



**Working in Partnership to Safeguard Children &
Young People**

**Multi-Agency
Training Programme**

April 2022-March 2023

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NSCP Training Programme

1. Purpose

This report details the multi-agency training programme for 2022/2023 coordinated and delivered by the Nottinghamshire Safeguarding Children Partnership (NSCP) in conjunction with its partner agencies. The training schedule for 2022/2023 is attached (Appendix A) and includes the initial courses organised and scheduled in so far, with further proposed events to be confirmed. In addition, details of further safeguarding training opportunities provided by partner agencies are also included (Appendix E) for information. This programme is produced once at the beginning of the training year as a reference document and starting point and then any further additional courses offered are advertised via the NSCP website and promoted through our Learning & Workforce Development Group members.

2. Background

The Working Together to Safeguard Children statutory guidance (2018) states that:

The duty to make arrangements to safeguard and promote the welfare of all children in a local area rests with the three safeguarding partners. The purpose of these local arrangements is to support and enable local agencies to work together in a system where:

- *learning is promoted and embedded*
- *information is shared effectively*

It also refers to learning from local child safeguarding practice reviews stipulating that: *every effort should also be made, both before the review and while it is in progress, to: capture points from the case about improvements needed and take corrective action and disseminate learning.*

Research has also shown that multi-agency training is particularly useful and valued by professionals in developing a shared understanding of child protection and decision making (Carpenter et al 2009).

Nottinghamshire Safeguarding Children Partnership has identified that in order to support multi-agency information sharing and the dissemination of learning the Partnership needs to consider a range of learning opportunities, including face to face/virtual training courses, seminars, and e learning. This report describes how it will approach this.

The NSCP Training web page <https://www.nottinghamshire.gov.uk/nscp/training> is the main source of information on NSCP training and provides full details of:

- the NSCP training pathway
- course information, and
- the booking on process

Training is provided free of charge to all members of the Partnership, contributing partners, small registered charities, voluntary organisations, and private non-profit organisations. Training comprises of a range of e learning, core safeguarding training events, subject specific training events and seminars on key safeguarding issues. Other organisations (whose work is primarily based within the county of Nottinghamshire) including private profit-making organisations/companies and those that do not contribute financially to the Partnership can access our training however there is a charge. Please see Appendix C for general course information & clarification of our charging policy.

The NSCP training provision aims to deliver high quality up to date safeguarding training that will enable participants to keep safeguarding and promoting the welfare of children at the centre of their work. All our training events are **multi-agency**, so are attended by delegates from a variety of organisations, offering a great opportunity to meet partners and discuss safeguarding children issues and at the same time gaining an insight on how others work to safeguard children. Our aim is to complement single agency safeguarding children training. The NSCP Learning and Workforce Development (L & WD) Group oversees the training programme, quality assures the training provision and ensures that the training pool that delivers a significant proportion of the events is sufficiently resourced by partner agencies.

The NSCP Training Coordinator, in conjunction with the NSCP Manager, reviews the training programme each year taking into account the feedback provided by attendees and training needs identified through Rapid Reviews, Local Child Safeguarding Practice Reviews, Audits and issues identified at a national level. Information is also considered from partner agencies via their L & WD representative, from completion of an Annual Training Needs Analysis and also from any issues identified by front line practitioners. The Nottingham City Safeguarding Children Partnership is consulted to identify the potential for joint events where appropriate. The training programme is therefore very flexible, with a variety of learning and development opportunities being added throughout the year. This allows the programme to be responsive and reflect any changes, for example national and local legislation/guidance etc.

3. NSCP Safeguarding Training Expectations

NSCP expect that all partners and relevant agencies to provide their staff with *Introduction to Safeguarding Children* training, as part of their initial induction process. NSCP provide two E learning modules: Awareness of Abuse and Neglect and an Introduction to Safeguarding Children both of which agencies can use in conjunction with their own training or where this provision doesn't exist.

In addition, it is an expectation that all partners and relevant agencies take responsibility in ensuring that all their staff maintain their current safeguarding knowledge and update this regularly.

NSCP recommend that all staff should update their safeguarding training at a minimum of every 3 years. Furthermore, agencies may also need to follow relevant national or local legislation/guidance relating to their specific field of work.

The level of training required to meet this requirement, will need to be reflective of the staff member's individual roles and responsibilities, their agencies competency frameworks, and therefore agreed by the agency and/or their line manager.

Additional information for education:

Designated Safeguarding Leads (DSL's) should attend the NSCP Working Together to Safeguard Children course (Pre Course E learning & Event), once they have completed their initial Designated Safeguarding Lead Training (which must be updated within a minimum of every 2 years). Whole School training must be updated at a minimum of every 3 years.

DfE Keeping Children Safe in Education 2018 & 2021 (KCSIE, statutory guidance), makes clear the responsibilities placed on those with DSL roles, which includes maintaining a good level of knowledge and understanding of emerging threats and be able to act to support children with additional vulnerabilities and SEND both in and outside of the schools/learning environment.

4. NSCP Safeguarding Children Competency Framework and Training Levels

A joint Nottinghamshire & Nottingham City *Safeguarding Children Competence Framework* has been developed which is available for all agencies to use to review that different staff groups are competent to an appropriate level in relation to safeguarding children and that they are accessing appropriate training to support this (see Appendix D to view Competency Framework). This framework provides agreed minimum standards regarding competency levels that are applicable to all partner agencies, however it is recognised that staff with specific roles and responsibilities may have additional competence requirements specified by their own organisation.

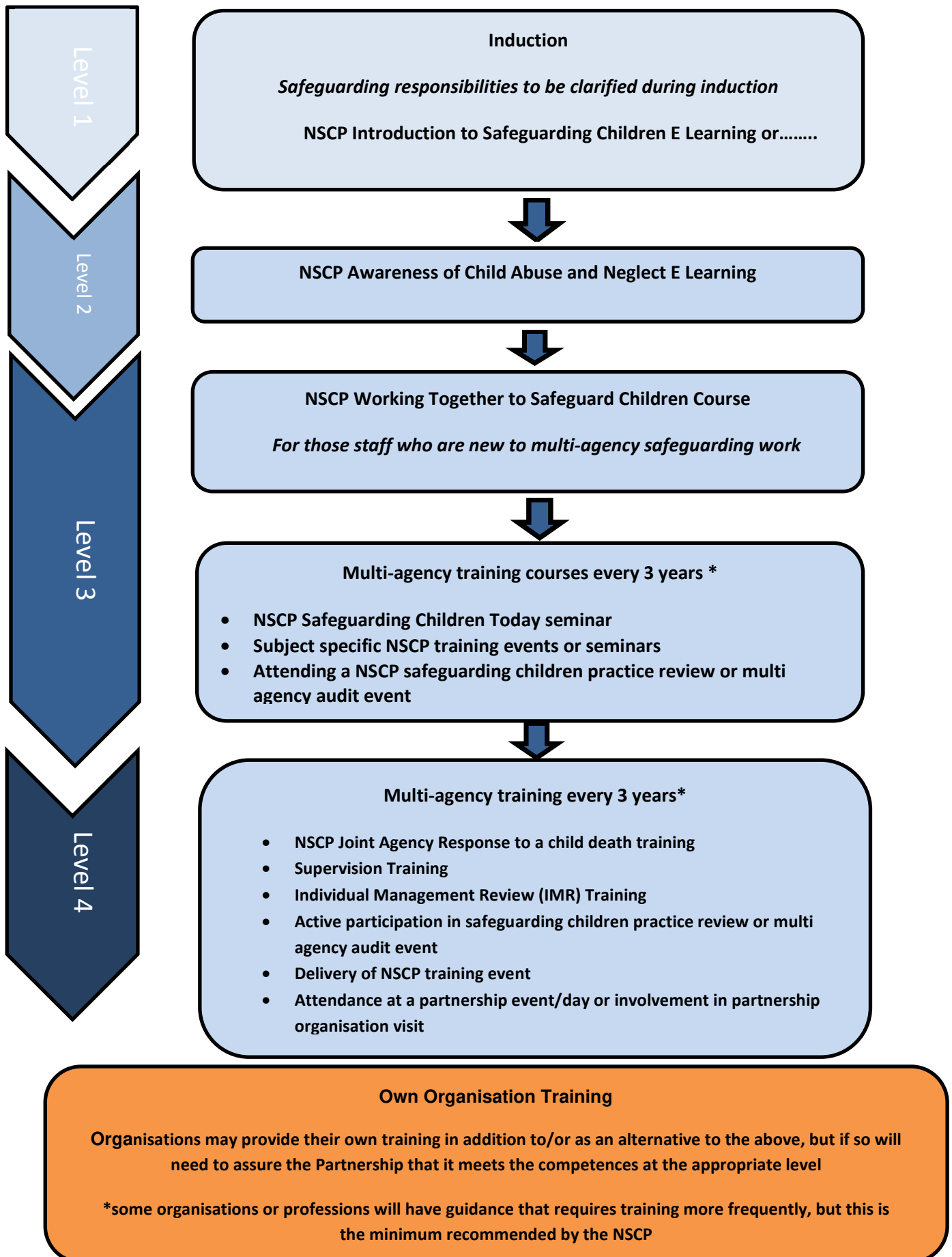
To further support this and ensure that staff attend courses which are at an appropriate level to their role and responsibilities NSCP have set out 4 Target Groups/Training Course Levels of which all courses are aligned to. Please see the table on page 7 which summarises these and illustrates examples of the audiences for each target group (please note these are not definitive examples but act as a guide).

It is each agencies responsibility to decide which group a member of staff is placed in depending on their role within that organisation, in line with your own organisational levels.

5. NSCP Training Pathway

The NSCP Training Pathway is designed to help agencies clarify which [multi-agency](#) training staff need to undertake and in what order, see following diagram:

NSCP Safeguarding Children Training Pathway



Training Course Levels and Roles

Level 1

For all staff whose role brings them into contact with children, young people and families, including staff who may only have infrequent contact. NB All staff within the workforce will be expected to complete mandatory training at this level in order to raise awareness of Safeguarding issues (this is often provided in-house).

For Example: librarians, GP receptionists, community advice centre staff, housing maintenance staff, environmental officers, leisure centre staff, grounds staff, dentists, pharmacists, volunteers etc.

Level 2

For all staff who work regularly with children, young people and families /carers, who may be in a position to identify concerns about maltreatment and may be asked to contribute to safeguarding processes.

For Example: All health clinical and hospital staff, housing staff, sports development officers, police other than in specialist roles, faith group staff, play scheme workers, volunteers etc

Level 3

For all staff who work predominantly with children, young people and/or parents/carers and could potentially contribute to assessing, planning, intervening and reviewing the needs of children and young people, including parental capacity, where there are safeguarding concerns.

For Example: Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, , youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers: such as Children's Social Care Team Managers would also be included in this level.

Level 4

For staff who have responsibilities for supervising or guiding staff in safeguarding processes, including coordinating assessments and staff with managerial positions.

For Example: Designated safeguarding professionals and leads, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators, NSCP members.

6. Training Programme

The following section provides details of the training provision for:

E Learning

The NSCP provides online e-learning packages which are suitable for those needing *an introduction to a subject or wishing to refresh their knowledge around a subject*. In addition, it may also be stipulated that some E Learning courses need to be completed as a pre-requisite to face to face/virtual training events, to ensure all delegates come with the same underpinning awareness of the subject area.

Benefits of E Learning:

- *Quick and easy self-registration process*
- *Takes approximately 30-180 minutes to complete*
- *Complete at a time that suits yourself*
- *Access from any internet ready pc/portable device/phone*
- *Bright and visual style*
- *Records your progress/Keeps a log of your on-going Training Record*
- *Flexible*

The following two introductory awareness modules can be used as an alternative to single agency introduction to safeguarding children training. Staff **DO NOT need to do both of these**, just the one most appropriate to their role:

Level 1

E Learning: Introduction to Safeguarding Children

A basic introductory level course which only takes approximately half an hour to complete, which is targeted at staff who may come into contact with children for short periods during the course of their work.

After completing this course staff will have a better understanding of the types of abuse and neglect a child may suffer, how to identify the signs of neglect and how to take the correct course of actions to safeguard a child or young person. It highlights that safeguarding children is everyone's responsibility.

Awareness of Child Abuse and Neglect

This generic course is suitable for staff in a variety of roles who work directly with children, and young people, and have a role and duty in safeguarding children from harm. The course covers:

- Types of abuse & neglect, including signs to look out for
- Other forms of abuse
- Making a safe environment for children
- Taking action and the referral process
- Local information regarding; referral points, assessment and local safeguarding arrangements.

Other courses we offer include:

- Child Sexual Exploitation
- Honour Based Violence and Forced Marriage
- Radicalisation
- Physical Abuse
- Neglect
- Sexual Abuse
- Domestic Abuse
- Trans Awareness
- Self-harm and suicidal thoughts in children and young people
- Social Media and Safeguarding
- Coercive Control
- Child Protection Investigations
- Safer Recruitment (Not suitable for school & education staff)
- Childhood Obesity
- Emotional Abuse
- Safer Sleeping for Babies (SIDS)
- Safeguarding Adults Awareness
- Trauma, Toxic stress and Adverse Childhood Experiences (ACEs)
- Child Criminal Exploitation including County Lines
- Grow-wise – Child Development Programme
- Children Missing from Home and Care
- What makes a good MASH Referral?
- Reducing Parental Conflict
- Supporting Looked After Children

Please check our website regularly as new courses may have been added

After completion of each course learners can print off a certificate. Please note you can only print off a certificate **once for each course** - we therefore recommend you only complete each course **once** and then choose another course if you want to refresh or update your safeguarding children knowledge.

For more information and to register for courses please visit the NSCP Website:

<https://www.nottinghamshire.gov.uk/nscp/training/e-learning>

Level 1/2

E Learning: Further Opportunities – Other organisations

E- Learning module for First Responders and Safeguarding Partners in England & Wales

As a First Responder you are from an organisation authorised to refer potential victims of modern slavery into the National Referral Mechanism. This programme developed by the Home Office provides guidance on how to spot the signs of modern slavery, and what to do when you come across a potential victim of modern slavery.

Access the training please click the link [First Responder Training Programme](#)

Learning from Serious Case Reviews

This e learning module has been developed by Virtual College in partnership with Sutton Safeguarding Children Partnership and offers 4 modules at varying levels in relation to your role. Please go to: [External training opportunities \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk) to find out more information about the courses and links to access e learning.

Female Genital Mutilation.

The Home Office has launched free on-line training for frontline practitioners in recognising and preventing female genital mutilation (FGM).

To access this free E learning module, click on the link below to self-register:

<https://fgmelearning.vc-enable.co.uk/Register/>

Awareness of Forced Marriage

This course has been developed by Virtual College and the Government and helps professionals recognise the warning signs of forced marriage, and ensures they take the right actions to protect potential victims.

<https://www.virtual-college.co.uk/resources/free-courses/awareness-of-forced-marriage>

Prevent Awareness

This course has been developed by the Home office and offers an introduction to the Prevent duty and explains how it aims to safeguard vulnerable people from being radicalised to supporting terrorism or becoming terrorists themselves.

www.elearning.prevent.homeoffice.gov.uk/

Prevent Referrals

This package builds on the Prevent awareness eLearning training. It is designed to make sure that when we share a concern that a vulnerable individual may be being radicalised, that the referral is robust, informed and with good intention, and that the response to that concern is considered, and proportionate.

<https://www.elearning.prevent.homeoffice.gov.uk/preventreferrals>

Channel Awareness

This training package is for anyone who may be asked to contribute to, sit on, or even run a Channel Panel. It is aimed at all levels, from a professional asked to input and attend for the first time, to a member of staff new to their role and organising a panel meeting.

<https://www.elearning.prevent.homeoffice.gov.uk/channelawareness>

Understanding animal welfare in violent homes

The aim of this module is to raise awareness amongst professionals, whom as part of their role visit homes of children or adults in their care or under their supervision. Often issues with animal welfare should act as a prompt to investigate potential issues with the family. By understanding animal welfare needs and recognising signs of abuse and neglect in family pets, professionals could be better placed to formulate a bigger picture of domestic settings. By prompting them to investigate potential issues helps them to protect children and adults in their care, especially with over half of all households having a pet.

“When animals are abused, people are at risk; when people are abused, animals are at risk.”

To register visit: [Understanding Animal Welfare in Violent Homes | Virtual College \(virtual-college.co.uk\)](https://www.virtual-college.co.uk/understanding-animal-welfare-in-violent-homes)

Course and Seminar Information

The face to face training provision provided through the NSCP for 2022-2023 includes a number of core training events, subject specific events and seminars on key safeguarding issues. Due to the Coronavirus pandemic we have adapted our training offer to now include Virtual Training Events, using Microsoft Teams. Moving forward we intend to offer a blended approach to our training, so aim to offer a combination of both face to face (classroom) events and some virtual training events. Each year we offer approximately 50 face to face training events all aimed at a multi-agency audience.

Accessing Courses and E Learning

We use Learning Pool as our learning management system which enables you to electronically book onto face to face courses and access our e learning. Initially you will need to create an account and will need your organisations registration key – see Appendix C for information on how to create an account, booking on process, and clarification of our new charging policy.

List of Courses

To access all of our courses, including e learning you can go directly to our [course login page](#) (once you have created an account) or alternatively you can see a list of events coming up on the training pages of the NSCP website, under *upcoming courses and events*: [Training \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk)

See Appendix A: Schedule of Training Events currently planned in so far.

Venues and accessibility of Training.

From April 2022- August 2023 – our plan is still to offer our face to face events virtually via Microsoft Teams due to impact the Covid 19 pandemic is still having on organisations and capacity. From September onwards we intend to review these arrangements and possibly re-introduce some face to face events within a classroom setting and therefore start using venues again. Our intention will be to offer training at a variety of venues around the County to ensure that courses and events are easily accessible for all practitioners. If we are offering a course on more than one occasion throughout the year, we will always aim to offer different venues both North and South of the County (see Appendix B for full addresses of venues often used).

Please note the physical environments for training and development are appropriate for a diverse audience and we aim to make all courses accessible for all participants and therefore can accommodate individual needs when we are made aware of them. We also try to ensure parking facilities are provided where possible, to ensure ease of accessibility. Please note carparking charges are applicable on some sites.

Core Training Events:

Level 3

Working Together to Safeguard Children

This is a half day course which will be offered on 11 occasions over this training year. The aim is to offer this course both virtually and face to face when it is safe to do so. The maximum number of attendees is between 30-35 to enable both direct input from trainers and small group exercises/case study work to facilitate multi-agency information sharing and learning. Note: before you book on/attend this course you need to complete the Pre-Course E Learning which is prerequisite and includes essential course pre-reading/preparation.

Target Group:

It is aimed at all practitioners and managers from all agencies who work *directly* with children, young people, adults and families. As part of your role you will have responsibility to undertake Section 47 enquiries, co-ordinate assessments of children in need, or will be expected to attend and participate in Initial Child Protection Case Conferences, Review Conferences, Strategy Meetings or Core Group Meetings etc. The course is also applicable to managers and staff who work with adults where there are children in the family.

Please note- you only need to attend this course once; there is no requirement to undertake again as a refresher course, and we would recommend you attend the Safeguarding Children Today seminar for this purpose.

The expected learning outcomes are as follows:

- Apply knowledge from legislation, policies, procedures and research to inter-agency practice.
- Strengthen awareness of your role and responsibilities, and that of others, in safeguarding children and the child protection process.
- Understand how to contribute effectively to the identification, assessment and analysis of risk and need to improve the outcomes for children.
- Understand the aims and objectives of strategy meetings/discussions, child reviews and core group meetings; including your role within these and how to develop and contribute to child protection plans.
- Recognise the importance of efficient communication and information sharing in working together to safeguard children.

Level 3

Safeguarding Children Today

This is a half day seminar which will be held virtually via Microsoft Teams 5 times during 2022-23. It provides a briefing on current local and national safeguarding issues and also acts as a 'refresher' for practitioners who may have attended core training events. This is a large training seminar with a maximum of 120 attendees to ensure that any new learning around safeguarding is cascaded to as many practitioners as possible.

Target Group:

For all practitioners and managers from statutory, voluntary and independent agencies who work within a safeguarding children's context.

The expected learning outcomes are as follows:

- Increase understanding of the national & local context for the safeguarding agenda
- Increase knowledge of relevant new legislation, inter agency practice guidance & revisions to the child protection procedures
- Identify sources of information, advice & training with regard to safeguarding children
- Refresh and up-date knowledge on Safeguarding issues and themes currently affecting practice in Nottinghamshire
- To share learning identified from Local Child Safeguarding Practice Reviews/Rapid reviews (Warning: These will be recent reviews which have occurred in Nottinghamshire, so some practitioners may have been involved with them, if so you may find content upsetting).

Details of exact programme for these seminars are sent out prior to the event via e mail (as content can change regularly). This ensures delegates are aware of topics/themes to be covered and also clarifies if the event is the most appropriate event for delegates to attend. The same programme may run for a year, so we do not advise people to access the course again within a 12-month period.

Potential topics for 2022/23:

- Up-date from the Partnership including: Safeguarding News, Safeguarding Procedures, the learning identified from Local Child Safeguarding Practice Reviews/Rapid Reviews and Multi-Agency Audits, and information on further learning & development opportunities.
- Supporting Looked After Children.

Additional Subject Specific Courses and Seminars

The following courses/seminars have been organised and dates scheduled into the programme now:

Level 3

Working with Intimidation, Resistance & Avoidance

This 5 hour Virtual Training Event is being offered via Microsoft Teams and explores the difficulties you may come across when working with parents and carers and with complex cases. It considers why parents/carers may be resistant to working with practitioners and why they might struggle with change. It also goes on to look more closely at their behaviour such as avoidance and intimidation. It highlights the impact such behaviours may have on practitioners working with families and then looks at practical ways of working with them using authority and assertiveness skills. This event will be delivered by Ruth Pearson, who has 25 years' experience in the field of child protection, who brings the training alive with many examples of practice linking in with her extensive experience.

Level 3

Volatile Substance Use (VSU)

This is a 3 hour long Virtual Training Event, being offered via Microsoft Teams. This event aims to increase knowledge and understanding of the current issues that VSU presents to substance misuse services. It will help delegates increase their competence and confidence in recognising, assessing and effectively treating this hidden form of misuse. It identifies clearly the substances that may be misused and common methods of abuse, such as aerosol cans, gases etc.

Staff from Re-Solv (A charity working across the UK to end volatile substance abuse and support those whose lives are affected by solvents, gases and other *legal* highs) will be delivering this training.

Level 3

Safeguarding Children & Neglect

This is a 5 hour long Virtual Training Event, being offered via Microsoft Team, offered over one day, incorporating a morning and afternoon session. In Nottinghamshire neglect continues to remain the most frequent category of harm noted in relation to Child Protection plans, and issues around neglect do feature in many of our current Local Child Safeguarding Practice Reviews/Rapid Reviews. This course will help participants to develop their understanding of the impact of neglect on the lived experience of the child. It will consider strategies for working with families with complex needs, assessing risk and working towards effective interventions. It will also increase awareness of current research and tools for assessing neglect, including the Nottinghamshire Neglect Toolkit. This event will be delivered by Ruth Pearson, who has 25 years' experience in the field of child protection, who brings the training alive with many examples of practice linking in with her extensive experience.

Level 3

Emotional Abuse

Emotional abuse is often a part of other kinds of abuse, which means it can be difficult to spot the signs or tell the difference, though it can also happen on its own. Our Emotional Abuse course comprises of two short virtual training events via Microsoft Teams – Part 1 & Part 2. The overall aims of the course is to: look at the framework for the identification of emotional abuse, consider the effects of emotional abuse on children, and young people, and to help practitioners work effectively with emotional abuse from assessment through to legal proceedings.

Level 3

The Early Help Unit. What makes a good quality referral?

The Early Help Unit is the single point of contact for professionals & families requiring early help services in Nottinghamshire. This training is for participants to gain more knowledge about the Early Help Unit, and what services are available for children & families at a Level 2 & 3 in the Pathway to Provision threshold document. It will also clarify the difference between the EHAF and on-line referral form for requesting services. It is being offered by a 3-hour virtual training event.

Level 3

Anti-Racist Practice

The Black Lives Matters movement over the last couple of years has really raised the profile of racial equality and encouraged discussions about anti-racist practice and allyship in wider society and in the workplace. This event aims to help practitioners have a better understanding of racism, anti-racism, and what is meant by white privilege. The event will offer the opportunity to consider intercultural communication when working with both children and families and work colleagues from different cultures or backgrounds. It will provide a relaxed, safe space to discuss issues around racism and consider how anti-racism will help with your practice. It is for any practitioners and managers who work with children & families. This event is being offered via MS Teams and is 3 hours long.

Level 3/4

Joint agency response to a child death training

This course is offered once each year and will either be offered as a full day's face to face course or as virtual training events, split into 2 parts of approx. 3 hours long each. The event is intended to provide delegates with basic skills to carry out an inter-agency investigation into an unexpected child death in accordance with Working Together 2018. This course is offered annually, specifically targeted at staff who, as part of their role would be expected to carry out an inter-agency investigation

into an unexpected child death. Places are limited and by nomination via line managers only for this event.

Level 3

Hidden Men

Recent research has identified that too often, even if unwittingly, services enable men to be absent and do not maximise opportunities to identify and respond to the vulnerabilities and risks that some men can present. The course aims to look at both national & local issues relating to engaging with men, specifically looking at issues from practice, blocks and difficulties and practical skills development. This event is for practitioners who work directly with children and families. It will be offered virtually over one day of approx. 5 hours.

Level 3

Working with Children & YP impacted by self-harm & suicide

This virtual training event is being delivered by Harmless (National voluntary organisation that provides a range of services about self-harm and suicide prevention.) It will be delivered via Microsoft Teams and is approx. 2 hours long. It aims to give an overview of self-harm and suicide and how to respond and support self-harm and suicide recovery. It is for ALL practitioners who work directly with children and young people.

Further up and coming events

These events are currently being considered and dates and venues will be confirmed shortly (please visit website regularly for dates):

Level 3

Sudden Unexpected Death in Infancy (SUDI) & Safer Sleep Training

This is a 2.5 hour long Virtual Training Event, being offered via Microsoft Teams. The sudden and unexpected death of an infant is one of the most devastating tragedies that could happen to any family, sadly at least 300 infants die suddenly and unexpectedly each year in England and Wales. This event looks at the risk factors for Sudden Unexpected Death in Infancy, the local picture in Nottinghamshire, drawing from data available from the last 12 years of the child Death Review process, and provides a summary of the key learning and messages from the national SUDI review. This event will be delivered by the NSCP Development Manager (Child Deaths) alongside a Specialist Nurse - Child Death.

Level 3

A multi-agency response to Child Criminal Exploitation including County Lines

This course will either be offered as a full day's face to face course or as virtual training events, split into 2 parts of approx. 2-3 hours long each. This course initially provides an overview on Contextual Safeguarding and then goes onto explore Child Criminal Exploitation, Youth Violence, Human Trafficking and County Lines in more depth. It considers what makes children and young people more vulnerable to this type of exploitation, looks at signs and symptoms practitioners need to look out for and the impact CCE has on them. The link between CCE and children missing from home or care is also considered. Finally, it looks at relevant policies and procedures, multi-agency meetings and interventions and support available. It would be beneficial if participants have completed some awareness training on CSE or CCE such as the NSCP E Learning prior to attendance at this event, which will have already introduced issues such as grooming. This course is delivered by partners from the local authority and Police.

Level 3

Harmful Sexual Behaviour (HSB)

This course will either be offered as a full day's face to face course or as virtual training events, split into 2 parts of approx. 3 hours long each. This event aims to support practitioners in understanding healthy sexual development in children & young people and distinguish it from HSB. It will also provide guidance on how to respond appropriately to sexual behaviour in children and young people and clarify the assessment & referral process including joint enquiries. Furthermore, the event will clarify the role of the new HSB Panel and consider tools and resources available to support identification of HSB. *This course includes information/language of a sexual content of which some delegates may find disturbing.*

It includes input from multi agency partners including: Health; CAMHS, Social Care, Youth Justice and the Police.

Level 3

Child Sexual Abuse

Child Sexual Abuse is one of the main core safeguarding concerns which impacts on children and young people. It has also featured in a recent Local Child Safeguarding Practice Review. We therefore want to offer some training around this area, to support practitioners to be more confident when recognising and responding to sexual abuse.

Level 4

Managing Allegations against staff/volunteers & the LADO Role

A new e learning is going to be provided around this area (Early 2022) as an introduction to the subject and then we aim to follow this up with a virtual training event where managers who deal with allegations against staff and volunteers from varies organisations can come together and have the opportunity to work through some case studies to further boost confidence when working with situations.

Level 3

Other subject Matter Courses being considered:

- The Assessment Process
- Information Sharing
- Radicalisation
- Self-Harm – A multi-agency response
- Gender identity
- Social Media/Internet Safety.

For further information on all the above courses please check the NSCP Website on the training page regularly.

[Training \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk)

Trish Jordan. NSCP Training Coordinator.

February 2022

Training Schedule 2022 – 2023 (dates booked in)

Title of NSCP Training	Date	Venue/Virtual Event?
Working Together to Safeguard Children	21/04/22	Virtual Training Event
Emotional Abuse Part 1 Recognising & Understanding Emotional Abuse	25/04/22	Virtual Training Event
Working with Children and Young People impacted by self-harm and suicide	26/04/22	Virtual Training Event
Anti-Racist Practice	27/04/22	Virtual Training Event
The Early Help Unit – What Makes a Good Referral?	28/04/22	Virtual Training Event
The Early Help Unit – What Makes a Good Referral?	03/05/22	Virtual Training Event
Safeguarding Children at Risk of Neglect	04/05/22	Virtual Training Event
Emotional Abuse Part 2 Tackling Emotional Abuse Effectively	09/05/22	Virtual Training Event
Hidden Men	10/05/22	Virtual Training Event
Volatile Substance Use	11/05/22	Virtual Training Event
Working Together to Safeguard Children	12/05/22	Virtual Training Event

Title of NSCP Training	Date	Venue
Anti-Racist Practice	18/05/22	Virtual Training Event
Working Together to Safeguard Children	14/06/22	Virtual Training Event
Anti-Racist Practice	22/06/22	Virtual Training Event
Volatile Substance Use	06/07/22	Virtual Training Event
Working Together to Safeguard Children	20/07/22	Virtual Training Event
Working Together to Safeguard Children	14/09/22	TBC
Working with Intimidation, Resistance & Avoidance	21/09/22	TBC
Volatile Substance Use	04/10/22	TBC
Hidden Men	12/10/22	TBC
Working Together to Safeguard Children	13/10/22	TBC
Working Together to Safeguard Children	22/11/22	TBC
Safeguarding Children at Risk of Neglect	23/11/22	TBC
Working Together to Safeguard Children	07/12/22	TBC

Working Together to Safeguard Children	17/01/23	TBC
Working Together to Safeguard Children	09/02/23	TBC
Working Together to Safeguard Children	22/03/23	TBC

Please note some courses aren't advertised on the NSCP Web site if the course has a specific target audience and then places are via nomination by managers and safeguarding leads only.

Please visit our website regularly as new courses are added regularly.

[Training \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk/training)

Course Venues

Venues are spread across the county to ensure events are accessible to all and also to enable participants to network locally with inter-agency colleagues.

Rufford Mill Ollerton, Newark, Nottinghamshire NG22 9DF	Worksop Turbine Centre Shireoaks Business Triangle Coach Close Worksop Nottinghamshire S81 8AP
Brownsea Centre Cobden Street, Kirkby-in-Ashfield, Nottingham. NG17 7DN.	Everyday Champions Centre Jessop Close, Brunel Close, Newark, Nottinghamshire. NG24 2ER
Richard Herod Centre Foxhill Road, Carlton, Nottingham. NG4 1RL	The John Fretwell (Centre) Sporting Complex Sookholme Road Sookholme Mansfield Nottinghamshire NG19 8LL
Rushcliffe Arena Rugby Road, West Bridgford, Nottingham, NG2 7HY	Loxley House Nottingham City Council, Station Street, Nottingham. NG2 3NG
Edwinstowe House High Street, Edwinstowe, Mansfield, Nottinghamshire. NG21 9PR	
<p>If we use any additional venues, full details of the address will be provided on course information page</p>	
<p>Car Parking: We try to use venues where free adjacent carparking is provided but this is not always possible, please phone us if you want to check on facilities provided. N.B. Rufford Mill – now charges for car parking and the machine only takes CASH – either £2 or £4 depending on time during the year.</p>	

Course Information including booking on process and charges

NSCP Charging Policy

Our overall aim is to make the NSCP courses and events accessible to all practitioners who work with children and families in Nottinghamshire and to also make it clearer who can access training free of charge and who is expected to pay.

Please see table below re face to face training events:

NSCP Safeguarding Children Training		
Nottinghamshire Safeguarding Children Partnership provides multi-agency safeguarding children training events and e learning for people whose work is <u>primarily based within the county of Nottinghamshire.</u>		
The following schedule for Nottinghamshire based staff sets out whether you will be charged at the point of accessing training.		
	Applicable to:	Charge
1	Nottinghamshire County Council staff	No charge (covered by annual partnership contribution)
2	NHS provider organisations and CCG staff providing services in the county	No charge (covered by annual partnership contribution)
3	Police staff providing services in the county	No charge (covered by annual partnership contribution)
4	Partner organisations that contribute to the partnership (typically through national funding arrangements – National Probation Service, DNLRC)	To be allowed free training places up to the value of their contributions for staff providing services in the county.
5	Partner organisations that do not make an annual partnership contribution	Charge at point of access (this would include for example, all schools, District & Borough Councils, Fire & Rescue Service, CAFCASS)
6	Private non-profit organisations, including community interest companies and community benefit societies.	1 Free place per setting per year (for Designated Person/Safeguarding Lead) on each course Course charges apply for any additional places
7	Charities & Voluntary/Community organisations with an annual turnover below £150,000 (N.B. If higher charges will apply)	Free*
8	Private profit-making organisations	Charge at the point of access

* Subject to availability

If you have any queries re: above e mail: sarah.bale@nottscc.gov.uk

E Learning Charges:

Applicable to	Charge (access to all modules)
Organisations in groups 1,2,3 and 4	No charge (covered by annual partnership contribution)
Organisations in groups 5, 6 and 7	0-5 registered users - no charge
	6 – 50 registered users - £100 per year
Group 8	£25 per licence per year

Charges for face to face events:

Where charges apply the cost will be:

- £60 for a full day face to face course - £35 per Virtual Event
- £35 for a half day face to face course - £25 per Virtual Event

Non-Attendance Charges:

- A charge of £40.00 (£25 per Virtual Event) will be made for non-attendance at any of the training courses unless we are given at least 24 hours' notice of cancellation (does not include weekends). This does apply if you are off sick also, as we do still need to cover the cost of the place booked. Early cancellation of a place will afford other colleagues, who wish to attend, the opportunity to do so.

General Information:

- To make sure that the training retains a multi-agency focus, places will be offered on the basis of ensuring as many different agencies and roles are represented as possible for each event. We therefore may not be able to offer places to some delegates if we are oversubscribed from your organisation for a particular date and may ask you to attend on another date.
- No lunch is provided for any events however refreshments are provided on arrival, mid-morning and mid-afternoon for face to face events.
- Courses and briefings are delivered by colleagues from NSCP partner agencies.
- Conferences and seminars are led by national or local speakers who have skills, knowledge and experience in a particular field.
- A variety of training methods are used as appropriate in order to meet individual learning styles.
- Unless stated events usually start at 9.30am with registration from 9.15a.m. Finish times will vary due to length of event, but you MUST be able to attend for the whole event otherwise you won't be able to access the course certificate.

Booking onto to NSCP Events

Creating a new account:

- Go to course log in page: <https://nottsccl.learningpool.com/login/index.php>.
- Click on *Create New Account* (green bar). You then need to complete: your email address/set up a password and insert your organisations registration key. Then under *More Details* – you ONLY need to complete Managers Name/phone/ email in this section. Then click *Request Account*.
- **NCC staff** – You don't need to create an account as you can access all of the NSCP courses via My Learning My Career
- **Schools only** - Please do not use head@ email addresses to create an account as email addresses need to be unique to the person wishing to attend.

Organisation Registration Key

- You will only need to use the registration key the first time you register, then after this you can just log in with your username and password. If you are unsure of your registration key e mail; sarah.bale@nottsccl.gov.uk

Prior to the event

- You will initially receive a provisional offer of a place, then a confirmation e mail will be sent 2/3 weeks prior to the event. This is to ensure we have a good multi-agency mix. If you are unsure if you have a place or for any other training queries, contact Sarah Bale.
- Virtual Training Events: **You will receive a link via e mail** for accessing the event twice - 1 week and then 1 day prior to the event. (It is not sent via a Teams meeting invite into your calendar, however some delegates who use outlook may get Teams reminders sent here).
- After applying for a course, please keep the date free in your diary and ensure that you are able to attend for the whole day/session.
- Please inform us of any special requirements or additional needs you may have prior to attendance at an event, in order for us to ensure we can adequately meet your needs.
- Please familiarise yourself with the relevant sections of the NSCP Interagency Safeguarding Children Procedures, which can be found at:

<https://nottinghamshirescb.proceduresonline.com/>

- On some occasions we may ask you to print off or download documents prior to the event in readiness to use on the day.
- Please go back into your account and **cancel your place if unable to attend** an event and re-book onto another event if required.

On the Day

- DO NOT attend an event if you haven't received e mail confirmation of your place.
- Face to Face Events/Virtual Training Events; Please arrive on time and expect to stay to the end of the event as all the course content is valuable.
- Face to Face Events; Please ensure that you **sign the course register**, as this is used to record agencies attendance and follow up on non-attendance. (This is automatically recorded for Virtual Training Events).
- Face to Face Events - If you need to access your mobile phone and/or portable devices for work purposes, please only use during break times as this is distracting for other participants.

After the event

Following attendance at the event please log back into your Learning Pool account where you can:

- Complete the course evaluation. This contains limited questions and your feedback is very important to us.
- Print off your own certificate.
- Access an electronic copy of the PowerPoint presentation and any training resources.
- View your own training log of all NSCP training attended or E learning completed at any time. You can also print this off to use to evidence what training you have undertaken via the NSCP.

Please note if you do not use your account for 18-24 months, we may suspend it. If this happens, and you cannot access your account please contact sarah.bale@nottsc.gov.uk who will be able to re-instate your account quickly.

Contact Details

NSCP Training Administrator

Sarah Bale

E Mail: sarah.bale@nottsc.gov.uk

Tel: 0115 9774439

NSCP Training Coordinator

Trish Jordan

E Mail: trish.jordan@nottsc.gov.uk

Tel: 0115 9773180

Nottingham City & Nottinghamshire
Safeguarding Children Competence Framework
April 2022- March 2023

This competence framework for safeguarding children has been developed and agreed by the Nottingham City Safeguarding Children Partnership (NCSCP) and Nottinghamshire Safeguarding Children Partnership (NSCP).

It has been agreed for the following purposes:

- As the basis for enabling partner agencies to review and assure the Partnerships that different staff groups are competent to an appropriate level and accessing appropriate training to support this. This will be reviewed and monitored through the City and County Training Groups annually
- As the basis for the criteria used to quality assure safeguarding training delivered by organisations and agencies in the City and County.
- To inform levels of multi-agency training offered by the Partnerships

The framework has been informed by a number of source documents, including the National Competence Framework for Safeguarding Children (published in 2011 by Bournemouth University), and the Intercollegiate document 'Safeguarding children and young people: roles and competences for health care staff' (published by the Royal College of Paediatrics and Child Health).

The framework provides agreed minimum standards regarding competence levels that are applicable to all partner agencies, and it is recognised that staff with specific roles and responsibilities may have additional competence requirements. These will have been identified and agreed within agencies.

Informed by the above documents, the NCSCP / NSCP Competence Framework identifies **FOUR** groupings of staff that should have different levels of safeguarding responsibilities and therefore competences. Whilst the following identifies some staff roles in some agencies that would fit into each grouping as a guide, it is the responsibility of each agency to identify which of their staff fit into which group.

Staff group 1:

Staff (including volunteers) in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. E.g. librarians, GP and hospital receptionists and administrative staff, community advice centre staff, grounds staff, recreation assistants, environmental health officers.

Staff group 2:

Staff (including volunteers) in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers including those who may be in a position to identify concerns about maltreatment, including those that may arise during the course of a CAF/EHAF. For example: housing, the police other than those in specialist child protection roles, Library assistants and homework officers, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers and all health clinical staff, including those who work with adults, not identified as requiring a higher level of training.

Staff group 3:

Staff who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

For example, Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers: such as Children's Social Care Team Managers would also be included in this level.

Staff group 4:

Staff who have specialist safeguarding roles and responsibilities. E.g. named professionals, safeguarding leads, safeguarding Partnership representatives, specialist police officers, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators.

Staff group	Competence	Evidence which may help to demonstrate competence
<p>Staff group 1: Staff (including volunteers) in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. E.g. librarians, GP receptionists, community advice centre staff, grounds men, recreation assistants, environmental health officers</p>	<p>Ability to understand and recognise child safeguarding issues</p>	<p>Can demonstrate: An understanding of how and why safeguarding children is an essential part of their responsibilities (including basic legal information)</p> <p>An understanding of the nature of child abuse and neglect, including Working Together definitions.</p> <p>Knowledge of signs and indicators of abuse and neglect – linked with Working Together definitions</p> <p>Understanding of bruising in non-mobile babies and significance. i.e. <i>Babies that don't cruise rarely bruise</i></p>
	<p>Knowledge of and ability to respond to concerns about a child</p>	<p>An understanding of the importance of identifying concerns at the earliest stage possible (early intervention and better outcomes for children)</p> <p>An understanding of the importance of being child focussed / listening to the child.</p> <p>An understanding of what to do if they have a concern about the welfare of a child – who to talk to, what to record, where and when to do this, and why this is important, including where the concern is about staff members.</p> <p>Knowledge of local points of referral (For Child Protection and Early Help)</p> <p>Confidence in handling disclosures – what to say and do if a child or someone discloses abuse to them</p>

		<p>An understanding of Confidentiality – what information can be shared / must be shared. What to do if asked to keep a secret.</p> <p>An understanding of issues around consent – what to do if someone doesn't agree that they can talk to someone else</p>
	<p>Ability to understand potential barriers to effective responses and where to get support</p>	<p>Knowledge of sources of support – who can they speak to about this, what support is there for them?</p> <p>An understanding of the importance of collaborative working with others</p> <p>An understanding of the importance of respecting diversity. Being sensitive to and taking difference into account, but not at the risk of harm to a child</p> <p>How they recognise how their own beliefs, values and experience might influence their recognition and response to safeguarding concerns</p> <p>Knowledge of their single agency safeguarding policy</p>
	<p>Understanding when and how, to escalate concerns about a child</p>	<p>An awareness of the escalation process within inter-agency procedures</p> <p>An ability to resolve professional differences in opinion in individual cases and know whom to talk to escalate concerns, being clear on what their role is within the escalation pathway.</p>

Staff group	Competence (in addition to the above)	Evidence which may help to demonstrate competence
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<p>Staff group 2: Staff (including volunteers) in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers including those who may be in a position to identify concerns about maltreatment, including those that may arise during the course of a CAF/EHAF. For example: housing, the police other than those in specialist child protection roles, library assistants and homework officers, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers and all health clinical staff, including those who work with adults, not identified as requiring a higher level of training.</p>	<p>More in depth knowledge of factors that relate to understanding and identifying child safeguarding issues</p>	<p>Can demonstrate: A basic knowledge of stages of child development – what children of particular ages would be expected to be able to do.</p> <p>An understanding of specific risk factors for vulnerable children including Contextual Safeguarding. For example: disability, race and racism, private fostering, fabricated or induced illness, child sexual exploitation, child criminal exploitation including County Lines, children who go missing, female genital mutilation, forced marriage, gang activity, belief in spirit possession, trafficking, radicalisation, extremism, hate crime & on-line safety.</p> <p>An understanding of how adult risk factors such as the trilogy of risk (domestic abuse, adult mental health and adult substance abuse) impact on the welfare of children. Duty to refer adult concerns to adult social care.</p> <p>Knowledge of relevant safeguarding legislation and agency role</p> <p>Knowledge of Safeguarding Partnership web sites and what to find there, including the web based inter-agency safeguarding children procedures and practice guidance.</p> <p>An understanding of key messages from learning from Child Safeguarding Practice Reviews and other reviews (Relevant to target group)</p>

	<p>Ability to contribute to the assessment and management of risk of child safeguarding concerns</p>	<p>Knowledge and use of local approaches to early intervention. Family Support Strategy / Pathway (City) and Pathway to Provision (County), including information on the Assessment Triangle, Thresholds & Levels of Support.</p> <p>Ability to contribute to a Common Assessment Framework assessment (CAF) in the City and / or Early Help Assessment Framework assessment (EHAF) in the County, including helping to build an understanding of a family's history and functioning.</p> <p>An understanding of the need to promote and encourage the participation of children and families in safeguarding processes</p> <p>An ability to identify appropriate ways of supporting children and young people for whom there are safeguarding concerns City - An awareness of Signs of Safety and its use in referral and assessment processes. County – An awareness of Strengths Based Practice.</p>
	<p>Ability to understand the importance of own behaviour and boundaries</p>	<p>Knowledge of and adherence to professional and organisational codes of conduct.</p> <p>An understanding of the importance of promoting equality (e.g. both women and men can be perpetrators, issues apply to same sex as well as opposite sex relationships)</p> <p>Knowledge and understanding of how own attitude and behaviour can have an effect on children, young people and families.</p>

		An understanding and awareness of the emotional impact of working with children, young people and families.
Staff group	Competence (in addition to the above)	Evidence which may help to demonstrate competence
<p>Staff group 3: Staff who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns. For example, Paediatricians, children's nurses and allied health professionals, GPs including GP practice leads, , youth workers, those working in the early years sector (depending on role), residential staff, midwives, school nurses/specialist health practitioners, sexual health staff, teachers, teaching assistants, probation staff, social workers, family service staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, youth offending service staff, staff in secure settings and those working in community play schemes. Managers; such as Children's Social Care Team Managers would also be included in this level.</p>	Ability to work together to meet the needs of children where there are safeguarding concerns, including understanding their own role and the role of others	<p>Can demonstrate: How they develop effective working relationships with other professionals</p> <p>An understanding of own and others role in safeguarding processes</p> <p>How they identify learning from Case Management Reviews</p> <p>An ability to maintain accurate and up to date records</p>
	Ability to contribute to interagency safeguarding assessment, decision making and planning meetings	<p>An ability to initiate and lead on a Common Assessment Framework assessment (CAF) in the City and / or Early Help Assessment Framework assessment (EHAF) in the County, including helping to build an understanding of a family's history and functioning</p> <p>An ability to work within child protection conference processes and core groups</p> <p>An ability to prepare reports for meetings about vulnerable children</p> <p>An ability to critically reflect and analyse evidence about a child and family's circumstances</p> <p>An ability to contribute to and challenge decision making</p>

		Understanding of the impact of child abuse and neglect on child development
	Ability to engage and challenge families in safeguarding	An ability to effectively engage children and their families in understanding safeguarding concerns and changes required. An ability to recognise and overcome barriers to engagement of children and families (e.g. disguised compliance)

Staff group	Competence (In addition to the above)	Evidence which may help to demonstrate competence
Staff group 4: Staff who have specialist safeguarding roles and responsibilities. E.g. named professionals, safeguarding leads, safeguarding partnership representatives, specialist police officers, front line managers, operational managers, strategic managers, social care staff who work with complex cases, child protection coordinators.	Understanding of the national picture and developments in Safeguarding	Can demonstrate: An ability to access sources of information to keep abreast of national developments in safeguarding Attendance at relevant briefings, conferences, training courses.
	Understanding the role of the Safeguarding Children Partnerships and expectations on them within the partnership forum	Where appropriate, how they contribute to Safeguarding Partnership functions. How they ensure they are aware of learning from Child Safeguarding Practice Review's and Audits and also how they ensure their own organisation takes appropriate action. How they promote multi-agency training and other learning opportunities.

	<p>Understanding and ability to contribute to the development and improvement of own organisation safeguarding practice</p>	<p>An ability to handle internal and external Safeguarding Investigations within organisations</p> <p>An ability to quality assure internal Safeguarding Procedures within own organisation</p> <p>An understanding of the expectations around Safeguarding Policies and Procedures within own organisation</p> <p>How staff within own organisation should be trained to deal with Safeguarding Issues. Appropriate training for role.</p> <p>How they manage a team who commonly make safeguarding referrals (including providing professional supervision).</p>
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Further Safeguarding Children training opportunities across Nottinghamshire

FREE Domestic Violence (DV awareness, Challenging DV and other courses).

Equation offer expert multi-agency training for anyone who wants to develop skills in responding to domestic abuse in their working life, including frontline professionals, community workers and volunteers. They offer an annual multi-agency training programme with a variety of courses being free of charge to all practitioners who support children & families either in the City or County of Nottinghamshire.

- website: www.equation.org.uk
- email: info@equation.org.uk
- phone: 0115 962 3237

Local Authority training for schools and FE colleges

The local authority offers safeguarding in schools training: Whole School Training and Designated Person Training. N.B. Charges apply for both courses.

For more information contact the Business Support or visit the website below:

<https://www.nottinghamshire.gov.uk/education/for-schools/safeguarding-in-schools-training>

- e-mail: safeguarding.training@nottscg.gov.uk
- Telephone: 01159 772347