



Hartlepool and Stockton-on-Tees Local Safeguarding Children Board's

**Multi Agency
Safeguarding Children
Training Programme
September 2017 – March 2019
(Issue 3 – January 2018)**

*Safeguarding children is
everyone's business!*

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Introduction

In order to safeguard and promote the welfare of children and young people, all practitioners working with children/young people and with adults who are parents or carers must have knowledge and skills to carry out their own roles. This includes being able to recognise and raise safeguarding concerns. They must also be able to work effectively with others within their own agencies and across organisational boundaries.

All the training in this programme is aimed at supporting professionals at all levels to build and consolidate their knowledge of safeguarding issues, including the child protection process. Importantly, this multi agency training aims to:

- Achieve a shared understanding of roles and responsibilities;
- Improved communication between professionals and others working with children, young people and families;
- Improve effective partnership working based on sound working relationships and effective decision making.

Hartlepool and Stockton-on-Tees Safeguarding Children Board's are committed to providing a comprehensive and effective training programme to agencies within Hartlepool, supporting professionals and volunteers in their work to safeguard and promote the welfare of children and young people.

If you have any queries about any of the courses please contact the Hartlepool and Stockton-on-Tees Safeguarding Children Training Co-ordination Team via:

Tel: 01429 523825

Email: LSCBTraining@hartlepool.gov.uk

Training Principles

All elements of this multi-agency training and development to safeguard and promote the well-being of children and young people are based on the following principles:

Child Centred

Incorporating and promoting children's rights and needs and ensuring their welfare is paramount.

Partnership with Parents and Carers

Promoting partnership and meaningful relationships with parents and carers and recognising their strengths in responding to the needs of their child(ren).

Inclusion

Respecting the diversity and cultures of a range of individuals and organisations, which have responsibility for safeguarding and promoting the well-being of all children and young people.

Inter-agency Collaboration

The purpose of multi-agency safeguarding and child protection training and development for inter-agency work at both strategic and operational levels is to achieve better outcomes for children and young people by developing:

- A shared understanding of the tasks, processes, principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare;
- More effective and integrated services at both the strategic and individual case level;
- Improved communication and information sharing between professionals, including a common understanding of key terms, definitions and thresholds for action;
- Effective working relationships, including an ability to work in multi-disciplinary groups or teams;
- Sound child focused assessments and decision making;
- Learning from Management Reviews, Serious Case Reviews (SCRs) and reviews of child deaths.

Charging Policy

1 Charges and Administration

- 1.1 Training is free of charge to organisations that contribute financially to the core budget of HSCB and SLSCB.
- 1.2 Other organisations who do not contribute to the core LSCB budget but are able to contribute to the Hartlepool and Stockton-on-Tees LSCB multi-agency safeguarding children training programme by delivering agreed safeguarding training or who can provide suitable free training venues and facilities for the use of multi-agency training may also benefit from attending courses free of charge. Course and venue requirements will be subject to identified need. The number of free places will be negotiated depending on the services provided.
- 1.3 Invoice details must be provided on booking forms irrespective of whether a charge is to be incurred or not.
- 1.4 It is the responsibility of participants to sign the register when attending a safeguarding children training course provided by Hartlepool and Stockton-on-Tees LSCB. This will be referred to as the evidence of attendance for audit purposes. Failure to do so will result in a non-attendance fee being incurred.
- 1.5 Invoices due for multi-agency training payments, including cancellations, will be raised retrospectively following the course completion.
- 1.6 Failure to pay an invoice will result in places that have already been booked for that organisation being cancelled until the evidence of payment is received.

2 Charging Arrangements

- 2.1 As referred to in 1.1 HSCB/SLSCB Contributing Members - no charge:
 - HBC/SBC
 - CAFCASS
 - Police
 - Her Majesty's Prison and Probation Service
 - Hartlepool and Stockton-on-Tees CCG (includes NT&H Foundation Trust and TEWV NHS Trust)
 - Education Establishments who annually contribute financially to LSCB's.
- 2.2 All organisations who do not meet the criteria for free places as referred to in 1.1 or 1.2 above, including those commissioned by HSCB/SLSCB will be charged as follows:
 - £40.00 half day per individual
 - £80.00 full day per individual

3 Recharge for Non-attendance/Cancellation

- 3.1 Organisations will incur a charge of £50 per place should non-attendance as referred to in 1.5 above or where cancellation of less than 1 week (5 working days) prior to the training course occurs.

4 E-learning: Safeguarding Children Training and Awareness

- 4.1 A number of e-learning courses hosted by the Virtual College are also available and they are free to all organisations who are members of HSCB/SLSCB (including the voluntary sector).
- 4.2 Private and profit-making organisations need to apply direct to Virtual College to access e-learning training, however, there is a charge for learners. To support safeguarding children training we have negotiated a discount with the Virtual College and to obtain this discount code contact slscb@stockton.gov.uk. Applicants would then contact the Virtual College, quoting this code, to book a course.

Virtual College contact details are: tel (01943) 605976 and info@virtual-college.co.uk

Application Process

In order to be considered for one of the training courses in this programme you must complete the HSCB and SLSCB Safeguarding Children Training Application Form.

Applications should be made at least six weeks before the course date.

Ensure your line manager knows you are applying and can release you on the relevant date. Your manager's signature is needed to process the nomination.

Candidate Expectations

- Check the course level and learning outcomes are relevant to your responsibilities for safeguarding children and young people, and will meet your own learning needs.
- Some courses have pre-course preparation. Please read your confirmation email carefully for details and complete as appropriate.
- All courses start promptly so please note the start time and ensure that you allow adequate time for parking etc.
- It is expected that you commit to attend the full course, arriving and leaving at the times specified. Course attendance are only recorded for full attendance.
- If in exceptional circumstances you are unable to attend a course it is important that you cancel your place giving as much notice as possible (see cancellation process).

Line Manager Expectations

- Spend time with your employee before an application form is completed to ensure that the course is at an appropriate level for their role and that learning needs have been identified and are consistent with the aims and learning outcomes of the course.
- By signing the application form you are committing the candidate to attend the whole course.
- If in exceptional circumstances the employee is unable to attend you must ensure that the place is cancelled as soon as possible (see cancellation process).
- Spend time with the employee following the course to ensure that learning is transferred into practice.

Allocation of Places Process

HSCB/SLSCB aim is to obtain an optimum mix of professionals or volunteers from a number of different agencies on each course. Once your application has been processed you will be notified via the email address you have provided if a place is booked for you. Please reserve the course date in your diary. If a course is oversubscribed a waiting list will be maintained.

Confirmation of your place will be sent by electronic meeting invite to the email address you have provided. If you have not received confirmation of your booking four weeks prior to the requested course, please contact the Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Coordination Team on 01429 523825 as soon as possible.

Evaluation Process

By attending a course you are agreeing to undertake the course evaluation.

Delegates are expected to actively contribute to the evaluation process, including if requested, to undertake impact evaluations as part of the completion of the course (failure to do so may incur a charge in line with the cancellation charge).

Delegates are requested to complete a Hartlepool and Stockton-on-Tees LSCB Training Evaluation Form on the day of the training session. Managers and their team members who have attended training within this programme may also be requested to undertake an impact evaluation approximately three months after the training course has been completed. If so they will be contacted by a member of the Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Coordination Team.

Cancellation Process

If you are unable to attend a course, it is important that you cancel your place giving as much notice as possible so that somebody else can take the place.

Cancellations must be made in writing, to the Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Coordination Team, at least 1 week prior to the training course date, stating the following:

1. course title and date requested,
2. name of the applicant,
3. organisation the applicant represents,
4. contact details for the applicant and line manager,
5. reason for the cancellation.

A £50 charge will also be applied to cases of non attendance (including cancellations made within 1 week of the training course)*. An invoice will be raised by the Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Coordination Team and sent to the appropriate organisation. The fees collected will be used for future events within the Hartlepool and Stockton-on-Tees LSCB safeguarding children training programme.

*We appreciate that in some incidents, non attendance is unavoidable therefore, this charge will not be enforced in special circumstances, if agreement is obtained with Hartlepool and Stockton-on-Tees Safeguarding Children Training Coordination Team prior to the course commencing. If a colleague requires this training for their role and is able to attend in place of the cancelled applicant, they may do so and should ensure their name, job title and name of organisation they represent is entered on the attendance register in place of the applicant they are replacing.

Application/Cancellation/Evaluation Process

Employee discusses training need with line manager to establish if required and relevant to individuals working role. If so the **Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Application Form** is completed ensuring an email address for the individual is provided. (Individual should enter the training session in their diary as provisional until confirmation is received)



Individual/Line Manager submits **Hartlepool and Stockton-on-Tees LSCB Safeguarding Children Training Application Form** to Hartlepool and Stockton-on-Tees LSCB Training Coordination, Level 4, Civic Centre, Victoria Road, Hartlepool, TS24 8AY or via email to LSCBTraining@hartlepool.gov.uk (this should be at least 6 weeks prior to the course unless there are exceptional circumstances).



Hartlepool and Stockton-on-Tees LSCB Training Coordination Representative processes individuals training application, adding all details to their training database. If a place is available on the training course, it will be allocated and the individual will be notified that they have been allocated this place by email from LSCBTraining@hartlepool.gov.uk Please note: Individuals will be notified if the course is full and a waiting list will be maintained. If any places become available they will be offered to those applicants on the waiting list.



Any individuals who wishes to cancel their place should do so in line with the Hartlepool and Stockton-on-Tees LSCB Training Cancellation Policy (please note there may be a charge if cancellation is made within one week of a course). The individual should also advise of an alternative date/time they wish to apply for (if available) or if they no longer require this training.



During the training course all individuals will be requested to complete an 'on the day' training evaluation form. A random sample of line managers of attendees and individual attendees will be contacted to undertake a further 'impact on working practices evaluation' approximately 3 months after attending a course.



Relevant handouts from training courses will be sent via email to all attendees after each course is completed. Individual course certificates of attendance are not issued, however, an individual can request a training record listing which via email to LSCBTraining@hartlepool.gov.uk which provides evidence of all training attended on one record (in a similar format to a certificate).

Child Sexual Exploitation Awareness

| Dates | Times | Venue Location |
|--------------------------------|------------------|------------------|
| 17 th January 2018 | 9.30am to 4.30pm | Hartlepool |
| 28 th March 2018 | 9.30am to 4.30pm | Hartlepool |
| 6 th June 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 5 th September 2018 | 9.30am to 4.30pm | Hartlepool |
| 21 st November 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 13 th February 2019 | 9.30am to 4.30pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), Social Care, Education; Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

To raise the profile of children and young people who are sexually exploited in order to improve multi-agency working.

Learning Objectives:

- Increased knowledge about the current local and national context regarding children and young people who are exploited.
- Explore how young people become involved in/at risk of sexual exploitation.
- Identify risk factors and grooming process of children sexually exploited.
- Explore the movement of children for the purpose of Child Sexual Exploitation (internal trafficking).
- Knowledge of relevant UK legislation in the area of trafficking and Child Sexual Exploitation.
- Understand multi-agency practical solutions to safeguard sexually exploited, trafficked and missing children.
- Knowledge of Operation Shield and understand the relevant form and how to complete and circulate this.
- Have increased knowledge of relevant LSCB procedures.

Communicating with Children

| Dates | Times | Venue Location |
|--------------------------------|------------------|------------------|
| 12 th October 2017 | 9:30am to 4:30pm | Stockton-on-Tees |
| 14 th December 2017 | 9:30am to 4:30pm | Hartlepool |
| 22 nd March 2018 | 9:30am to 4:30pm | Stockton-on-Tees |
| 17 th May 2018 | 9:30am to 4:30pm | Hartlepool |
| 21 st June 2018 | 9:30am to 4:30pm | Hartlepool |
| 18 th October 2018 | 9:30am to 4:30pm | Stockton-on-Tees |
| 24 th January 2019 | 9:30am to 4:30pm | Hartlepool |
| 21 st March 2019 | 9:30am to 4:30pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), Social Care, Education; Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

For participants to strengthen their practice in ensuring the Children's Voice is heard.

Learning Objectives:

- Understanding your roles and legal responsibilities in communicating and recording work with children and young people in the safeguarding arena.
- Recognising how abuse and trauma impacts on a child or young person and adjusting practice to build trust and capture their world.
- Practicing techniques to capture: views, wishes and feelings for meetings and assessment of children and young people.
- Considering barriers and obstacles to this work and finding resources and strategies to overcome them.
- Reviewing your recording of voice and the use you make of it in your plans with children and young people.
- Identifying cause for concern and possible indications of safeguarding issues.

Domestic Abuse – Impact on the Child

| Dates | Times | Venue Location |
|---------------------------------|---------------|------------------|
| 19 th March 2018 | 9.30am to 4pm | Stockton-on-Tees |
| 5 th June 2018 | 9.30am to 4pm | Hartlepool |
| 24 th September 2018 | 9.30am to 4pm | Stockton-on-Tees |
| 23 rd January 2019 | 9.30am to 4pm | Hartlepool |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

For participants to increase the understanding of the impact of domestic abuse on children and families, challenge myths surrounding domestic abuse, and explore tools and approaches they can utilise in cases where domestic abuse is a factor.

Learning Objectives:

To enable practitioners to:

- Recognise the impact of domestic violence and its effects on families in particular children and young people.
- Have an understanding of the myths surrounding domestic abuse and their effect on professional management of cases.
- Understand the impact of cortisol on brain development.
- Have an opportunity to explore how domestic abuse affects children and young people.
- Have an increased awareness of local services and referral pathways for those who experience, perpetrate or are affected by domestic abuse.
- Have considered tools they can use to support assessment and decision making where there are concerns about domestic abuse.

Delegates should have completed Domestic Abuse Awareness training prior to Applying for this training session. If not this can be completed via e-learning with the Independent Domestic Abuse Services at <https://www.idas.org.uk/training/>

Neglect of Children and Young People

| Dates | Times | Venue Location |
|-------------------------------|------------------|------------------|
| 18 th January 2018 | 9.30am to 4.30pm | Hartlepool |
| 6 th March 2018 | 9.30am to 4.30pm | Hartlepool |
| 26 th April 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 22 nd May 2018 | 9.30am to 4.30pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

To improve the identification of and professional responses to children and young people who are being neglected.

Learning Objectives:

To enable practitioners to:

- Explore the concept of neglect and the impact on children/young people both in the short and long term.
- Identify signs that neglect may be happening and an insight into the contributing factors of neglect.
- Identify concerns about parenting capacity and/or family and environmental factors that may contribute to neglect using the Signs of Safety strength based and safety focussed approach.
- Highlight the importance of focusing on outcomes for children rather than intentions of parents.
- Consider how to apply learning into practice.
- Consider messages from both local and national Serious Case Reviews and/or Learning Reviews.

Safeguarding Children Foundation

| Dates | Times | Venue Location |
|---------------------------------|------------------|------------------|
| 2 nd October 2017 | 9.30am to 4.30pm | Hartlepool |
| 2 nd November 2017 | 9.30am to 4.30pm | Hartlepool |
| 26 th January 2018 | 9.30am to 4.30pm | Hartlepool |
| 5 th March 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 14 th May 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 25 th June 2018 | 9.30am to 4.30pm | Hartlepool |
| 13 th July 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 14 th September 2018 | 9.30am to 4.30pm | Hartlepool |
| 24 th October 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 15 th November 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 26 th February 2019 | 9.30am to 4.30pm | Hartlepool |
| 19 th March 2019 | 9.30am to 4.30pm | Hartlepool |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

For participants to strengthen their practice in safeguarding children by understanding their role and responsibilities in order to achieve better outcomes for children and young people. Also, to enable multi-agency practitioners to work effectively in the safeguarding and child protection area and strengthen multi-agency collaboration and joint working.

Learning Objectives:

- To understand the key principles relating to the identification and protection of children within legislation and statutory guidance.
- To be able to recognise the signs and symptoms of child abuse and the short and long term impact on children and young people.
- To understand how parental risk factors can impact on the safety and welfare of the child.
- To be able to respond appropriately to concerns regarding a child's safety and welfare.
- To understand the importance of documentation, communication and information sharing between professionals to effectively safeguard children whilst clarifying the issues of confidentiality and consent.
- To understand the local picture as it relates to safeguarding of children.
- Have a raised awareness of the Serious Case Review Process.
- Be able to respond appropriately to disclosures of abuse from children.
- To understand what happens when an allegation is made against someone whose profession involves coming into contact with children.
- To enhance skills in partnership working.

Safeguarding Children with Additional and Complex Needs

| Dates | Times | Venue Location |
|-------------------------------|------------------|------------------|
| 6 th October 2017 | 9.30am to 4.30pm | Hartlepool |
| 23 rd January 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 2 nd March 2018 | 9.30am to 4.30pm | Hartlepool |

Designed For:

All practitioners who come into contact with children with additional and complex needs during their work and particularly those who work directly with children and young people with these needs.

Course Aim(s):

To increase participants' confidence and ability to respond appropriately to any safeguarding concerns whilst recognising their own roles and responsibility in safeguarding children with additional and complex needs.

To raise awareness of the complex issues and dilemmas in safeguarding children with additional and complex needs and to improve the professional interventions and planning in response to children and young people with additional and complex needs.

Learning Objectives:

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

- Understand why children with additional and complex needs are more vulnerable to harm.
- Acquire an understanding of own attitudes towards disability and how these impinge on safeguarding practice.
- Identify the additional potential risk factors for children with additional and complex needs in the context of their environment and family settings.
- Consider the barriers to communicating with children with additional and complex needs and explore the additional tools and methods to overcome these.
- To be able to identify the indicators of risk.
- Discuss the messages from Serious Case Reviews in our region.

Safeguarding in a Digital World (E-Safety) Awareness

| Dates | Times | Venue Location |
|---------------------------------|------------------|------------------|
| 28 th February 2018 | 1.30pm to 4.30pm | Hartlepool |
| 25 th September 2018 | 1.30pm to 4.30pm | Stockton-on-Tees |
| 29 th January 2019 | 1.30pm to 4.30pm | Stockton-on-Tees |

Designed For:

All practitioners at every level who come into contact with children/young people and vulnerable adults.

Course Aim(s):

To raise awareness of E-Safety; how it relates to safeguarding children/young people and adults and also, how to respond appropriately to e-safety issues for children/young people and adults, including ensuring their safety.

Learning Objectives:

- To enable practitioners to:
- Gain an overview and understanding of the technical issues relating to all forms of communication devices and online interactions.
 - Gain an overview and understanding of the social issues relating to all forms of communication devices and online interactions.
 - Promote safe and responsible use of the internet and other digital technologies.
 - State the impact of new technology and its implications.
 - Identify the benefits and risks of online activity on new technology to adults and young people.
 - Recognise how to report on an incident of e-safety.
 - Categorise different sources of threat through online and new technology.
 - Access key sources of information and sources and support.

E-Safety and the use of new technology is a constantly changing arena, therefore, it would be useful to attend updates on a regular basis.

Signs of Safety Awareness

| Dates | Times | Venue Location |
|-------------------------------|-------------|------------------|
| 5 th December 2017 | 9am to 12pm | Hartlepool |
| 5 th December 2017 | 1pm to 4pm | Hartlepool |
| 10 th January 2018 | 9am to 12pm | Stockton-on-Tees |
| 10 th January 2018 | 1pm to 4pm | Stockton-on-Tees |

Designed For:

This training course is for all professionals working in front line child related organisations.

Hartlepool and Stockton-on-Tees are using the Signs of Safety Framework in child protection work. This is an innovative way of working which is being increasingly recognised as good practice by Ofsted.

The Signs of Safety model seeks to enable parents/carers to increase their understanding of, and take a lead in identifying what is needed for them to make positive changes to enable them to effectively care for their children.

Course Aim(s):

To understand the different elements that make-up the Signs of Safety approach.

Learning outcomes:

To enable practitioners to:

- Provide an introduction to the Signs of Safety Approach to enable participants to understand how the approach works.
- Enable participants to start thinking about how to apply the approach to their own case work/practice.
- Help partners and managers to consider how they will manage/implement organisational processes that support and embed the training and practices in their own agencies.
- Help agencies to have a common understanding of how the approach works, with the aim of enhancing collaborative working practices.
- Help agencies to identify the changes they should see in practice when practitioners use the approach within their own organisation.

The Impact of Parental/Carer Learning Disability

| Dates | Times | Venue Location |
|-------------------------------|------------------|------------------|
| 19 th April 2018 | 9.30am to 4.30pm | Hartlepool |
| 12 th July 2018 | 9.30am to 4.30pm | Stockton-on-Tees |
| 17 th October 2018 | 9.30am to 4.30pm | Hartlepool |
| 30 th January 2019 | 9.30am to 4.30pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

To gain an understanding of parental/carers learning disability and the impact this may have on the well-being of children and young people.

Learning Objectives:

By the end of the course participants will achieve the following objectives:

- Define learning disability and explore some of the learning disability support services available.
- Describe opportunities and barriers to effective assessment, including personal and societal attitudes.
- Analyse the impact and risks of parental learning disability upon parenting.
- Recognise the potential short and long term effects that living with a parent with a learning disability may have on a child.
- Distinguish your role and the relationship between adult and children's services safeguarding vulnerable children and young people (think family).
- Understand the availability of the community nursing team.
- Understand the role of the community team with parents.
- Understand the role of the community nurse with other professionals and within the child protection process.
- Be aware of the resources available to improve working with people with a Learning Disability.
- Have a greater understanding of how their behaviour can affect the clients relationship with them.

The Impact of Parental Mental ill Health on Parenting

| Dates | Times | Venue Location |
|-------------------------------|------------------|------------------|
| 1 st March 2018 | 9.30am to 4.30pm | Hartlepool |
| 11 th October 2018 | 9.30am to 4.30pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

To raise awareness and understanding of how parental mental health ill health can impact on parenting and to explore the impact of parental mental ill health on children.

Learning Objectives:

By the end of the course participants will achieve the following objectives:

- Have an understanding of common and serious mental health problems in adults.
- Awareness and identification of the possible effects on a child's physical and mental health.
- Raise awareness of young carers of parents with mental health illness.
- Awareness of lessons learnt from a Serious Case Review in relation to Parent Mental Health.
- Be confident in using the PAMIC Tool to aid decision making in relation to level of intervention.
- Know when and how to seek advice when concerns are raised about risks to children posed by parents with mental health problems.
- To know how to make a referral into Children's Social Care.

Working with Troubled Adolescents

(Changing the language from troublesome to troubled. Attachment theory's contribution to working with adolescents and adults with problematic behaviour)

| Dates | Times | Venue Location |
|--------------------------------|------------------|------------------|
| 3 rd July 2018 | 9.15am to 4.15pm | Hartlepool |
| 4 th July 2018 | 9.15am to 4.15pm | Hartlepool |
| 2 nd October 2018 | 9.15am to 4.15pm | Stockton-on-Tees |
| 3 rd October 2018 | 9.15am to 4.15pm | Stockton-on-Tees |
| 26 th February 2019 | 9.15am to 4.15pm | Stockton-on-Tees |
| 27 th February 2019 | 9.15am to 4.15pm | Stockton-on-Tees |

Designed For:

All those who work directly with children and/or undertake assessment of young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s):

Attachment theory is essential for understanding how human beings function in relationships and how people develop social and psychological difficulties. It is also fundamental for understanding what constitutes psychological wellbeing. Through exploration of relevant case examples, the training is designed to help practitioners develop their understanding of the theory and it's utility in understanding the young people they are working with and increase their confidence to act as change agents and relate to young people and their families in an attuned way.

Learning Objectives:

At the end of the course participants will:

- Understand the key components of attachment theory and its links to child development and neurobiology.
- Understand attachment theory as a strengths-based, non-labelling and non-pathologising approach.
- Understand the essential aspects of the Dynamic-Maturational Model of Attachment and Adaptation (DMM) across the lifespan and its utility as a strengths-based, non-labelling and non-pathologising approach.
- Be aware of the developmental factors that contribute to the development of secure and insecure attachment strategies (The 'ABC' model of attachment) and the characteristics associated with these.
- Be clear about why understanding the attachment experiences of children and adults (assessment) can help practitioners increase their understanding of the roots of maladaptation in family functioning (formulation) and develop attachment informed plans and interventions.
- Understand why attachment informed practice strongly signals the importance of relationship-based practice as key to successful assessment and intervention.
- Understand how to apply theory in practice through exploration of case study interviews.
- Understand how the DMM connects with the emerging fields of interpersonal neurobiology and narrative medicine.
- Understand the impact of unresolved loss and trauma and implications for assessment and intervention.
- Understand how to hold 'difficult conversations' with families.



Key Events Programme 2017-2019

A variety of key conference events are to be commissioned throughout this programme.

Neglect of Adolescents Conference

| Dates | Times | Venue Location |
|--------------------------------|--------------|-----------------------|
| 17 th November 2017 | 9am – 4.30pm | Middlesbrough |

Designed For

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s)

To increase practitioners knowledge of the indicators of adolescent neglect, and explore the concept of neglect and it's impact of young people both in the short and long term.

Learning Objectives:

To enable practitioners to:

- Walk the daily journey of the child.
- Understand and manage 'troubled' versus 'troublesome' adolescents.
- Consider messages from local and national Serious Case Reviews and increase knowledge.
- Recognising adolescent neglect.
- To understand how neglect is manifesting and why it is.
- Understanding the impact.
- Consider useful tools and resources/measures available.
- Understand 'Normal' adolescent behaviour at this stage - brain development in adolescence.
- Understanding developmental trauma and it's impact on children, teens and families.
- Understand possible presentation e.g. emotional dysregulation; troubled behaviour, sleep issues; anger, etc.
- Possible interventions.
- Real life experiences/personal story.

Children's Voice: Stand Up To Child Abuse! Conference

| Dates | Times | Venue Location |
|--------------------------------|--------------|----------------|
| 12 th February 2018 | 9.30am – 4pm | Middlesbrough |

Designed For

All those who work directly with children and/or undertake assessment of children/young people and their families e.g. Professionals from Health (level 3 and above), GP's, Education/Childcare (Designated Leads); Social Care workers, Police; Her Majesty's Prison and Probation Service, CAFCASS, etc.

Course Aim(s)

This conference aims to improve practice and outcomes for children and families by hearing from survivors and those with professional understanding, experience and knowledge in the area of Child Abuse. Whilst linking to priorities of preventing harm, protecting the vulnerable and listening to the voice of the child.

Guest Speakers at this event are:

- **Professor Mark Bellis** - who has produced a number of academic papers on Adverse Childhood Experiences.
- **Phil Mitchell – The Blast Project** – Male Child Sexual Exploitation trainer highlighting the grooming and sexual abuse of boys and young men nationally.
- **Karen Leach** – Talks about being a survivor of childhood abuse at the hands of her swimming coach.
- **Danny Wolstencroft - Shatterboys** – Involved in the independent Inquiry into Child Sexual Abuse and is a survivor of inter-familial abuse, Child Sexual Exploitation and institutional abuse.

Safeguarding Children E-Learning Programme 2017-18

(Last update 16.10.2017)



National / Regional e-Learning Courses

The following National / Regional e-Learning Courses are available to everyone at no cost, other than staff time.

E-Learning can be accessed from any computer with an internet connection and this gives the flexibility of being able to work at a time and place that is convenient to the learner. The interactive modules provide an enjoyable learning experience which in most cases tests knowledge and progress, and provides a record of achievement.

Please note that Hartlepool or Stockton-on-Tees LSCBs **do not host** or **have responsibility** for courses other than those commissioned from the Virtual College ([VC Section](#)). They do however recommend E-Learning as a positive training resource as it may mean reduced pressure on organisations for their staff to undertake professional development and can provide good basic awareness. Whilst encouraging e-learning as a learning medium it is also acknowledged that the added value of discussing matters with professionals from other agencies is not available using this method of learning.

Staff should therefore continue to attend classroom training provided by their employer, LSCB or other provider.

Please periodically check the [Hartlepool](#) and [Stockton-on-Tees](#) LSCB websites to make sure you have the most recent version of this booklet as it will be updated as and when new courses become available.

This programme is regularly updated to incorporate new courses please try to ensure you have access to the most recent programme by visiting either the [Hartlepool LSCB](#) or [Stockton-on-Tees LSCB](#) websites.

If at any time you have a concern for a child please contact:



The Children's Hub

Hartlepool and Stockton-on-Tees

The Children's Hub is a partnership between:

- Hartlepool Borough Council
- Stockton-on-Tees Borough Council
- Cleveland Police
- North Tees and Hartlepool NHS Foundation Trust
- Tees, Esk and Wear Valleys NHS Trust.

Tel: 01429 284284
Email: childrenshub@hartlepool.gcsx.gov.uk



Anyone can contact The Children's Hub if they have concerns about a child's welfare or safety.

When The Children's Hub is contacted, the child's needs will be assessed against the threshold document 'Providing the Right Support to Meet a Child's Needs in Hartlepool and Stockton-on-Tees'. When we have consent or where our rules or the law allow us to, partners may share information about the child and where appropriate, their family members. This will help us to decide what, if anything, should happen next. This information sharing is particularly important if there are concerns that a child has been harmed or might be harmed in the future.

After considering the information The Children's Hub might decide:

- No further action is necessary
- To refer the child to another agency for support
- To refer the child for an Early Help Assessment
- To refer the child to Children's Social Care for a Social Work assessment.



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Adult Safeguarding Course

- Safeguarding Adults
- Mental Capacity Act
- Deprivation of Liberty Safeguards
- Awareness of Child / Adult Sexual Exploitation
- Working with Adults who Self-Neglect

Access is available via the Tees Safeguarding Adults Board our online registration process at:

<https://www.tsab.org.uk/>

Against Violence & Abuse (AVA) e-learning

AVA has a selection of e-learning courses available. Below you can see information about all of their courses. Some of these courses are free, and some are available to specific organisations.

To access any of these courses, click on the Title link for the course you wish to complete. This will take you to the registration page. You need to register as a user on the e-learning platform. You will then receive an email asking you to confirm your registration. Please be sure to complete this important step otherwise you will not be able to access the courses. The email asking for confirmation may end up in your spam folder.

You will need to register separately for each course you do. If you have any difficulties registering or logging in, please contact the site administrator at training@avaproject.org.uk

Understanding Domestic Violence and Abuse level 1 and 2

In February 2014, the National Institute for Health and Clinical Excellence (NICE) issued guidance for health and social care practitioners on responding to domestic violence in their practice. The guidance outlined four levels of training for differing professional groups. This e-learning programme will enable to meet level 1 & 2 of the NICE recommended training and is applicable to all health and social care professionals.

Complicated Matters: Domestic and Sexual Violence, Problematic Substance Use and Mental ill-Health

Domestic and sexual violence, problematic substance use and mental ill-health are three issues which often co-exist. And when they do, things can become complicated. This course is designed to 'uncomplicate' matters by raising your awareness about how the three issues interlink and reflecting on the most effective ways to engage with individuals and families who are affected by these issues.

This course has been developed alongside a toolkit for professionals who work with victims or perpetrators of domestic and sexual violence who are also affected by problematic substance use and/or mental ill-health. You will find links to the toolkit throughout the course. Otherwise, you can download the full toolkit [here](#).

Pushed and Pulled

This e-learning module is based on an OCN accredited training course developed by [AVA](#) and [Women and Girls Network](#). Through the e-learning programme, you will develop a sound understanding of the experiences of vulnerable and gang-affected young women. You will learn to identify the abuse young women are vulnerable to and learn strategies to engage and support vulnerable young women who may also be at risk of gang involvement or are already gang-associated.

To access the link click here: [AVA Pushed and Pulled](#)

Understanding Animal Welfare in Violent Homes

Virtual College has worked with [The Links Group](#) produced a free online course on Understanding Animal Welfare in Violent Homes. This course is of interest to anyone concerned about animal welfare or safeguarding children and will help them to recognise those at risk of physical and mental abuse. Why not register below to become more aware of the signs?

To access the link click here: [Register here for Animal Welfare in Violent Home](#)

Child Sexual Exploitation and Trafficking Courses

Parents Against Child Sexual Exploitation (Pace) - CSE

Thousands of children in the UK are at risk of being forced or manipulated into sexual activity in a form of abuse called child sexual exploitation. This abuse can happen to any child, anywhere. Knowing what to look for is an important way you can help to protect your children.

This course will help you to:

- Understand child sexual exploitation
- Find out how to spot the signs
- Know who to report any concerns to

To access this course please use the following link

<https://safeguardingchildren.vc-tms.co.uk/selfregistration.aspx?version=9679>

Brook Child Sexual Exploitation (CSE) E-learning Resource

Combating Child Sexual Exploitation (CSE): an e-learning resource for healthcare professionals has been designed for use by all staff in healthcare settings – from doctors and nurses to receptionists, paramedics, and pharmacists.

Developed by Brook and funded by the Department of Health, the tool is designed to help healthcare staff in preventing, identifying and responding to child sexual exploitation.

The tool takes around 40 minutes to complete and uses video clips and anonymous case studies to develop staff's knowledge of the signs of CSE. It was extensively piloted with staff from a variety of different health roles, from frontline to back office.

The tool sets out the legislative background to CSE, gives examples of physical and behavioural signs of someone who may be affected by or at risk of CSE, advises how to respond in a way that will not put the young person in further danger, and discusses the different forms CSE can take, along with how approaches to helping young people may vary by age group.

To access this course please use the following link: [Combating CSE](#)

EU Data Protection Regulations

Currently, the Data Protection Act 1998 controls how personal information is used by organisations, businesses or the government. On the 25 May 2018 this Act will be replaced by a new piece of legislation called the EU General Data Protection Regulation (better known as the GDPR). This is a Europe wide piece of legislation that the UK has chosen to adopt in full.

There will be several key changes between the Data Protection Act 1998 and the GDPR that you need to be aware of.

To access this course for FREE please use the following link: [Virtual College EU Data Protection](#)

Female Genital Mutilation Courses:

Home Office and Virtual College – Female Genital Mutilation (FGM) Course

The Home Office has launched a free online training package dealing with female genital mutilation (FGM), developed with Virtual College who are the provider of our e-learning courses. The free online training provides professionals with an overview of FGM and their responsibilities in FGM cases, and how to support victims of it. The Home Office would like as many teachers, police, doctors, social workers and border staff in particular to undertake the training to help them identify and assist girls who are at risk of FGM.

To access this course please use the following link <http://www.fgmelearning.co.uk/>

Health Education England - Female Genital Mutilation (FGM) e-learning programme

Health Education England courses are restricted to Health and Social Care Professionals in England. Social Care professional employers need to be registered with the Skills for Care National Minimum Data Set for Social Care (NMDS-SC).

The Female Genital Mutilation programme (e-FGM) is made up of five 20 to 30 minute e-learning sessions which are designed to improve the knowledge and awareness amongst healthcare professionals of some of the issues which FGM has on women and children.

To access this course please use the following link: [FGM – Health Education England](#)

Forced Marriage

Approximately 8,000 to 10,000 forced marriages of British citizens take place every year. Forced marriage is now illegal and the first prosecutions have taken place. This free online course has been developed with the Forced Marriage Unit of the Foreign and Commonwealth Office and Home Office. The course raises awareness, challenge perceptions and informs you of the correct actions to take.

To access this course please [Click here](#).

Gender Variance / Gender Dysphoria

The transgender condition is understood increasingly to have its origins before birth. Research studies indicate that the baby's brain development does not always coincide with the sex differentiation of the baby's body. This overwhelming sense of feeling like the opposite gender causes strong discomfort and is called gender dysphoria.

This resource is designed to help Health Professionals respond to the needs of adults and young people experiencing gender dysphoria. The numbers of trans people presenting for medical help are rising rapidly; accordingly, the waiting lists for access to specialist providers grow longer. The mental health of those unable to access treatment is likely to deteriorate and self-medication with products bought via the internet is common. The risk of self-harm and suicide in people unable to access treatments may be as much as twenty times greater than in the general population. However, with the appropriate medical care, outcomes can be very positive.

To access this course please use the following link: [Gender Variant Course](#)

Information Sharing

Information Sharing Matters is a free education programme designed for the early years workforce and healthcare professionals about information sharing in early years.

Developed by the RCPCH and 4 Children and funded by the Department of Health, the e-learning aims to improve knowledge and understanding of the benefits of sharing information effectively between families and a range of professionals including paediatricians, health visitors, GPs, therapists, child minders and pre-school and nursery teachers. It is designed to help build trust between professionals leading to better sharing of information and improved outcomes for young children and their families.

Information Sharing Matters is designed to improve your knowledge, skills and understanding of the benefits of effectively sharing information in a professional context. It is made up of online and face-to-face resources supporting the training of individuals and multidisciplinary teams.

On completion of this programme you will be able to:

- explain what information can and cannot be shared in a context of integrated working
- describe the range of benefits to children and families related to information sharing, with a focus on improving outcomes
- use and share good practice with your colleagues and between individuals and organisations
- support improved information sharing, helping to build trust between professionals and improving outcomes for young children and their families

To access this course please use the following link: [Information Sharing for Early Years & Health Workers](#)

MAPPA (Multi Agency Public Protection Arrangements)

On completion of this e-Learning course, you will understand:

- What are Multi Agency Public Protection Arrangements (MAPPA).
- Who is involved in a MAPPA proceeding.
- Who is MAPPA trying to protect and from what.
- What legislation drives the MAPPA process.
- What your responsibilities are within MAPPA.
- Your organisations duty to co-operate.

The courses available to Cleveland agency staff are: Foundation / Intermediate /Enhanced.

To access this course please use the following link: [MAPPA Cleveland](#)

New users should click the blue 'sign-up link' which will take them to a registration screen. Please note only agency email addresses will be accepted due to the security settings. Once all the information is completed, click the 'submit query' button. Within a couple of hours, you should receive an email containing your password.

Sign-in: The first white box is for email and 2nd white box is for password.

Password: You will be given an option to change the password on the home screen, using the 'edit my details' button.

Mental Health / Wellbeing

Understanding Young Minds

The Virtual College (Safeguarding) have worked in partnership with SelfharmUK to create a free online course to help parents talk about the issue of self-harm with their children. Spotting the signs can be difficult, and approaching the subject can be uncomfortable. This course aims to provide a basic awareness of the subject to help you approach your children with confidence.

To access this course please use the following link: [Discussing Self Harm with Children](#)

MindEd Core Curriculum

The MindEd Core Curriculum is directly aimed at all adults working as professionals or volunteers with children and young people and is not aimed specifically at a specialist child mental health audience. It offers e-learning to inform about the mental health of children and young people, what goes wrong and what can be done to help. It provides a wealth of information on child development, how problems show and will give practical insights into when to be concerned, what to do and when to refer on to specialists.

The organisation realises that you may have little or no training in mental health issues in children and young people. These sessions are intended to provide you with guidance and support. They will increase your knowledge and build your confidence. However, they cannot replace formal training in these complex issues.

MindEd for Professionals & Volunteers

This is for you if you volunteer, work or are studying to work with infants, children or teenagers. MindEd has e-learning applicable across the health, social care, education, criminal justice and community settings. It is aimed at anyone from beginner through to specialist.

To access this MindEd Core Curriculum e-learning courses please use the following link: [Professionals & Volunteers](#)

MindEd for Families

Please share with parents or carers who are concerned about their child? Or perhaps just want some hints and tips on parenting? MindEd for Families has online advice and information from trusted sources and will help them to understand and identify early issues and best support the child.

To access this MindEd Core Curriculum e-learning courses please use the following link [Parents / Carers](#)

Radicalisation & Terrorism

PREVENT / Channel Awareness

Prevent is about safeguarding young people to keep them both safe and within the law. It is part of the Home Office's Counter Terrorism Strategy known as Contest. The Prevent Duty is not about preventing young people from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways.

This free e-learning course from the Home Office includes information on how Channel links to the government's counter-terrorism strategy (CONTEST) through the Prevent strategy. It also provides guidance on how to identify people who may be vulnerable to radicalisation and how to refer them into the Channel programme.

To access this course please use the following link [Channel General Awareness Course](#)

Social Care Institute for Excellence (SCIE) Courses

SCIE offer free e-learning modules on a variety of topics including;

- Parental Substance Misuse,
- Parental Mental Health and the Impact on Families
- Poverty, Parenting and Social Exclusion
- Interagency and inter-professional collaboration
- Communication Skills

To access any of the SCIE courses please use the following link: [SCIE E-learning courses](#)



SAFEGUARDING CHILDREN E-LEARNING COURSES HOSTED BY THE VIRTUAL COLLEGE

A number of e-learning courses hosted by the Virtual College are available and they are free to all organisations who are members of Stockton-on-Tees and Hartlepool LSCBs (including the voluntary sector) as part of the joint multi agency training agreement.

How do I access the training?

For courses provided by **Virtual College** - send an email advising which course you want to apply for to slscb@stockton.gov.uk. You will need to be explicit about the course you wish to do and provide your full contact details, including Job Title and who you work for.

Once you have completed and returned your registration form you will receive an email containing your log on details. To access your training you simply need to log in to **www.safeguardingchildren.co.uk** where you will find the training and quiz links for each of your training modules. Work through the interactive material for each module and, when you feel ready, undertake the relevant quiz. You will receive instant feedback on your quiz answers and your score will appear on your training record. If you get less than the pass mark you can review the training materials again and just re-sit the quiz when you feel ready.

Private and Profit Making Organisations

Private and profit-making organisations need to apply direct to Virtual College to access e-learning training; however there is a charge for learners. To support safeguarding children training we have negotiated a discount with the Virtual College to obtain this discount code contact slscb@stockton.gov.uk. Applicants would then contact the Virtual College, quoting this code, to book a course.

Virtual College contact details are: - tel. 01943 605976 and info@virtual-college.co.uk.

How long will it take?

You should work at your own pace but, as a guide, it should take you approximately 2-3 hours per training module and around 10 minutes for the associated quiz questions. You do not have to complete the training all in one session

Accreditation

On completion of the training and quiz test you will be able to download a Virtual College certificate

Safeguarding Children Refresher Training

This course is suitable for people who already have an awareness of safeguarding or require refresher training which government guidance suggests should take place every three years. Whilst necessary, this can be costly for organisations and frustrating for staff, who may have heavy case loads and find it difficult to get away from work to attend a refresher course.

It has been developed in collaboration with experts from Local Safeguarding Children Boards (LSCBs) and covers all the changes in safeguarding over the last three years. It is regularly updated to reflect changes and includes the following hot topics:

- Female Genital Mutilation.
- Radicalisation.
- Forced Marriage.
- Child Trafficking.
- Child Sexual Exploitation.

This course has been redesigned by specialist illustrators and instructional designers to create innovative content with immersive real world scenarios to help professionals apply knowledge into everyday life.

An Introduction to Safeguarding Children

This module is aimed at anyone who comes into contact with children or their families. The aim of the module is to concentrate on ways in which children and young people can 'stay safe' by minimising the incidence of child abuse and child neglect.

Awareness of Child Abuse and Neglect

Core Module

This course is suitable for everyone who works directly with children and young people, including frontline professionals. This course covers a variety of child protection and safeguarding children issues and is suitable for anyone who regularly comes into contact with children or who may be asked to contribute to the assessment of children in need. The course aims to inform about the various types of abuse and neglect that can happen to a child and then explain what you must do if you suspect a child is being abused or neglected.

This course allows you to choose the legislation which applies to your country, should it be England, Wales, Scotland or Northern Ireland.

A section of this course looks into multi-agency cooperation focusing specifically at Police, Social Services, Social Housing, Healthcare, Education (Early Years, Primary, Secondary, Further or Higher), Prisons, Secure Units, Probation, Youth Justice Youth Groups Community Groups & Voluntary groups.

Foundation Module

This course is suitable for anyone who may come into contact with children. It is a reduced version of the safeguarding children (core) course and it is designed to be suitable for all, not just child specialists.

An Introduction to Integrated Working (Early Help Assessment/Lead Professional/Information Sharing)

This basic awareness course is made up of three learning objectives: The Early Help Assessment, information sharing and the role of the lead professional. The course will give you an in depth understanding of these topic areas so that you can confidently discuss the concepts with families, should you need to. It will provide underpinning knowledge for lead professionals or practitioners, prior to face to face training. The course comes with an online assessment and certificate on achieving a satisfactory pass mark.

Risk Assessment in Safeguarding

The aim of this module is to help practitioners from all agencies develop an understanding of theories of risk assessment, and become competent and confident in applying them when working with children, young people and their families. This course aims to be a tool for analysing risk and identifying:

- Needs when working to strengthen families
- Model of assessment
- Risk assessment framework
- Triggers for concerns
- Information sharing

Hidden Harm (Substance Misuse)

The Hidden Harm course, developed by 5 national drug and alcohol teams and peer reviewed by panels of experts in the field, aims to raise awareness of the issues affecting the children of problem substance users. It helps the learner to spot the signs of harm and identify appropriate windows of opportunity to break the cycle and safeguard the child. The course has recently been updated and reflects new drugs, new legislation and includes some new documents as well.

Think Safe, Be Safe, Stay Safe

This module is aimed at young people aged 11-18 years who work with children or other young people, for example, as young volunteers, peer mentors, babysitters, etc.

Safe Sleeping for Babies – Reducing the Risk of SIDS

This course is for any person in any work or family setting in contact with a baby, including the voluntary sector, nursery staff, healthcare assistants/professionals, social workers etc. Also known as cot death, or Sudden Infant Death Syndrome (SID). SID is the sudden, unexpected and unexplained death of an apparently well infant. In the UK, at least 300 babies die suddenly and unexpectedly every year. Being able to reduce the risk of any sudden, unexpected and unexplained death of an apparently well infant is a tremendous opportunity for everyone involved in a baby's care.

This e-learning course has been developed to promote and support key safe baby sleeping messages, raising the awareness of parents, family members or other people who come into contact with families. On completion, learners will have an increased understanding of what can be done to keep sleeping babies as safe as possible.

On completion of this course learners will know:

- Your key messages.
- How to keep sleeping babies safe.
- How to locate and provide supplementary resources.

