 children who have been sexually abused by an adult did not tell anyone about it
- 90% of sexually abused children were abused by someone they knew
- Over 55,000 sexual offences against children were recorded in England 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
22-May-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
06-Dec-17, 09:30-16:30	Riverside Centre, Minton Lane North Shields, NE29 6DQ

# 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, Middlesbrough, Oxford, Bristol and other towns and cities have brought child sexual exploitation to the forefront of our thinking. Operation Sanctuary 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:

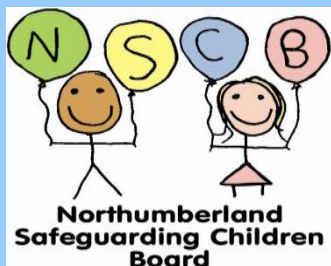
- Understand what is meant by Sexual Exploitation (SE)
- Recognise 'models' of exploitation and how to identify signs, indicators and risk factors
- Identify what SE looks like in Northumberland
- Recognise your own, and other agencies' role and responsibilities in identifying and responding to SE according 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
08-May-18, 09:30-1300	West Hartford Fire Station Cramlington, NE23 3JP
06-Jul-18, 09:30-13:00	ADAPT, Burn Lane Hexham, NE46 3HN
04-Oct-18, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
10-Dec-18, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP
15-Feb-19, 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

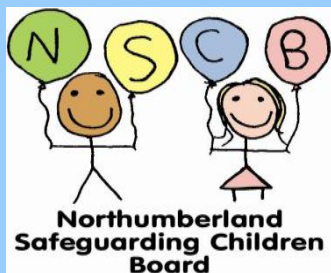
- Provide professionals with the opportunity to see the Signs of Safety model in action
- Practice with some of the tools that are integral to the process

### Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
12-Sept-18 & 13-Sept-18 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:

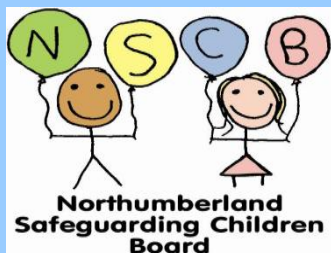
- Develop participants skills and knowledge in planning and facilitating safeguarding children training
- Enable learners to develop an understanding of learner styles and how they impact on teaching and learning
- Facilitate learners awareness of and insight into, the potential barriers to learning 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
03-Jul-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE233JP
07-Dec-18, 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

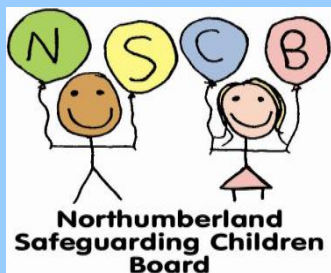
- Examine current legislation.
- Explore preparation prior to conducting an enquiry.
- Consider how to gather information, interview families and speak to children alone.
- Review how to assess risk and make judgements.
- Provide and understanding of learning from Serious Case Reviews.
- Consider partnership 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
24-May-18, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
10-Oct-18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
01-Mar-19, 09.30-16.30	West Hartford Fire Station Cramlington, NE233JP

# 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

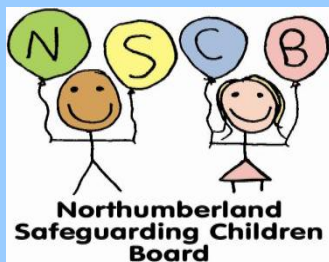
## Costs: as per page 8

Please note Non-Attendance & Cancellation Policy

Date/times	Venue
13-Jul-18, 09:30-13:00	Bell View, Belford NE70 7QB
13-Dec-18, 09:30-13.00	West Hartford Fire Station Cramlington, NE23 3JP
25-Mar-19, 09:30-13:00	West Hartford Fire Station Cramlington, NE23 3JP



# 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, those at risk of becoming looked after or children who have experienced early adversity or emotional harm

## 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 June 18, 09:30-16:30	West Hartford Fire Station Cramlington, NE23 3JP
03 & 04 Dec 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
15-Jun-18, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
10-Sept-18, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP
30-Jan-19, 09:30-16:30	West Hartford Fire Station Cramlington NE23 3JP