



Multi-Agency Training Programme and Policy

2020 – 2021

Introduction

Welcome to the **Redbridge Safeguarding Children Partnership (RSCP) Training Programme 2020-21**. This Programme is being launched during a time of great uncertainty as a result of the COVID-19 pandemic. Services in all agencies have been operating under great pressure and in some very unfamiliar but innovative ways. Recognising these huge pressures and challenges, the RSCP training programme was suspended at the end of March 2020.

However, the partnership is determined to reaffirm the importance of high quality, multi-agency training in supporting and developing professional practice – something that is perhaps even more important at such a challenging time. In line with Government Guidance and to protect public health we are launching the training programme from September to December 2020 online and will review the availability of classroom based learning as the situation develops.

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. The programme has been developed through ongoing training needs analysis carried out by the Training Sub Group of the RSCP, and drawing heavily on participants' feedback from earlier iterations of the programme. It includes both established courses and new ones, addressing the lessons to be learned from serious case reviews and internal learning reviews, national reports, research, and most importantly 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. I hope that all RSCP training will help participants to focus on the key question, "*Are we making a difference?*" This focus will also be developed by supporting managers to support 'training transfer' and will be tested out through post-training evaluation.

The Training Sub Group of the RSCP 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, as it has so effectively been in previous years, by those working with children and young people in Redbridge.

Together, we can continue to make a difference.

John Goldup
Independent Chair



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Training Policy

The training courses in this programme have been identified through training needs assessment and help support RSCP priorities for 2020/21. 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 RSCP 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 our [Framework and Principles for Safeguarding Children Training](#).

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 accessing your course undertaking an independent evaluation.

The RSCP 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 [RSCP website](#).

Notes for Online Training Attendees and Managers (September – December 2020)



Learners: Please discuss and agree your attendance with your line manager; you'll need to give us their details on the [online booking form](#). Make sure you're free to attend the course applied for in full before booking.

Joining instructions: We'll send you confirmation of your booking by email (normally within two working days). We're using Microsoft Teams for our online training. You don't need to have Microsoft Teams installed or a Microsoft account to take part but you will need to have a computer or tablet with a working internet connection, browser, camera and microphone. We'll send you an email with a link to the training event (usually about a week before the course); you'll need to keep hold of this to 'join' on the day.

Your commitment: You may be sent some reading material before the course. Please set aside some time to read it, to enrich your learning experience. On the day, please join the Microsoft Teams meeting on time. If you attempt to join after the start of the course, we may not admit you, so as not to disrupt learning for the group. 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 (see cancellation policy). 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.

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

Managers: Before agreeing a booking, please ensure you discuss the content of the course with the learner, and how it will be applied in the workplace. You'll be copied into the email booking confirmation for your information. Please consider a substitute to cover any unexpected 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: Places on our online training cost **£50 for 'long' courses** (approximately 4 hours and more) and **£25 for 'short' courses** (approximately 2 hours), payable by all (except those working in the voluntary/charitable sector). We also run some funded courses that are free to all participants. The following pages give details for each course, including whether it is 'long', 'short' or free.

Cancellation Policy: If the person named on the booking is sick, we must be informed by email to redbridgescp.training@redbridge.gov.uk no later than the day of the training. Any other cancellations must be confirmed by email to the above address with a **minimum of five working days' notice** before the start of the course. Any cancellations not received by email or received outside of these timescales will be treated as non-attendance.

Non-attendance for all courses, including those that are free to attend, will be charged at £50 for 'long' courses and £25 for 'short' courses. Non-attendance fees are payable by all, including those working in the voluntary/charitable sector.

Notes for Classroom Training Attendees and Managers (January – March 2021)

Learners: Please discuss and agree your attendance with your line manager; you'll need to give us their details on the [online booking form](#). Make sure you're free to attend the course applied for in full before booking.

Joining instructions: We'll send you confirmation of your booking by email (normally within two 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.

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 (see cancellation policy). 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: Before agreeing a booking, please ensure you discuss the content of the course with the learner, and how it will be applied in the workplace. You'll be copied into the email booking confirmation for your information. Please consider a substitute to cover any unexpected 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: Places on our classroom training cost **£65 per 'full day'** training course and **£35 per 'half day'** training course, payable by all (except those working in the voluntary/charitable sector). We also run some funded courses that are free to all participants. The following pages give details for each course, including whether it is 'full day', 'half day' or free.

Cancellation Policy: If the person named on the booking is sick, we must be informed by email to redbridgescp.training@redbridge.gov.uk no later than the day of the training. Any other cancellations must be confirmed by email to the above address with a **minimum of five working days' notice** before the start of the course. Any cancellations not received by email or received outside of these timescales will be treated as non-attendance.

Non-attendance for all courses, including those that are free to attend, will be charged at £65 for 'full day' courses and £35 for 'half day' courses. Non-attendance fees are payable by all, including those working in the voluntary/charitable sector.

Refreshments: Refreshments, with the exception of water, are not provided at RSCP 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 redbridgescp.training@redbridge.gov.uk. Please follow us on Facebook (<https://www.facebook.com/redbridgescp/>) and Twitter ([@RedbridgeRSCBP](https://twitter.com/RedbridgeRSCBP)) for more Safeguarding news and events.

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 redbridgescp.training@redbridge.gov.uk or call the RSCP Training Manager on 020 8708 3812 or 07775 462 676. Further information is also available on the [RSCP 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.

Understanding Safeguarding Risks

Learning within our programme has been developed through ongoing training needs analysis carried out at a local level by the Training Sub Group of the RSCP, and draws on feedback from our multi-agency learners.

This section of our programme contains courses on a range of risks faced by children, using lessons to be learned from incidences of significant harm contained in Serious Case Reviews found in the latest [Triennial Analysis of Serious Case Reviews 2020](#)

Domestic Abuse and Safeguarding Children

Background

The trauma that children experience when they witness domestic violence in the home plays 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

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Rahana Hussain

Thursday 26/11/20

ONLINE (long course)

09:15	Registration
09:30	Start
14:00	Finish

Monday 22/02/21

ONLINE (long course)

12:15	Registration
12:30	Start
17:00	Finish



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 place 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](#)

Tuesday 26/01/21

ONLINE (short course)

13:45 Registration

14:00 Start

16:30 Finish



For notes on training fees and cancellation policy, please click [here](#).

Mental Health First Aid for Children and Young People

Background

Mental health issues are common and often start at a young age. Half of mental health issues are established by age 14 and two thirds by age 24.

Embedding Mental Health First Aid into your organisation or community encourages people to talk more freely about mental health, promoting early intervention that enables recovery, reducing stigma and creating a more positive culture to support the well-being of children and young people.

Learning Outcomes

This three hour session raises awareness of young people's mental health. It covers:

- Some of the common mental health issues affecting young people, including depression, anxiety, eating disorders and psychosis
- Skills to work more effectively with young people living with mental health issues
- Ways to support young people with a mental health issue and relate to their experiences

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Mark Berry – Health Improvement Practitioner,
Public Health,
London Borough of Redbridge

Wednesday 20/01/21

ONLINE (short course)

13:15	Registration
13:30	Start
16:30	Finish

Thursday 25/03/21

ONLINE (short course)

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



Introduction to Child & Adolescent Mental Health

Background

This multi-disciplinary course will enable participants from a wide range of backgrounds to consider how, through their role; they can promote the mental health and wellbeing of children and young people, identify early mental health problems and work together with others to improve access to services and support.

Learning Outcomes

At the end of this course you will be able to:

- Apply current conceptual models for thinking about mental health, mental health problems and disorders in teenagers.
- Apply and describe current theories and research relating to attachment, brain development, risk and resilience in order to deepen your understanding and develop your practice.
- Understand your own perspective on children and young people's mental health, alongside the perspectives of others including the voices of young people, in order to establish a foundation for further learning.

For notes on training fees and cancellation policy, please click [here](#).

Level 3

Trainer

Julie Quincey

Thursday 21/01/21

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish



Modern Slavery Awareness

Background

[The International Organisation for Migration](#) (IOM) estimates incidences of modern slavery are increasing, with over 30% relating 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 and 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)

For notes on training fees and cancellation policy, please click [here](#).

FREE COURSE

Level 2

Trainer

Edward Baker – Civic Pride and Enforcement,
London Borough of Redbridge

Thursday 19/11/20

ONLINE (short course)

09:45	Registration
10:00	Start
12:00	Finish

Thursday 11/02/21

ONLINE (short course)

09:15	Registration
09:30	Start
11:30	Finish



Safeguarding Children from Honour Based Abuse and 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 regarding 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 with regard to cultural sensitivity, community beliefs and religion.
- Gain an understanding of the Forced Marriage Protection Orders and criminal legislation.
- Have looked at case examples.
- Be aware of the local safeguarding referral processes and both national and local support agencies.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Bal Kaur Howard

Thursday 01/10/20

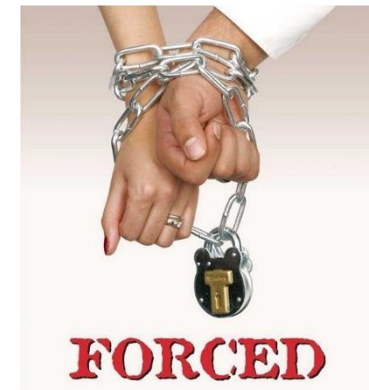
ONLINE (short course)

09:45	Registration
10:00	Start
12:30	Finish

Thursday 01/10/20

ONLINE (short course)

13:45	Registration
14:00	Start
16:30	Finish



Safeguarding Children with Disabilities

Background

Children with disabilities are recognised as having increased vulnerability to abuse for a number of reasons. The [RSCP 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

Wednesday 30/09/20

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish

For notes on training fees and cancellation policy, please click [here](#).



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 seekers 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.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

James Tullett,
Refugee & Migrant Forum of Essex and London

Tuesday 10/11/20

ONLINE (short course)

09:45 Registration
10:00 Start
12:00 Finish

Friday 22/01/21

ONLINE (short course)

09:45 Registration
10:00 Start
12:00 Finish



Understanding Drug Use and the Impact on Safeguarding Children

Background

Parents' dependent alcohol and drug use can negatively impact on children's physical and emotional wellbeing, their development and their safety. Young people's drug and alcohol use can also affect judgement of risk and increase vulnerability to abuse.

Learning Objectives

By the end of the course the learners should be able:

- To develop an understanding of drug and alcohol use and awareness of the effects and risks associated with the most commonly misused substances
- To consider personal attitudes and values in relation to drug use in general and to drug using parents and young people
- To consider the possible impacts on children and safeguarding implications of problematic drug use
- Identify the circumstances in which concerns trigger referrals for a Children's Social Care intervention
- Develop knowledge of local resources for supporting families with substance using parents.

Level 2

Trainer

Westminster Drug Project

Thursday 10/12/20

ONLINE (short course)

09:45	Registration
10:00	Start
12:30	Finish

Tuesday 23/03/21

ONLINE (short course)

13:15	Registration
13:30	Start
16:00	Finish

For notes on training fees and cancellation policy, please click [here](#).



Understanding Loss, Grief and Bereavement and the 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

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

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

CLASSROOM (half day, TBC)

Thursday 18/03/21

Registration: 12:45

Start: 13:00

Finish: 17:00

[Haven House Children's Hospice](#)



Understanding Neglect

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

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainers

Amanda Jones, RSCP Training Manager

Wednesday 11/11/20

ONLINE (short course)

13:15	Registration
13:30	Start
16:30	Finish

Tuesday 13/01/21

ONLINE (short course)

13:15	Registration
13:30	Start
16:30	Finish



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 their own and their 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, Forced Marriage, Female Genital Mutilation and Faith Based Violence
- Outline the key local issues related to the course topics.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Rahana Hussain

Tuesday 06/10/20

ONLINE (long course)

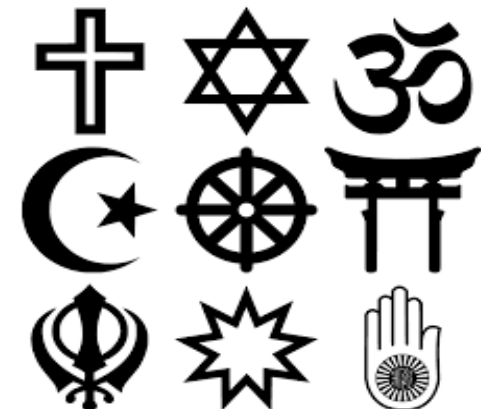
09:15 Registration
09:30 Start
14:00 Finish

Thursday 04/02/21 or

Friday 26/03/21

ONLINE (long course)

09:15 Registration
09:30 Start
14:00 Finish



Workshop to Raise Awareness of Prevent (WRAP)

Background

This half day interactive workshop aims raise awareness among 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 session 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

Please note that for those working in an educational setting, specific training can be requested from the [Redbridge Prevent Education Officer](#)

For notes on training fees and cancellation policy, please click [here](#).

FREE TRAINING

Level 2

Trainer

Faye Hussain, Prevent Education Officer,
London Borough of Redbridge

Wednesday 07/10/20

ONLINE (short course)

09:45	Registration
10:00	Start
12:00	Finish

Wednesday 13/01/21 or

Wednesday 17/03/21

ONLINE (short course)

09:45	Registration
10:00	Start
12:00	Finish



Contextual Safeguarding and Peer on Peer Abuse

Safeguarding adolescents is one of the RSCP's priorities this year. Courses in this section of our programme seek to equip participants to understand and respond to the 'context' of where and when young people can experience significant harm beyond their families. It recognises that the different relationships young people form in their neighbourhoods, schools and online can feature violence and abuse.

Parents and carers may have little influence and insight into these contexts, and young people's experiences of abuse and exploitation outside the home can damage parent-child relationships.

Contextual Safeguarding, therefore, expands child protection beyond traditional sectors, to any professional and volunteer with influence and opportunities to address the abuse young people experience beyond their front doors.

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 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.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Amanda Jones – RSCP Training Manager

Tuesday 01/12/20

ONLINE (long course)

12:30	Registration
12:45	Start
17:00	Finish

Tuesday 23/02/21

ONLINE (long course)

12:30	Registration
12:45	Start
17:00	Finish



Awareness of Child Sexual and Criminal Exploitation (CSE & CCE)

Background

This is a briefing on child exploitation aimed at those working with children, young people and families who have no prior knowledge and only require introductory level information.

Learning Outcomes

Topics covered in the briefing:

- What is child exploitation?
- What are the signs/symptoms that a child or young person may be being exploited or at risk of being?
- What makes some children and young people more vulnerable than others to 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 exploitation nationally?

For notes on training fees and cancellation policy, please click [here](#).

Level 1

Trainer

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

Dates & Venues

Wednesday 11/11/20

ONLINE (short course)

09:45	Registration
10:00	Start
12:00	Finish

Wednesday 24/02/21

ONLINE (short course)

13:15	Registration
13:30	Start
15:30	Finish



Child Exploitation Training for Practitioners

Background

Criminal and 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

- Define Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)
- Understand the current national context of CCE and CSE
- Recognise offending behaviours, signs and indicators of CCE/CSE
- Appreciate the impact that CSE/CCE has on the whole family
- Explore trauma and the impact it may have on behaviours.
- Recognise how offenders are using Apps and social media in their abuse of children.
- Discuss best practice and share tools of working with affected families and children.
- Appreciate the use of Pace's relational safeguarding approach for extra-familial abuse.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

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

Thursday 22/10/20

ONLINE (long course)

09:15	Registration
09:30	Start
14:30	Finish



Pace
Parents against
child exploitation



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, participants will have greater:

- confidence in engaging positively with children, young people with sexually harmful behaviour and their families
- knowledge of the Signs and Symptoms of HSB
- understanding of the impact of trauma on neuro development and the links between Trauma and HSB
- understanding of the role of parenting and how to talk to parents about HSB
- understanding of how to respond to siblings victims of HSB

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Barnardo's

Wednesday 04/11/20

ONLINE (short course)

13:15	Registration
13:30	Start
16:30	Finish

Wednesday 10/02/21

ONLINE (short course)

12:45	Registration
13:00	Start
16:00	Finish



Believe in
children
Barnardo's



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 1998](#), and common law duty
- Understand the role and remit of staff in different services

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Amanda Jackson, E-Safety Lead, London Borough of Havering

Tuesday 17/11/20

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish

Thursday 11/03/21

ONLINE (long course)

09:15	Registration
09:30	Start
13:30	Finish



Safeguarding Children who go Missing

Background

Every child or young person returning to home or returning after being 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.

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Kathy Tumilty
Family Intervention Team Manager
(with support from the Metropolitan Police)

Thursday 15/10/20

ONLINE (short course)

13:15	Registration
13:30	Start
15:30	Finish

Tuesday 09/03/21

ONLINE (short course)

09:15	Registration
09:30	Start
12:00	Finish



Safeguarding and Talking About Relationships and Sex

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 regard 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](#)

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Amanda Jones, RSCP Training Manager

Tuesday 13/10/20

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish

Tuesday 19/01/21

ONLINE (long course)

11:45	Registration
12:00	Start
17:00	Finish

[Committee Room 2, Redbridge 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 child criminal exploitation (CCE) and serious group violence
- Identify the push/pull factors that make young people vulnerable to exploitation, violence and harmful group identity
- Understand the role social media plays in relation to either 'gangs' or group violence
- Be able to identify indicators at the earliest stages possible of involvement in harmful group activity and serious group violence
- Understand the issues around girls and CCE, including grooming, initiation and sexual exploitation

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Junior Smart

Tuesday 29/09/20

ONLINE (long course)

12:15	Registration
12:30	Start
16:30	Finish

Thursday 18/03/21

ONLINE (long course)

12:15	Registration
12:30	Start
16:30	Finish

LONDON

NEEDS

YOU

ALIVE

DON'T CARRY A KNIFE

Working Together to Safeguard and Creating Safer Settings for Children and Families

In this section of our Programme, the learning is based on the essential components required in creating safe settings for children. It draws on key government guidance, [Working Together to Safeguard Children](#), internal learning reviews, national reports and evidence-based practice.

Courses aim to enhance the knowledge, skills, attitudes and multi-agency collaboration needed to be the trusted and vigilant adults around children and young people.

Early Help for Children and Families – An Introduction to the CAF (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 Family (TAF) approach and safeguarding roles within it.

Learning Outcomes

By the end of the course participants will:

- Have an overview of the Common Assessment Framework (CAF) and how this fits into wider Safeguarding Procedures;
- Have a greater understanding of the CAF, it's principles and when it should be used.
- Know how the CAF works within Redbridge and which services are available to families.
- Know what to expect at a Team Around the Family Meeting.

If you would like to request this training in-house for your organisation please contact The CAF Team on:

0208 708 **2612/2613/2614** or email:

cafadmin@Redbridge.gov.uk

FREE TRAINING

Level 2

Trainer

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

Monday 11th January 2021

ONLINE (short course)

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

For notes on training fees and cancellation policy, please click [here](#).

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

For notes on training fees and cancellation policy, please click [here](#).

Level 2

Trainer

Helen Curtis
Local Authority Designated Officer (LADO)

Wednesday 18/11/20

ONLINE (short course)

09:45	Registration
10:00	Start
12:00	Finish

Thursday 25/03/21

ONLINE (short course)

13:45	Registration
14:00	Start
16:00	Finish



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 SCP channels.

Redbridge SCP, in its multi-agency document ‘[Are you worried about a child?](#)’ sets out the thresholds for referral that have been agreed for use by all agencies and professionals who are worried or concerned about a child’s safety or welfare. This course aims to support front-line workers and managers in its use. The course will also refer to the RSCP’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’ that 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 EDT Service Manager

Tuesday 03/11/20

ONLINE (short course)

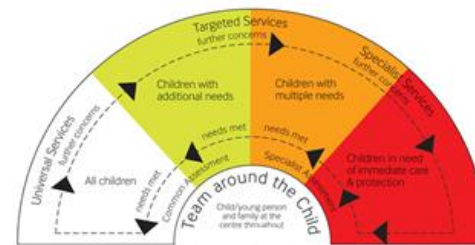
09:45	Registration
10:00	Start
12:30	Finish

Wednesday 10/03/21

ONLINE (short course)

13:15	Registration
13:30	Start
16:00	Finish

For notes on training fees and cancellation policy, please click [here](#).



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 and managers of front-line workers.

Learning Outcomes

At the end of this half-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.

For notes on training fees and cancellation policy, please click [here](#).

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, RSCP Training Manager

Tuesday 15/09/20

ONLINE (short course)

13:15	Registration
13:30	Start
16:00	Finish

Tuesday 09/02/21

ONLINE (short course)

13:15	Registration
13:30	Start
16:30	Finish



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 who 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.

For notes on training fees and cancellation policy, please click [here](#).

Level 2/3

Trainer

Melanie Phillips

Wednesday 25/11/20

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish

Thursday 14/01/21

ONLINE (long course)

09:15	Registration
10:00	Start
14:00	Finish

[Committee Room 2, Redbridge 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 2020 – Statutory guidance for schools and colleges](#)

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

[Guidance for safer working practice for those working with children and young people in education settings, September 2019](#)

Delegates are required to undertake some pre-course reading and down-load 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, RSCP Business Manager

Thursday 24/09/20

ONLINE (long course)

09:15	Registration
09:30	Start
14:00	Finish

Monday 08/02/21

ONLINE (long course)

09:15	Registration
09:30	Start
14:30	Finish

For notes on training fees and cancellation policy, please click [here](#).



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

For notes on training fees and cancellation policy, please click [here](#)

Level 3

Trainer

Melanie Phillips,
Independent Trainer for RSCP

Thursday 08/10/20

ONLINE (long course)

09:15	Registration
09:30	Start
14:00	Finish

Thursday 28/01/21

ONLINE (long course)

09:15	Registration
09:30	Start
14:00	Finish



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

For notes on training fees and cancellation policy, please click [here](#).

Trainer

Amanda Jones, RSCP Training Manager

Tuesday 08/09/20 or

Monday 05/10/20

ONLINE (long course)

12:45 Registration

13:00 Start

17:00 Finish

Tuesday 08/12/20

ONLINE (long course)

09:45 Registration

10:00 Start

15:00 Finish

Tuesday 02/02/21 or

Tuesday 02/03/21 or

Tuesday 30/03/21

ONLINE (long course)

10:45 Registration

11:00 Start

16:00 Finish

RSCP 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, RSCP Training Manager

Tuesday 20/10/20

ONLINE (long course)

12:45	Registration
13:00	Start
17:00	Finish

Tuesday 24/11/20 or

Monday 25/01/20 or

Tuesday 16/03/21

ONLINE (long course)

10:45	Registration
11:00	Start
16:00	Finish

Thursday 11/02/21

ONLINE (long course)

11:45	Registration
12:00	Start
17:00	Finish

For notes on training fees and cancellation policy, please click [here](#).

Continual Professional Development



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

People Directorate Learning & 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 London Borough of Redbridge Education Welfare Service.

emma.bond@redbridge.gov.uk

020 8708 86110

Health

Please refer to you organisation's intranet.

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

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 [RSCP website](#).

Job Shadowing Opportunities

RSCP 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.