

Workforce Development Training

2012



Working in
partnership with





Course outline

This one day course aims to provide practitioners with an overview of the evolution of child protection and safeguarding practices within the UK, and examines in depth key lessons learnt from serious case reviews and the implications of the Munro Review.

Aims and objectives

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

- understand the origins of professional responses to the identification, investigation and treatment of child abuse and neglect;
- Recognise key lessons learnt from serious case reviews and public inquiries into child abuse and neglect; and
- understand the implications for safeguarding practice arising from the Munro Review.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	TBC
Time	1.30-4.30pm
Trainer	Cathy Reynolds
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

**This training is part of the Prevent and Protect Core training.
If you have any queries please contact Melanie Wassell on 020 8487 5211
or email melanie.wassell@richmond.gov.uk**



Course outline

This course is part one of three modules available for CAF Training.

It is important that all practitioners working directly or indirectly with children and young people understand how the CAF and other integrated working tools and processes support and promote early intervention and safeguarding.

This half day course is an introduction for members of the workforce who work directly or indirectly with children and young people.

Note: An understanding of Information Sharing guidance is essential prior to attending this course; please see Information Sharing eLearning available.

Aims and objectives

- Understand how the CAF relates to safeguarding children
- Gain a knowledge of integrated working tools and processes, including CAF aims and principles
- Understand thresholds of need and appropriate response, keeping a child-centred approach
- Gain knowledge of services supporting children in Richmond upon Thames

Which professionals would benefit from attending this training?

All in children's workforce, whether potential Team Around the Child member or Lead Professionals.

Universal and targeted services: Education, Health, Social Family and Community Support, Youth, Justice and Crime Prevention, Sports and Culture, Early Years and Childcare, managers and leaders.

This course is also suitable as refresher training on the CAF process in Richmond upon Thames

Key Stage or age of children: All

Date	TBC
Time	9.30am to 12.30pm
Trainer	Cathy Reynolds
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

**Please complete an online booking form if you wish to attend.
Please note that this does not guarantee you a place on this training. Confirmation of place will be emailed to you.**



Course outline

This course is Part two of three modules available for CAF Training Using the Common Assessment Framework is aimed at practitioners working directly with children and young people who have additional needs requiring coordinated multi-agency support through use of the Common Assessment Framework (CAF).

Note: Part one: Introduction to CAF must be completed prior to this training

Aims and objectives

- Gain a secure understanding of how to use the CAF by following the CAF journey from start to end using a scenario
- Understand the Lead Professional Role and responsibilities, including:
 - Coordinate the delivery of multi-agency intervention
 - Identify child-centred outcomes
 - Evaluate the impact for child/family and TAC

Which professionals would benefit from attending this training?

Essential for Practitioners who could have Lead Professional Role; strongly advisable for TAC members

Universal and Targeted Services:

Education; Health; Social Family & Community Support; Youth, Justice and Crime Prevention, Early Years and Childcare

Key Stage or age of children: Cross phase

Date	TBC
Time	1.30-4.30pm
Trainer	Cathy Reynolds
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
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Course outline

This one day course is for front line professionals working with children and young people.

Aims and objectives

Using a combination of presentations, video material, discussion and role-play, we will cover

- How the world they are growing up into is changing
- Update on trends in use and misuse
- Spotting and responding to risky behaviour, including self-harm and sexting
- Encouraging safer and more responsible use
- Responding to e-safety incidents
- Handling disclosures
- Typical case studies
- Your legal responsibilities

Which professionals would benefit from attending this training?

Multi-professional

Please note that due to the nature of the material covered, late arrivals will not be admitted

Key Stage or age of children: All

Date	31 January 2012
Time	9.00am to 4.00pm
Trainer	Peter Cowley, ICT and Esafety Adviser
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

This course seeks to explore and expand practitioners' understanding of the identification of physical harm and neglect of children and young and how to respond effectively.

Aims and objectives

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

- Understand the definition of physical harm and neglect,
- Recognise key signs and indicators,
- Understand the impact upon the child, family and professional network,
- Identify key legal and procedural frameworks which guide safeguarding practice,
- Know how to best respond and report concerns, using their own safeguarding policies and procedures.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	16 January 2012
Time	9.30am to 4.30pm
Trainer	Richard Swann, MSW
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
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Course outline

This course seeks to explore and expand practitioners' understanding of the identification of emotional and spiritual abuse of children and young and how to respond effectively.

Aims and objectives

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

- Understand the definition of emotional and spiritual abuse,
- Recognise key signs and indicators,
- Understand the impact upon the child, family and professional network,
- Identify key legal and procedural frameworks which guide safeguarding practice,
- Know how to best respond and report concerns, using their own safeguarding policies and procedures.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	25 January 2012
Time	9.30am to 4.30pm
Trainer	Richard Swann, MSW
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

This course seeks to explore and expand practitioners' understanding of the identification of child sexual abuse.

Aims and objectives

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

- Understand the definition of child sexual abuse,
- Recognise key signs and indicators,
- Understand the impact upon the child, family and professional network,
- Identify key legal and procedural frameworks which guide safeguarding practice,
- Know how to best respond and report concerns, using their own safeguarding policies and procedures.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	1 February 2012
Time	9.30am to 4.30pm
Trainer	Richard Swann, MSW
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
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Course outline

Our one day course is a participative, practical and stimulating course designed to help managers, front-line workers and volunteers in a range of settings develop father-inclusive services.

Aims and objectives

- Develop the confidence, knowledge and skills to work effectively with fathers - - Use the Dads Included Test to assess how well their services are supporting fathers' relationships with their children
- Explore and plan practical strategies to engage with and support fathers using an evidence-based 'whole team' approach
- Understand how father-inclusive practice supports emerging public policy frameworks (including the 'big society')
- Identify opportunities to assess and support the needs of fathers
- Participants will explore:
 - Why fathers are so important to children and to mothers
 - Barriers to stable, positive father-child relationships in families where mum and dad are together, and where they are not
 - How services often reinforce these barriers, and how they can break them down
 - Best practice at working in partnership with fathers
 - The personal and cultural issues which shape our perceptions of men/fathers

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	27 March 2012
Time	9.00am to 4.30pm
Trainer	Fatherhood Institute
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

This course seeks to expand practitioner's knowledge of and skills in addressing risky behaviours in children and young people.

Aims and objectives

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

- Understand the origins, impact and definition of risky behaviours in childhood and adolescence,
- Explore how best to address risky behaviours with children, young people and families,
- Understand the importance of resilience and how to identify and enhance protective factors and strengths,
- Clarify professional roles and responsibilities to address and reduce risky behaviours.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	19 and 20 March 2012
Time	9.30am to 4.30pm
Trainer	Richard Swann, MSW
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
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Course outline

Capacity, launched in 2004, is a not-for-profit body, conducting research, training and policy development on behalf of statutory and other agencies, particularly in relation to children's centres, schools, adult skills and linked strategies for reducing poverty and social exclusion.

We have worked with local authorities to support poverty reduction, including training for front-line staff in understanding poverty and strategies for engaging families.

Aims and objectives

The aims of this one day continuing professional development course are to support those attending to:

- Understand the causes of poverty and the main risk factors
- Explore the government's child poverty strategy and the contribution of local authorities and front-line professionals
- Understand the perspectives of those affected by poverty and the ways in which poverty and inequality are incorporated within personal and group identity and family school and community relationships
- Access information about best practice initiatives in tackling poverty
- Formulate a local approach which will make a difference

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	17 April 2012
Time	9.30am to 4.30pm
Trainer	Capacity
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

A two day investigative skills training course for practitioners who gather and record information: includes investigative interviewing (interviewer behaviour, questioning styles, active listening, conversation management, note taking), conflict resolution, organising and analysing information and material gathered, the golden hour principles, investigative mind-set, decision making and recording, investigative actions, risk assessment and formulating an investigation strategy.

Aims and objectives

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

- Describe the key investigative principles
- Outline the factors involved in the investigative decision making process
- Identify the different types of investigative interview models
- State the different types of questioning techniques required for such an interview
- Summarise the information analysis system - 'Note Taker'

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	10 and 11 April 2012
Time	9.30am to 4.30pm
Trainer	David Keech
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

This course will cover all of the points listed below:

Aims and objectives

- Definitions of behaviours
- Psychological effects and ways of dealing with these
- Causes of aggression
- Signs and signals
- Learning from the past
- An assertive strategy
- Defusion techniques
- Issues in physical restraint
- Legislation agency policy violence and you
- Risk assessment
- Organisational responses
- Staff support
- Workplace culture and effecting appropriate change
- Breakaway skills
- Bullying at work
- Issues for current practice

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	3 April 2012
Time	9.30am to 4.30pm
Trainer	Ray Braithwaite
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Putting solution focus to work: An introduction to the solution focused approach.



Course outline

This course will introduce participants to the solution focused approach through a mixture of presentation, demonstration, exercise and discussion. Solution focus is an approach developed over the past 30 years and growing rapidly in the health and social welfare fields as well as in coaching and leadership. Solution Focus is an approach that can be used flexibly with individuals, (children, adolescents or adults), couples, families and even in group work. Solution Focus is being used in residential work and in foster-care. The approach can be used in formal conversation as well as in briefer, in-passing conversations. It has a good track-record of building cooperation and partnership with people traditionally described as 'unmotivated or resistant' and its techniques are drawn on extensively in the 'Signs of Safety' approach to Safeguarding advocated by Professor Eileen Munro in her report The Munro Review of Child Protection (2011).

Aims and objectives

This two-day programme will:

Familiarise participants with the thinking underlying the solution focused approach

Familiarise participants with the key techniques of the solution focused approach

Encourage participants to build their competence in drawing on these techniques

Invite participants to consider potential applications of the approach in their own settings with the people with whom they work.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children:

All

Date	28 and 29 March 2012
Time	9.30am to 4.30pm
Trainer	Evan George, BRIEF
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

- What is self esteem anyway and why is it important?
- Causes of low self esteem and its impacts on self and others
- Techniques to improve confidence and self esteem including
- Identifying individual values and their importance
- Positive thinking
- Techniques for managing criticism
- Being Assertive
- Learning how to say “no”
- Additional resources - i.e. ‘talking therapies’ etc.
- Tops tips for building self esteem.

Aims and objectives

- To identify indicators of low self esteem in others.
- To enable a pro-active approach when working with service users with low self esteem.
- To provide workers with tools to help their service users.

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	21 February 2012
Time	9.30am to 4.30pm
Trainer	Ray Braithwaite
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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Course outline

To enable staff to manage the risks associated with lone working and effectively deal with incidents of challenging and aggressive behaviour from service users.

Aims and objectives

- Introduction & Background (inc. safety management, work related violence)
- Managing Risk & Staying Safe (inc. risk categories & assessing, employees responsibilities, safety strategies, conflict situations, aggressive animals)
- Understanding Aggression (inc. fight/flight response, emotional responses, triggers and inhibitors)
- Defusing Conflict (inc. channels of communication, communicating with people who have learning disabilities or mental health issues, de-escalation)
- Resolving Conflict (inc. L.E.F.T model, observe an incident of conflict and identify areas for improvement and positive behaviours)
- Law & Policy (inc. use of force, reasonable/unreasonable force, council policies, reporting procedures)
- Personal Safety Skills (inc. room plans, disengagement techniques)
- Scenarios (inc. apply conflict management concepts in a safe and realistic scenario)

Which professionals would benefit from attending this training?

Multi-professional

Key Stage or age of children: All

Date	15 February 2012
Time	9.30am to 4.30pm
Trainer	CMS Training
Venue	Curriculum and Training Centre, Clifden Road, TW1 4LT
Charge	Please refer to Richmond Borough CPD terms and conditions

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