



Multi-Agency Training Programme and Policy

2019 – 2020

Contents

About this programme:

[Introduction](#)

[What training should I attend?](#)

[Training Policy](#)

[Notes for Training Attendees and Managers](#)

Understanding Safeguarding Risks:

[Abuse in Teenage Relationships](#)

[Awareness of Child Sexual Exploitation \(CSE\)](#)

[Child Sexual Exploitation \(CSE\) Training for Practitioners](#)

[Domestic Abuse and Safeguarding Children](#)

[Female Genital Mutilation and Breast Flattening](#)

[Harmful Practices and Safeguarding Children](#)

[Harmful Sexual Behaviours](#)

[Introduction to Child & Adolescent Mental Health](#)

[Modern Slavery Awareness](#)

[Neglect Workshop](#)

[Safeguarding Children from Honour Based Abuse &](#)

[Forced Marriage](#)

[Safeguarding Children in a Digital World and Online](#)

[Bullying](#)

[Safeguarding Children who go Missing](#)

[Safeguarding Children with Disabilities](#)

[Safeguarding Refugee and Vulnerable Migrant Children](#)

[Safeguarding Through Relationship and Sex Education](#)

[Understanding Drug Use and the Impact on Safeguarding](#)

[Children](#)

[Understanding Loss, Grief and Bereavement and Effects on Children and Families](#)

[Understanding Peer on Peer Abuse](#)

[Working with Race, Culture and Belief Systems in the Context of Professional Curiosity](#)

[Working with Young People in Relation to Gangs/Knife Crime](#)

[Workshop to Raise Awareness of Prevent \(WRAP\)](#)

Working Together to Safeguard

[Child Protection Conferences and the Strengthening Families Approach](#)

[Common Assessment Framework: Assessment & Planning for Practitioners](#)

[Getting Early Help for Children and Families – An Introduction to the Common Assessment Framework](#)

[Managing Allegations Against Staff and Volunteers](#)

[Safer Recruitment](#)

[Supervising Safeguarding Practice](#)

[Understanding Thresholds and Making Referrals](#)

[Voice of the Child and Safeguarding](#)

[Working Together to Safeguard Children – a Shared Responsibility \(Level 2\)](#)

[LSCB Designated Safeguarding Lead \(Level 3\)](#)

Continual Professional Development:

[Continual Professional Development](#)

Introduction

Welcome to the **Redbridge Local Safeguarding Children Board (LSCB) Training Programme 2019-20**. The LSCB is committed to supporting the delivery of high quality, multi-agency safeguarding training through the provision of learning events, each of which are quality assured, reflecting the LSCB priorities and training needs across the partnership.

This Training Programme provides learning and development opportunities, for those working and volunteering in Redbridge, to enable them to effectively safeguard and promote the welfare of children and young people. This includes being able to recognise when a child or young person may require protection, what to do in response to concerns about the safety and welfare of a child and what early intervention measures can be taken to promote safeguarding. Practitioners and managers must be able to work effectively with others, including colleagues in their own agency and across organisational and professional boundaries. This can be enabled and supported by the learning opportunities offered within this Programme.

We will continue to ensure that our training programme addresses the lessons that we need to learn coming from Serious Case Reviews (SCRs), Internal Learning Reviews (ILRs) and from other nationally high profile cases, as well as from learning from our Multi-Agency Audit Programme, research and the very important feedback from children, young people and families. If you think we have missed out any important topics, please let us know. The Programme will be refreshed two or three times during the coming year so there are opportunities for further development. We all need to be able to demonstrate that our work with children, young people and their families really does improve outcomes, and so our training will encourage all to pose "*Are we making a difference?*". This will be developed by our enabling of managers to support 'training transfer' and will be tested out through post-training evaluation.

This Programme has been compiled by the Training Sub Group of the LSCB. The Sub Group consists of representatives of key agencies, including the voluntary sector, and is responsible for overseeing the management, planning, design, delivery and evaluation of the training courses within this Programme. Thank you to all who have worked hard to produce this comprehensive Programme. I am sure that it will be appreciated and well utilised by those working with children and young people in Redbridge.

Together, we can make a difference.



John Goldup
Independent Chair



What training should I attend?

Your employer is responsible for ensuring staff and volunteers receive basic training to raise awareness of safeguarding (often known as **Level 1**). They may also offer additional 'in-house' safeguarding training specific to your responsibilities and setting.

This Programme provides multi-agency training at Levels 2 and 3, as outlined in the [London Safeguarding Children Board Training Competency Framework](#). It supports the skills and knowledge needed to work effectively within existing guidance and procedures, such as [Working Together to Safeguard Children 2018](#), the [Intercollegiate Document, 2019](#) for competences in healthcare and the [London Child Protection Procedures, 2017](#).

Level 2 Training should be attended by practitioners who work predominantly, or have intensive but irregular contact, with children, young people and/or parents/carers.

Level 3 Training is more advanced and learners will have particular specialist child protection responsibilities which may include being a 'designated lead' in their agency for child protection.

For more guidance on what training is suitable for your needs, contact LSCB.Training@redbridge.gov.uk or call the LSCB Training Manager on 020 8708 3812 or 07775 462 676. Further information is also available on the [LSCB website](#).

	Examples of safeguarding responsibilities and professional competence
LSCB Training Level 2	<ul style="list-style-type: none"> • Working together to identify, assess and meet the needs of children where there are safeguarding concerns • To identify child focused interventions and measurable outcomes • Understanding the possible impact of parenting difficulties on parenting capacity. • Recognising the importance of family history and functioning. • Working with children and family members, including addressing lack of co-operation and superficial compliance.
LSCB Training Level 3	<ul style="list-style-type: none"> • Attending Child Protection Conferences and managing Core Groups; roles, responsibilities and collaborative practice. • Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm. • Working with complexity. • Taking emergency action or intervention. • Promoting effective, professional practice. • Supervising child protection cases and advising other professionals.

Training Policy

The training courses in this programme have been identified through training needs assessment and reflect the LSCB priorities for 2019/20. These priorities are derived from a number of sources including Serious Case Reviews (SCRs), responses to current and national developments, and feedback from children, young people, families and carers.

Principles of Redbridge LSCB Training

Our programme is based on principles to ensure that training is:

- Child centred and incorporates and promotes children's rights, the child's voice, and ensures that their welfare is treated as paramount.
- Incorporates equal opportunities and anti-oppressive practice and reflects the diversity of the communities served.
- Promotes and places the child within the family and recognises the need for working together and in partnership with parents and carers.
- Multi-agency and promotes the need for inter-agency working to safeguard children from harm.
- Evidence-based and incorporates learning from research, and service user participation.
- Incorporating and supporting a variety of learning styles including experiential and reflection.

Audiences

Safeguarding children and young people is everyone's business, which means that audiences are large and diverse.

This includes the whole of the children and young people's workforce and those working with their parents or carers across all sectors and disciplines.

Quality Assurance and Evaluation of Impact

Our training is quality assured in-line with the above principles agreed within the [LSCB Framework and Principles for Safeguarding Children Training](#).

As well as brief evaluation on the day, you will be asked to complete an on-line evaluation within a couple of days of attending an event, before you receive your certificate of attendance.

Each course will offer resources and ideas to 'transfer' learning to your teams and cascade throughout your organisation. You may also find an observer sitting in your course undertaking an independent evaluation.

The LSCB will follow up targeted courses by contacting participants to establish the impact of the training we deliver on practice and outcomes for children, young people and families.

More information on evaluating the impact of training and the concept of 'training transfer' can be found on the [LSCB website](#).

Notes for Training Attendees and Managers

Learners: Please discuss and agree your attendance with your line manager; you'll need to give us their details on the online [nomination form](#) to make a booking. Ensure you're free to attend the course applied for in full before making an application. We recommend you also make a diary note. Your feedback is important to us and after the course, you'll receive a link to an online evaluation form and we provide certificates of attendance on receipt.

Joining instructions: We'll send you details of the course as soon as your nomination form is processed (normally within 2 working days). We recommend you make a note in your calendar or diary to remind yourself, as we only send joining instructions once. If you don't receive your joining email, your place isn't booked. You can always contact us using the details below if you have any queries about your booking.

Your commitment: Please arrive on time. Arriving after the start of the course may mean you're turned away. To receive a certificate, learners must stay until the end of the course and complete an online evaluation. If for any reason you can't attend, please let us know. All our courses contain suggestions for 'training transfer' so you can apply your learning to practice. We may seek further feedback from you after the course to evaluate the impact of our training.

Managers: It's important for learners to have your support. Before agreeing a nomination, please ensure you discuss the content of the course with the learner, and how it will be applied in the workplace. Please keep a note of the date and support them to attend the training. Consider a substitute to cover any absence, as there is a charge for late cancellations.

Following the training, you may be asked how the training has contributed to practice and outcomes.

Fees: Training is charged at **£65 per full day** training course and **£35 per half day** training course, payable by all (except those working in the voluntary sector).

Any non-attendance will be charged at the above rates (including for those working in the voluntary sector). Your organisation will be invoiced after the course.

Cancellation Policy: Any cancellations must be confirmed by email to lscb.training@redbridge.gov.uk with a **minimum of five working days' notice** before the start of registration for the course. Cancellations not received by email in this timescale will be charged as non-attendance at the above rates.

The only exception to this is sickness on the day of the training, provided we are informed by you or your manager on that day, in writing to lscb.training@redbridge.gov.uk

Refreshments: Refreshments, with the exception of water, are not provided at LSCB training events.

Contact: If you need any further information or wish to discuss any additional needs, please call us on **020 8708 3289** or email lscb.training@redbridge.gov.uk. Please follow us on Facebook (<https://www.facebook.com/redbridgelscb/>) and Twitter ([@RedbridgeLSCB](#)) for more Safeguarding news and events.

Abuse in Teenage Relationships

Background

The prevention of violence against women and girls is a national and local priority. Domestic abuse has been seen in the past as individual acts of behaviour, when it is often about a pattern of power and control over time.

The highest rate of reported domestic violence is for people between the age of 16 and 25. However, [NSPCC research](#) has found that 13 to 15 year olds are as likely as older teenagers to experience relationship abuse.

This one day course aims to equip professionals with the understanding to identify young people at risk and support disclosure.

Learning Outcomes

By the end of the training, participants will:

- Have gained an understanding of current research findings in relation to the prevalence and nature of domestic abuse between young people.
- Explored some of the reasons why it is difficult for young people to recognise and disclose abuse in in relationships.
- Understand some of the ways in which young people may behave in response to abuse.
- Understand the importance of child protection measures and working with other relevant agencies.

Level 2

Trainer

Amanda Jones – LSCB Training Manager

Duration	Full day
09:15	Registration
09:30	Start
16:30	Finish

Dates & Venues

Wednesday 19/06/19

[Business Hub, 12th Floor, Lynton House](#)

Tuesday 05/11/19

[Committee Room 2, Town Hall](#)



Awareness of Child Sexual Exploitation (CSE)

Background

This is a briefing on CSE aimed at those in the children and young people's workforce and other professionals working with families who have no prior knowledge and only require introductory level information.

Learning Outcomes

Topics covered in the briefing:

- What is child sexual exploitation?
- What are the signs/symptoms that a child or young person may be being sexually exploited or at risk of being?
- What makes some children and young people more vulnerable than others to this form of exploitation?
- What action should be taken if concerns are raised that child or young person is at risk?
- What lessons can we learn from cases of child sexual exploitation nationally?

Level 2

Trainer

Amanda Jones, LSCB Training Manager or
Lesley Perry, LSCB Business Manager

Duration Half day

Dates & Venues

Tuesday 11/06/19 13:15 – 16:00

[Jo Newman Suite, Lynton House, Ilford](#)

Thursday 23/01/20 9:15 – 12:00

[Committee Room 2, Town Hall](#)



Child Sexual Exploitation (CSE) Training for Practitioners

Background

Sexual exploitation of children and young people often has a long-lasting and harmful impact on their lives. Professionals, parents and carers can sometimes find it difficult to identify, and support children and young people at risk. This course is for Designated Leads who want to deepen an existing knowledge of CSE and multi-agency frontline practitioners working with affected families and children.

Learning Outcomes

Participants will:

- Gain a deeper understanding of the various forms of child exploitation
- Be able to recognise how the various forms of child exploitation interlink
- Increase your knowledge of key legislation, policy, national approaches and good practice
- Understand the impact of child exploitation on families, and how to work along families to increase your capacity to safeguard children who are being exploited

Level 3

Trainer

[PACE \(Parents Against Child Sexual Exploitation\)](#)

Duration	Full day
09:15	Registration
09:30	Start
16:30	Finish

Date and Venue

Thursday 26/09/19

[Committee Room 2, Town Hall](#)



NSPCC – The Story of Jay

Domestic Abuse and Safeguarding Children

Background

The trauma that children experience when they witness domestic violence in the home, play a major role in their development and physical well-being, effects of which can last into adulthood. Parents or carers may underestimate the effects of the abuse on their children because they don't see what's happening but a child witnessing domestic abuse is recognised as 'significant harm' in law. Domestic abuse can also be a sign that children are suffering another type of abuse or neglect (Stanley, 2011).

Learning Outcomes

At the end of this training participants will be able to:

- Define domestic abuse considering its breadth and manifestations
- Identify the impact of domestic abuse on parenting capacity.
- Link the effects of domestic abuse on a child's welfare and development.
- Use relevant knowledge in effective engagement with families where domestic abuse is an issue.
- Identify the multi-professional roles in meeting the needs of children and families affected by domestic abuse.
- Understand local support and safeguarding procedures for those affected by domestic abuse and their children

Level 2

Trainer

Rahana Hussain

Duration

09:15

09:30

16:30

Full day

Registration

Start

Finish

Dates and Venue

Thursday 20/06/19

[Jo Newman Suite, Lynton House, Ilford](#)

Tuesday 17/03/20

[Committee Room 2, Town Hall](#)



Female Genital Mutilation and Breast Flattening

Background

This training is designed with the needs of all professionals working with girls and their families in mind. It explores the roles and responsibilities of different professionals and the processes for handling cases of FGM or breast flattening. The training will also explore the mandatory reporting duty.

Learning outcomes:

Participants will:

- Gain a greater understanding about what FGM and breast flattening are, reasons for the practice, prevalence and the impact on girls' and women's lives
- Describe key legislation and statutory guidance that determines their personal safeguarding role.
- Understand the process for requesting an FGM Protection Order in England and Wales.
- Be clear about the role of key services
- Consider how to effectively and sustainably engage with girls, their families and communities.
- Gain confidence in dealing with cases of FGM and breast flattening

Level 2

This training is accredited by [CPD UK](#)

Trainer

[National FGM Centre](#)

Duration	Half day
09:15	Registration
09:30	Start
12:30	Finish

Date and Venue

Thursday 27/06/19

[Committee Room 2, Town Hall](#)



Harmful Practices and Safeguarding Children

Background

This course is designed to equip participants with an understanding of harmful practices, to critically analyse safeguarding concerns and how to respond to children who are at risk.

Learning Objectives

Participants will:

- Gain an understanding around what harmful practices are along with the international and national debates
- Have an overview of the range of harmful practices including those known to be taking locally and nationally
- Gain an awareness of the signs and symptoms associated with different harmful practices
- Explore key messages from policy, research and serious case reviews
- Explore risk factors, how to assess risk and how to respond appropriately to concerns
- Be made aware of the roles and responsibilities of agencies
- Consider where to access resources and services

Level 2

Trainer

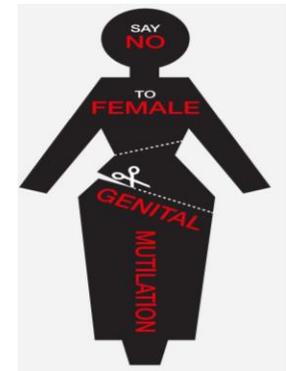
[National FGM Centre](#)

Duration	Full day
09:15	Registration
09:30	Start
16:30	Finish

Date and Venue

Thursday 10/10/19

[Committee Room 2, Town Hall](#)



Harmful Sexual Behaviours

Background

As children get older, the way they express their sexual feelings changes. Children and young people who develop harmful sexual behaviours (HSB), harm themselves and others. This course aims to help professionals to identify HSB and respond appropriately.

Learning Outcomes

By the end of the training, attendees will:

- Have an improved understanding about children and young people who display HSB
- Be able to identify the reasons young people display HSB
- Understand the impact of HSB from both the victims' and perpetrators' perspective
- Be able to identify at the earliest stages possible whether a young person is displaying HSB
- Understand the processes, services and interventions that are in place locally
- Have practical tools and techniques to work with young people who may display HSB

Level 2

Trainer

[Lucy Faithfull Foundation](#)

Duration Full day

09:15 Registration

09:30 Start

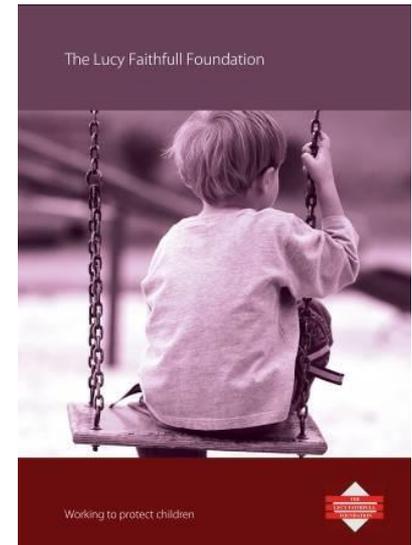
16:30 Finish

Dates and Venue

Tuesday 10/09/19

Thursday 09/01/20

[Committee Room 2, Town Hall](#)



Modern Slavery Awareness

Background

[The International Organisation for Migration](#) (IOM) estimate incidences of modern slavery are increasing with over 30% of which relate to children. Examples include children and young people used for labour in factories, agriculture, and in retail. They are also exploited in both the sex and drugs industry. The impact on victims of trafficking has been well documented which include emotional, psychological, physical and sexual abuse. For children, the experience of being trafficked or involved in modern slavery ends their childhood. To offer protection, we now have in place the [Modern Slavery Act](#). The NSPCC cites one of the long term prevention criteria as 'improving public and professional understanding and awareness of trafficking and modern slavery' (2017).

Learning Outcomes

By the end of this training, participants will have:

- An overview of Trafficking, Modern Day Slavery and people smuggling
- An understanding of how modern slavery relates to Child Sexual Exploitation (CSE) and gang activity (County Lines)
- An opportunity to explore types of exploitation and their indicators
- Knowledge of how to refer and the process of the National Referral Mechanism (NRM)

Level 2

Trainer

Edward Baker
Civic Pride and Enforcement,
London Borough of Redbridge

Duration Half day

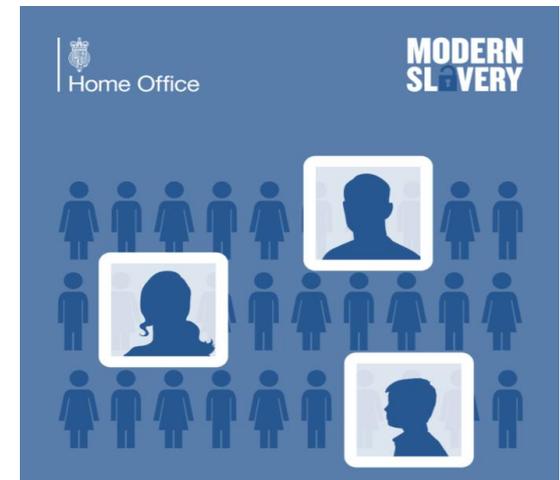
Dates and Venues

Wednesday 26/06/19 09:15 – 12:00

[The Hub, 12th Floor, Lynton House](#)

Thursday 31/10/19 13:15 – 16:00

[Committee Room 2, Town Hall](#)



Neglect Workshop

Background

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect can, however, be difficult to identify and quantify. This training aims to support practitioners in identifying a child's needs through examination of their lived experience and circumstances and through assessing motivation to change.

Learning Outcomes

By the end of the training, participants will have:

- A refreshed understanding of neglect and its impact on children and young people
- An understanding of how to identify, assess, plan and inform decision making on cases relating to neglect
- Discussed practical implications and how to overcome barriers in relation to identifying neglect

Level 2

Trainers

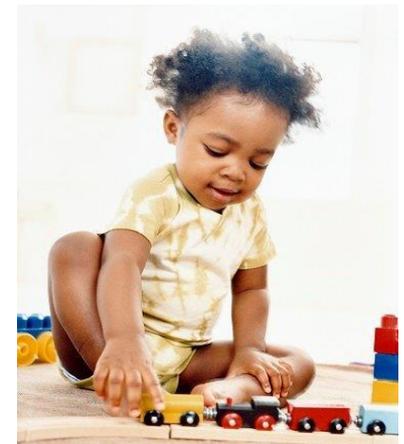
Hema Maisuria, Practice Manager, Families Together Hub
Amanda Jones, LSCB Training Manager

Duration Half Day

Dates & Venues

Wednesday 26/06/19 13:15 – 16:30
[The Hub, 12th Floor, Lynton House](#)

Tuesday 17/09/19 9:15 – 12:30
[Committee Room 2, Town Hall](#)



Safeguarding Children from Honour Based Abuse & Forced Marriage

Background

So-called honour-based violence is an international term used by many cultures for the justification of abuse and violence. Honour based abuse can go hand in hand with forced marriages, affecting young men and young women. The [Redbridge Violence Against Women and Girls \(VAWG\) Strategy](#) has identified honour based violence and forced marriage as a focus, as the very nature of it increases the likelihood of this abuse going underreported.

Learning Outcomes

By the end of this course participants will:

- Understand the definitions of honour based abuse and forced marriage and the impact on children.
- Have explored cultural issues and community beliefs in regard to honour and marriage and the differences between “arranged” and “forced” marriage.
- Be able to recognise forms of honour based abuse and identify risk indicators in an agency setting.
- Be able to identify practice issues in regard to cultural sensitivity, community beliefs and religion.
- Gain an understanding of the Forced Marriage Protection Orders & criminal legislation.
- Have looked at case examples.
- Be aware of the local safeguarding referral processes and both national and local support agencies.

Level 2

Trainer

Bal Kaur Howard

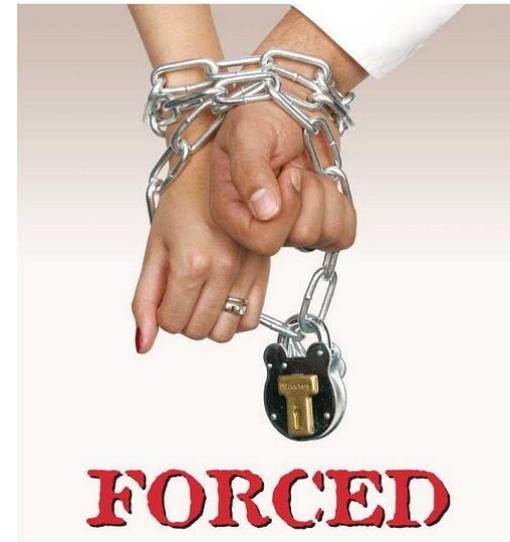
Duration Half day

9.15 - 12.30 or 13:15 - 16:30

Date and Venue

Tuesday 04/06/19

[The Hub, 12th Floor, Lynton House](#)



Safeguarding Children in a Digital World and Online Bullying

Background

The online world opens up immense opportunities for children and young people. It is integral to modern day youth culture. It also however, carries many threats. This course aims to equip staff with an understanding of what the risks are and how to prevent, recognise and respond to them.

Learning Outcomes

By the end of the training, participants will:

- Understand how to minimize the risk to children using technology
- Have an understanding of modern day use of technology and the context in which children and young people use it
- Have developed an awareness of the risks involved
- Have developed an awareness and understanding of the legislative context for safeguarding children in a digital world
- Know elements of good practice to keep children safe when using technology
- Understand the concept and risks of online bullying and its impact on children and young people
- Have developed an understanding of how predators use technology
- Understand when and how to share information, paying attention to the legislative requirements, including developing an understanding of the Data Protection Act 2018, Human Rights Act, and common law duty
- Understand the role and remit of staff in different services

Level 2

Trainer

Amanda Jackson
E-Safety Lead, London Borough of Havering

Duration	Full day
09:15	Registration
09:30	Start
16:30	Finish

Dates and Venue

Thursday 07/11/19

Tuesday 10/03/20

[Committee Room 2, Town Hall](#)



Safeguarding Children who go Missing

Background

Every child or young person returning to home or returning from missing must have an independent return from missing interview (IRMI). This training gives an overview of the process and relevant procedures for partner agencies.

Learning Outcomes

At the end of these briefing, participants will be able:

- To define the term 'missing' for young people and the risks this poses
- To understand the process for safeguarding children who go missing from home.
- To understand the role and remit of the Family Intervention Service.
- To identify additional support services for young people returned from missing.

Level 2

Trainer

David Westlund,
Family Intervention Team Manager
(with support from the Metropolitan Police)

Duration

 Half day

13:15 Registration

13:30 Start

16:00 Finish

Dates and Venue

Thursday 04/07/19

Thursday 05/03/20

[Committee Room 2, Town Hall](#)



Safeguarding Children with Disabilities

Background

Children with disabilities are recognised as having increased vulnerability to abuse for a number of reasons. The [LSCB Children with Disabilities Protocol](#) provides an agreed framework and guidance for partner agencies to ensure this particular group of children and young people are safeguarded. This work is additionally supported by the provision of this training.

Learning Outcomes

By the end of the training, participants will:

- Have an understanding of the perspective of the disabled child/young person.
- Have recognition of the perceived barriers to communicating with disabled children.
- Understand the impact of values on safeguarding disabled children.
- Understand indicators of abuse and neglect, including subtle signs across the diverse range of disabilities, and vulnerabilities of disabled children.
- Have increased knowledge and confidence in seeking support in your role and an awareness of where to get that support.
- Understand the issues faced by parents of disabled children and be confident to improve partnership with parents.

Level 2

Trainer

Melanie Phillips, MP Consultancy Ltd.

Duration

Full day
09:15 Registration
09:30 Start
16:30 Finish

Date and Venue

Thursday 03/10/19

[Committee Room 2, Town Hall](#)



Safeguarding Refugee and Vulnerable Migrant Children

Background

Asylum seekers are some of the most vulnerable people in society and they can sometimes be misrepresented in the media.

The UK asylum process is complex which can make it a difficult system to understand and in November 2017 the Government published a [strategy](#) on working with unaccompanied minors and refugee children.

This half day course aims to support professionals to improve their capacities to contribute to safeguarding good outcomes for children and young people from families who have sought refuge.

Learning Outcomes

This course will enable practitioners in the following areas:

- To identify the distinction between refugees, asylum seekers and other migrants.
- To address the misconceptions regarding asylum seeker and refugees
- Understand the different protection/leave statuses in the UK and what they mean
- To understand the multi-agency assessment and responses needed to safeguard children and young people affected

Level 2

Trainer James Tullet
Refugee & Migrant Forum of Essex and London

Duration Half day
13:15 Registration
13:30 Start
16:00 Finish

Dates and Venue

Tuesday 14/05/19

[Jo Newman Centre, Lynton House](#)

Tuesday 17/10/19

[Committee Room 2, Town Hall](#)



Safeguarding Through Relationship and Sex Education

Background

Would you like to encourage and support young people to make positive choices about relationships? Enable them to feel confident and happy in making their own decisions about sexual activity? Enable them to feel confident and comfortable seeking advice, support and contraception? This one day training course will enable professionals to develop their knowledge and confidence to support young people in making healthy choices with regards to their sexuality and sexual activity. Training includes discussions, group work, and activities that can be used with young people.

Learning Outcomes

All participants will have the opportunity to:

- Understand the causes and effects of early sex
- Describe their own values in relation to young people and sex
- Critically analyse sex and relationships and safeguarding young people
- Practice a range of practical ways of working with young people to help them make positive and healthy decisions for themselves.
- Consider the concept of 'readiness' for young people and to introduce a decision-making resource for them to use in assessing this.
- Reflect on implications and opportunities of the new Government [Guidance on Relationship and Sex Education](#)

Level 2

Trainer

Amanda Jones
LSCB Training Manager

Duration

09:15
09:30
16:30

Full Day

Registration
Start
Finish

Dates

Tuesday 29/10/19
Thursday 27/02/20

Venue

[Committee Room 2, Town Hall](#)



Understanding Loss, Grief and Bereavement and Effects on Children and Families

Background

This course offers guidance and information on the effect of the death of a child in a family and an awareness of how to support families in safeguarding children.

Learning Outcomes

This training will support participants to:

- Explore taboos around children and death
- Understand the importance of listening
- Understand the impact of grief on families
- Respond to the grieving of parents and children
- Explore the impact on staff and practice

Level 2

Trainer

Barbara Keller, Specialist Bereavement Social Worker
Haven House Children's Hospice

Duration Half day

Registration: 12:45

Start: 13:00

Finish: 17:00

Dates and Venue

Thursday 04/07/19

Thursday 16/01/20

[Haven House Children's Hospice](#)



Understanding Peer on Peer Abuse

Background

In recent years, practitioners and policymakers have become increasingly concerned about the levels of violence and abuse between young people evidenced in UK research.

Learning Outcomes

By the end of this course, participants will:

- Have an understanding of the nature and scale of peer-on-peer abuse and exploitation and identify emerging trends and challenges.
- Reflect on the impact of peer on peer violence.
- Confirm multi-agency responses and sources of referral and support to young people and their families.

Level 2

Trainer

TBC

Duration

09:15

09:30

16:30

Full day

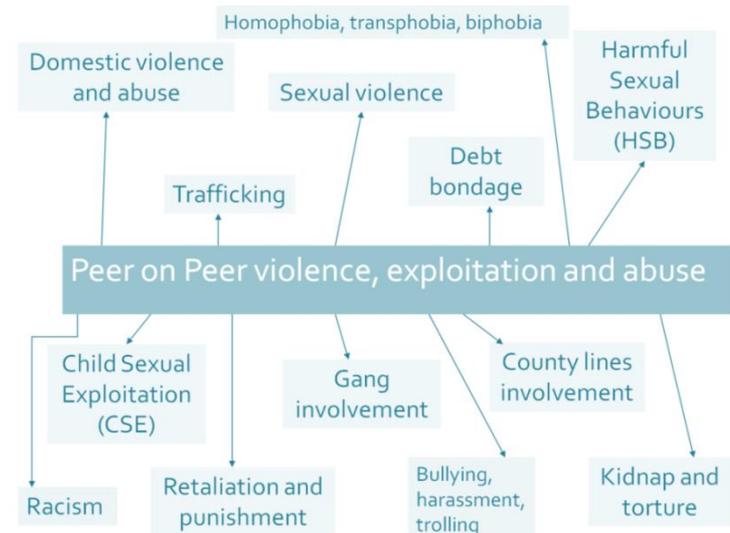
Registration

Start

Finish

Dates and Venue

TBC



Working with Race, Culture and Belief Systems in the Context of Professional Curiosity

Background

This course aims to enhance practitioners' knowledge, skills and understanding of how race, culture and/or faith and belief systems can impact on our safeguarding children practice. The course will also focus on key learning from Serious Case Reviews, the roles and responsibilities of practitioners, the legal framework and how to identify risk factors.

Learning Outcomes

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

- Describe the influence of own and families' race, culture, faith or beliefs on the parenting of children.
- Display confidence in talking about their own and other people's attitudes and beliefs – and how these might affect their judgment when providing services to children and families.
- Demonstrate cultural competence and professional curiosity in these areas when leading or joining in assessments or offering any other services to children and their families.
- List the key features of the legal framework related to harmful practices including honour based violence (HBV), Forced Marriage, Female Genital Mutilation (FGM) and Faith Based Violence (FBV)
- Outline the key local issues related to the course topics.

Level 2

Trainer

Rahana Hussain

Duration

09:15

09:30

16:30

Full Day

Registration

Start

Finish

Dates and Venue

Thursday 05/12/19

Thursday 19/03/20

[Committee Room 2, Town Hall](#)



Working with Young People in Relation to Gangs/Knife Crime

Background

Young people in gangs are often vulnerable individuals who can be both perpetrators and victims of harm. Work is required to prevent children from joining gangs and to safeguard children already involved or at risk of exploitation

Learning Outcomes

By the end of the training, participants will:

- Have an improved understanding of gangs and serious youth violence
- Identify the reasons young people affiliate with gangs
- Understand the reality of gangs and the media
- Be able to identify at the earliest stages possible whether a young person is involved in gangs and serious violence
- Understand the issues around girls and gangs, including grooming, initiation and sexual exploitation

Level 2

Trainer

Junior Smart

Duration

09:15	Registration
09:30	Start
16:30	Finish

Dates and Venue

Tuesday 01/10/19

Tuesday 25/02/20

[Committee Room 2, Town Hall](#)

LONDON

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DON'T CARRY A KNIFE

Workshop to Raise Awareness of Prevent (WRAP)

Background

The Workshop to Raise Awareness of Prevent (WRAP) was developed by the Home Office and is a half day interactive facilitated workshop. It is aimed at frontline staff (such as police, social services, probation, youth workers, and health staff, etc. A more tailored training package is offered to educational settings and should be sought directly from the Redbridge Prevent Team).

The purpose of WRAP training is to raise awareness amongst frontline staff of the risks associated with the targeting of vulnerable individuals by extremists – both Al Qaida/ISIL inspired and the far right. It is a key awareness tool for frontline staff to enhance their implementation of safeguarding duties.

The workshop covers local and national context and threats, the process of radicalisation, and factors which may contribute to an individual's susceptibility to radicalisation. Topical examples will be used as illustrations and case studies to understand the referral process.

Learning Outcomes

At the end of the workshop, participants will have:

- An awareness and understanding of the Prevent agenda and their role within it
- Increased confidence to discuss issues and concerns and how to respond to them
- The ability to use existing expertise and professional judgement to recognise potentially vulnerable individuals.

Level 2

Trainer

Faye Hussain
Prevent Education Officer, Community Safety,
London Borough of Redbridge

Duration

 Half day

13:15 Registration

13:30 Start

16:00 Finish

Dates and Venues

Wednesday 05/06/19

[Jo Newman Suite, 5th Floor, Lynton House](#)

Thursday 21/11/19

Thursday 23/01/20

[Committee Room 2, Town Hall](#)



Child Protection Conferences and the Strengthening Families Approach

Background

Recognising that working in partnership with families and multi agency planning is paramount to the effectiveness of protecting children and assessing and providing for their needs. A Child Protection Conference is a multi-agency meeting to decide if children are at risk of significant harm and if so to recommend a Child Protection Plan. Using a Strengthening Families Approach, this one-day course is for all practitioners and managers that may be required to attend a Child Protection Conference. It will be particularly beneficial to those who are developing their experience in this area.

Learning Objectives

By the end of the course participants will:

- Develop skills to be able to contribute to effective outcome focused planning to safeguard children
- Understand their individual roles as part of the conference and Core Group and how to contribute effectively
- Know the required preparation needed for attending a Strengthening Families model of conferencing
- To use a Strengthening Families Approach to confidently describe the safeguarding needs of children and young people including those from culturally and racially diverse backgrounds.

Level 2/3

Trainer

Melanie Phillips

Duration

Full day

09:15 Registration

09:30 Start

16:30 Finish

Dates:

Thursday 09/05/19

Tuesday 12/11/19

Venue

[Committee Room 2, Town Hall](#)



Common Assessment Framework: Assessment & Planning for Practitioners

Background

The aim of the workshop is to increase participants' understanding of the CAF assessment process. The workshop will provide participants with an opportunity to develop a CAF and explore the Team around the Child (TAC) approach and the role of Lead Professional.

Learning Outcomes

By the end of the course participants will:

- Have explored the Common Assessment Framework (CAF) process.
- Have an understanding of the principles of an effective CAF assessment.
- Understand the need for a Team around the Child (TAC) and the Lead Professional – how they are identified and their related functions and accountabilities.

Level 2

Trainer

CAF Co-ordinator, Children & Families Service,
London Borough of Redbridge

Duration

Full Day
09:15 Registration
09:30 Start
16:00 Finish

Dates

Thursday 12/09/19

Tuesday 24/03/20

Venue:

[Committee Room 2, Town Hall](#)



Getting Early Help for Children and Families – An Introduction to the Common Assessment Framework

Background

The aim of this course is to increase participants' understanding of early help for children and families and the CAF assessment process. The workshop will provide participants with an opportunity to explore the Team around the Child (TAC) approach and safeguarding roles within it.

Learning Outcomes

By the end of the course participants will:

- Have an understanding of the principles of early help
- Have explored the Common Assessment Framework (CAF) process
- Understand the need for a Team around the Child (TAC)
- Have increased confidence in undertaking assessments for early help and support

If you would like to request this training in-house for your organisation please contact The CAF Team on 0208 708 2613 or email: cafduty@redbridge.gov.uk

Level 2

Trainer

CAF Co-ordinator, London Borough of Redbridge
Children & Families

Duration	Half day
09:15	Registration
09:30	Start
12:00	Finish

Dates & Venues

Wednesday 08/05/19

[Jo Newman Centre, 5th Floor, Lynton House](#)

Thursday 16/01/20

[Committee Room 2, Town Hall](#)



Managing Allegations Against Staff and Volunteers

Background information

This half day training session will enable practitioners to reflect on current practice and responsibilities and to perform more confidently in their role in recognising and reporting allegations of abuse against staff and volunteers who work in the children's workforce. It will provide an opportunity to understand the legal and procedural requirements in this important area of safeguarding children and young people.

Learning Outcomes

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

- Learn how to develop a culture of safe working practice within the work environment and minimise the risk of allegations being made.
- recognise and respond as a professional to indicators of abuse
- understand the process of a referral in respect of allegations against staff and volunteers
- understand and be sure of their responsibilities

Level 2

Trainer

Helen Curtis
 Local Authority Designated Officer (LADO)

Duration Half day

Dates and Venues

Tuesday 18/06/19 9:15 – 12:30

[Room 07-01, 7th Floor, Lynton House](#)

Thursday 13/02/20 13:15 – 16:30

[Committee Room 2, Town Hall](#)



Safer Recruitment

Background

This course is aimed at managers and other recruitment panel members that are recruiting staff that will be carrying out direct work with children and young people.

The course is based on materials provided by the [Safer Recruitment Consortium](#) which is a partnership between four organisations, ([NSPCC](#), [Lucy Faithfull Foundation](#), [NASS](#) and [CAPE](#)).

The course is set within the context of:

[Keeping children safe in education – Statutory guidance for schools and colleges, September 2018](#)

[Working Together to Safeguard Children, March 2018](#)

[Guidance for safer working practice for those working with children and young people in education settings, October 2015](#)

Delegates are required to undertake some pre-course reading and download a workbook to bring to the training, which will be e-mailed in advance of the course. Achievement of the certificate provided by the Consortium is dependent on passing an assessment.

Learning Outcomes

- Identify key features of staff recruitment that help deter or prevent the appointment of unsuitable people.
- Consider policies and practice that minimise opportunities for abuse or ensure its prompt reporting.
- Help participants to be able to review their policies and practice in recruitment with a view to creating a safer culture.

Level 3

Trainer

Lesley Perry, LSCB Business Manager

Duration

1 day

09:15

Registration

09:30

Start

17:00

Finish

Dates

Tuesday 02/04/19

Monday 25/11/19

Venue

[Committee Room 2, Town Hall](#)



Supervising Safeguarding Practice

Background

Effective supervision is essential if staff are to be helped to put in practice the critical thinking required to understand child protection holistically, complete assessments of strengths and risks, and provide an intervention. Supervision is also essential to help practitioners to cope with the emotional demands of work with children and their families (Brandon et al 2006b; Horwath 2006).

Learning Objectives

Participants will

- identify the purpose of supervision, with particular reference to safeguarding work
- explain the different models of supervision and their relationship to practice and safeguarding outcomes
- apply principles of adult learning to your own supervision practice
- practice supervisory skills in order to apply your learning to real life situations
- recognise some of the unhealthy processes in supervision which may result in dangerous practice.
- Identify how to support staff to hear the Voice of the Child in their safeguarding practice

Level 3

Trainer

Amanda Jones
 LSCB Training Manager

Duration

Full day
 09:15 Registration
 09:30 Start
 17:00 Finish

Dates

Tuesday 19/11/19
 Thursday 12/03/20

Venue

[Committee Room 2, Town Hall](#)



Understanding Thresholds and Making Referrals

Background

Research by the Department for Education (DfE) of 293 safeguarding Serious Case Reviews (SCRs) – [Pathways to Harm, Pathways to Protection, May 2016](#), identified that 'thresholds' for intervention can vary between agencies; differences in perceived thresholds can lead to frustration or breakdown in effective working, resulting in children falling through the gaps or their needs not being met. The report also emphasised the importance of supporting professionals with their duty to escalate concerns through the appropriate agency or LSCB channels.

Redbridge LSCB, in its multi-agency document '[Are you worried about a child?](#)', sets out the thresholds for referral which has been agreed for use by all agencies and professionals who are worried or concerned about a child's safety or welfare. This briefing aims to support front-line workers and managers in its use. The Briefing will also refer to the LSCB's [Resolution and Escalation Policy](#) which aims to promote a culture of partnerships working by supporting professionals to address differences in professional judgements around the response to the safety and wellbeing of children and young people.

Learning Outcomes

By the end of the training, participants will:

- Be able to describe and understand the 'levels of need' which will be applied to determine whether the child and family can be appropriately and safely helped by early intervention and family support services.
- Have discussed indicators of different kinds of risk within these levels.
- Know how to access services for children with different levels of need effectively, and what kind of response can be expected.
- Understand the components of a good [Multi-agency Referral Form](#)

Level 2

Trainer

Emma Pattison – Multi-agency Safeguarding Hub (MASH) and
Emergency Duty Team Service Manager

Duration

Half day	
09:15	Registration
09:30	Start
12:30	Finish

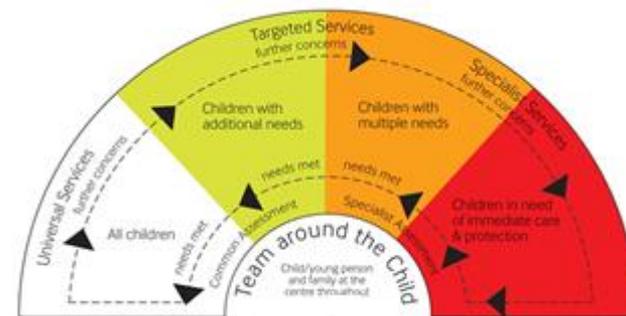
Dates and Venues

Thursday 16/05/19

[Room 07-01, 7th Floor, Lynton House](#)

Thursday 21/11/19

[Committee Room 2, Town Hall](#)



Voice of the Child and Safeguarding

Background

This briefing is based on learning from Serious Case Reviews (SCRs), research and good practice in relation to the 'voice' of the child. It is intended for professionals who work directly with children and young people managers of front-line workers.

Learning Outcomes

At the end of this one day session participants will:

- Have an understanding of the importance of the 'voice' of the child.
- Know messages from Serious Case Reviews and research, including the impact of not listening to the 'voice' of the child.
- Receive guidance and resources to demonstrate that the 'voice' of the child is central to promoting welfare and safeguarding in their setting..

Level 2

Trainer

Judy Daniels – Principal Child and Family Social Worker (PCFSW) and Head of Safeguarding and Quality Assurance, London Borough of Redbridge
Amanda Jones, LSCB Training Manager

Duration	Half day
13:15	Registration
13:30	Start
17:00	Finish

Dates and Venues

Wednesday 22/05/19

[The Hub, 12th Floor, Lynton House](#)

Tuesday 04/02/20

[Committee Room 2, Town Hall](#)



Working Together to Safeguard Children – a Shared Responsibility (Level 2)

Background

This course is designed for professionals who have completed Level 1 training within their employing agency and need to further extend their child protection knowledge base in the context of multi-agency working. The course is of particular relevance to practitioners who work with, or come into contact with, children and families and/ or vulnerable adults who are parents or carers of children and who might be involved in referral or contribute to safeguarding assessments.

Learning Outcomes

By the end of the training, participants will have:

- Developed knowledge and understanding about forms of maltreatment and indicators of significant harm
- Developed confidence in identifying and responding to children at risk
- An understanding of how to apply the principles that underpin effective child protection practice

Trainer

Amanda Jones – LSCB Training Manager

Duration

09:15

09:30

16:30

Full day

Registration

Start

Finish

Dates & Venues

Thursday 25/04/19

[Committee Room 2, Town Hall](#)

Tuesday 7/05/19

Tuesday 25/06/19

[The Hub, 12th Floor, Lynton House](#)

Thursday 5/09/19

Thursday 14/11/19

Thursday 6/02/20

[Committee Room 2, Town Hall](#)



LSCB Designated Safeguarding Lead (Level 3)

Background

This course will consider the legislation and practice guidance that supports your responsibilities as lead in safeguarding and further develop your knowledge and skill of working in partnership with other agencies and professionals supporting children and their families involved in early help and child protection. This course should be attended after completion of Working Together to Safeguard Children – A Shared Responsibility.

Learning Outcomes

By the end of the training, participants will:

- Recognise and challenge their own values regarding abuse and maltreatment and its impact on professional practice.
- State the processes needed to ensure a safe environment for children.
- Recognise barriers and challenge blocks to disclosure of abuse
- Understand the actions to take when informed of concerns, including concerns regarding staff or volunteers.
- Understand the Early Intervention Process and the workings of the Multi-Agency Safeguarding Hub
- Consider the referral process and what further role they may have in plans to safeguard children
- Demonstrate an awareness of the emotional dimension of safeguarding work and identify a network for support within their organisations

Trainer

Amanda Jones ,
 LSCB Training Manager

Duration

09:15

09:30

16:30

Full Day

Registration

Start

Finish

Dates

Thursday 6/06/19

Tuesday 24/09/19

Thursday 28/11/19

Tuesday 11/02/20

Venues

[Committee Room 2, Town Hall](#)



Photograph by Jon Challicom

Continual Professional Development

Lead Contacts for Co-ordinating Safeguarding Training and Development Programmes within Redbridge

Engagement, Planning and Development team

Training and development aimed at staff working within the London Borough of Redbridge's People Directorate (Adults and Children's services) and organisations who are part of the Redbridge Learning Collaborative. Development opportunities include classroom based training, e-learning modules, toolkits, away days and more.

For further information please contact the team at learning.development@redbridge.gov.uk

Early Years

Training aimed at staff working in the Early Years and Childcare sector, including within maintained, private and voluntary settings.

Redbridge Early Years & Childcare Training Programme

earlyyearstraining@redbridge.gov.uk

020 8708 8930

Education

Training in safeguarding aimed at schools, school governors and other groups, provided by the Educational Welfare Service.

Kate.raley@redbridge.gov.uk

020 8708 86110

Health

Please refer to your organisation's intranet.

More information about partner agency training opportunities can be found on the [LSCB website](#).

Learning from Multi-Agency Audits

Briefings are also an important part of the process of learning from the [LSCB Audit Programme](#). Each Multi-Agency Audit completed by the LSCB will conclude with a free half day briefing. Specific agencies taking part in the audit will be required to attend. They will also be open to all professionals and volunteers from all sectors, to disseminate learning and to ensure impact on agency planning, practice and resourcing. We therefore encourage all our partners to attend (dates/themes to be listed).

Useful links

- [Making Research Count \(MRC\)](#)
- [Research in Practice \(RiP\)](#)
- [Social Care Institute for Excellence \(SCIE\)](#)
- [NSPCC](#)
- [Redbridge Institute of Adult Education \(RIAE\)](#)
- [Skills for Schools](#)
- [National Institute for Healthcare and Excellence \(NICE\)](#)

E-Learning

A number of organisations working in the safeguarding children field offer free elearning modules on a range of topics including FGM, Forced Marriage and CSE. These can be accessed via the LSCB website (link below).

[Redbridge Local Safeguarding Children's Board](#)

Job Shadowing Opportunities

Redbridge LSCB partners support a [job shadowing scheme](#) to assist professionals in understanding the roles of their multi-agency colleagues and aims to provide a multi-agency opportunity with the key aim of improving arrangements for safeguarding children and young people.