

Our vision: ‘That children and young people in Nottinghamshire grow up in a safe and stable environment and are supported to lead healthy, happy and fulfilling lives’.

**Multi-Agency**

**Training Programme**

**April 2024-March 2025**

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| **NSCP Training Programme**  |

**1. Purpose**

This report details the multi-agency training programme for 2024/2025 coordinated and delivered by the Nottinghamshire Safeguarding Children Partnership (NSCP) in conjunction with its partner agencies. The training schedule for 2024/2025 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 and Workforce Development Group members.**

**2. Background**

The Working Together to Safeguard Children statutory guidance (Dec 2023) clearly highlights the importance of multi-agency working and training and states:

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 multi-agency safeguarding arrangements is to ensure that, at a local level, organisations and agencies are clear about how they will work together to safeguard children and promote their welfare. This includes:

* senior leaders promote and embed a learning culture which supports local services to become more reflective and implement changes to practice*.*

**In chapter 1: A shared Responsibility** (P16), it states, Strong multi-agency and multi-disciplinary working is vital to identifying and responding to the needs of children and familiesand the guidance introduces expectations which underpin this multi-agency working. The expectations are structured into three levels and under Direct Practice it includes: **Learn**: practitioners learn together by drawing on the best available evidence from their individual fields and sharing their diverse perspectives during regular shared reflection on a child’s development, experiences, and outcomes.

**In chapter 2: Multi-agency safeguarding arrangements** (P40)the guidance confirms that local arrangements must include the process for undertaking local child safeguarding practice reviews, setting out the arrangements for embedding learning across organisations and agencies.

**In chapter 3: Providing help, support and protection** (P45)it states, Local organisations and agencies should have in place effective ways to identify emerging problems and potential unmet needs of individual children and families and that: multi-agency and multi-disciplinary training will be important in supporting this collective understanding of the demographics and needs of the local community, the local practice framework, and the services available to support children. It also states local safeguarding partners need to ensure all practitioners are supported to be able to achieve the national multi-agency practice standards (P80) which includes creating learning cultures in which practitioners stay up to date as new evidence of best practice emerges.

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

The NSCP Training web page [Training events (nottinghamshire.gov.uk)](https://nscp.nottinghamshire.gov.uk/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 eLearning, 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 and 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’s 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 (LWD) 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 considering 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 LWD representative, from completion of an Annual Training Needs Analysis and 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 agenciesto provide their staff with Introduction to SafeguardingChildren training, as part of their initial induction process. NSCP provide two eLearning 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 eLearning and Virtual 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.

**4. NSCP Safeguarding Children Competency Framework and Training Levels**

A joint Nottinghamshire and Nottingham City Safeguarding Children Competence Frameworkhas 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**

Level 1

**Induction**

***Safeguarding responsibilities to be clarified during induction***

 **NSCP Introduction to Safeguarding Children eLearning**

**OR**

**N>BBBN**



Level 2

**NSCP Awareness of Child Abuse and Neglect eLearning**



Level 3

Level 4

**NSCP Working Together to Safeguard Children Course**

 ***For those staff who are new to multi-agency safeguarding work***



**Multi-agency training courses every 3 years \***

* **NSCP Safeguarding Children Today seminar.**
* **Subject specific NSCP training events or seminars**
* **Attending a NSCP safeguarding children practice review or multi agency audit event**



**Multi-agency training every 3 years\***

* **NSCP Joint Agency Response to a child death training**
* **Supervision Training**
* **Individual Management Review (IMR) Training**
* **Active participation in safeguarding children practice review or multi agency audit event**
* **Delivery of NSCP training event**
* **Attendance at a partnership event/day or involvement in partnership organisation visit**

**Own Organisation Training**

**Organisations may provide their own training in addition to/or as an alternative to the above, but if so will need to assure the Partnership that it meets the competences at the appropriate level.**

**\*Some organisations or professions will have guidance that requires training more frequently, but this is the minimum recommended by the NSCP**

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| **Training Course Levels and Roles** |

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| **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. NBAll 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:

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| eLearning |

The NSCP provides online eLearning 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 eLearning 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 eLearning:***

* 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,** just the one most appropriate to their role:

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| Level 1 |  | eLearning: 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.

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| Level 2 |  | eLearning: Awareness of Child Abuse and Neglect  |

**Awareness of Child Abuse and Neglect**

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

* Types of abuse and 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.

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| Level 1/2 |  | eLearning: Further Opportunities |

Other courses we offer include:

* Child Criminal Exploitation and County Lines
* Child Protection Conferences and Looked After Children Review Meetings
* Child Protection Investigations
* Child Sexual Exploitation
* Children Missing from Home and Care
* Coercive Control
* Domestic Abuse
* Emotional Abuse
* Grow-Wise Child Development Programme
* Honour Based Violence and Forced Marriage
* Managing allegations and concerns in relation to adults working with children
* Physical Abuse
* Neglect
* Radicalisation
* Reducing Parental Conflict
* Safeguarding Adults Awareness
* Safer Recruitment
* Safer Sleeping for Babies (SIDS)
* Self-harm and suicidal thoughts in children and young people
* Sexual Abuse
* Social Media and Safeguarding
* Supporting Looked After Children
* Trans Awareness
* Trauma, Toxic Stress and Adverse Childhood Experiences (ACEs)
* What makes a good MASH referral
* Working Together to Safeguard Children Pre-Course eLearning

**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:

[NSCP E -learning - Learning Pool (nottinghamshire.gov.uk)](https://nscp.nottinghamshire.gov.uk/training/e-learning/)

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| Level 1/2 |  | eLearning: Further Opportunities – other organisations |

**Learning from Serious Case Reviews**

This eLearning 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: [Learning from Serious Case Reviews - FREE Course | Virtual College (virtual-college.co.uk)](https://www.virtual-college.co.uk/courses/safeguarding/learning-from-serious-case-reviews) to find out more information about the courses and links to access eLearning.

**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 eLearning 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 duty training: Learn how to support people vulnerable to radicalisation**

This training service is for people working in sectors covered by the Prevent duty, such as education, health, local authorities, police, prisons, probation and youth justice. Other sectors that are not covered may also complete this training.

In these training courses, you will learn about:

* the Prevent duty
* different forms of extremism and terrorism
* the risk around radicalisation and your supportive role
* making a Prevent referral that is both informed and made with good intention
* the interventions and support available

[Prevent duty training: Learn how to support people vulnerable to radicalisation | Prevent duty training (support-people-vulnerable-to-radicalisation.service.gov.uk)](https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/)

**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/courses/safeguarding/understanding-animal-welfare)

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|  **Course and Seminar Information** |

The face-to-face training provision provided through the NSCP for 2024-2025 includes a number of core training events, subject specific events, and seminars on key safeguarding issues. We now offer a blended approach to our training, with the majority of events being offered virtually via Microsoft Teams but also some events being offered as a face-to-face (classroom) event. Each year we offer approximately 50 face-to-face/virtual training events all aimed at a multi-agency audience.

**Accessing Courses and eLearning**

We use Learning Pool as our learning management system which enables you to electronically book onto face-to-face courses and access our eLearning. 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 charging policy.

**List of Courses**

To access all of our courses, including eLearning you can go directly to our [course login page](https://nottscc.learningpool.com/login/index.php) (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://nscp.nottinghamshire.gov.uk/training/)

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

**Venues and accessibility of Training.**

If the event is being offered face-to-face, we will try to offer training at a variety of venues around the county to ensure that courses and events are easily accessible for all practitioners, however this is dependent on availability and cost (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**

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| Level 3 |  | Working Together to Safeguard Children  |

This is a half day course which will be offered on 11 occasions over this training year. This course is offered virtually via Microsoft Teams. The maximum number of attendees is between 40-45 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 eLearning 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.

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| Level 3 |  | Safeguarding Children Today  |

This is a half day seminar which will be held virtually via Microsoft Teams 5 times during 2024-25. 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 140 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 and local context for the safeguarding agenda
* Increase knowledge of relevant new legislation, inter agency practice guidance and revisions to the child protection procedures.
* Identify sources of information, advice, and training regarding 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 2024/25:

* 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 and development opportunities.
* Guest speaker on contemporary safeguarding issue to be confirmed.

**Additional Subject Specific Courses and Seminars**

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

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| Level 3 |  | Intra-Familial Child Sexual Abuse |

This one-day introductory course provides an overview of the key issues needed to support professionals who work in collaboration with other agencies in identifying and responding to intra-familial child sexual abuse. It aims to support professionals to improve your understanding of child sexual abuse within the family environment, help you to better identify signs and indicators, respond more effectively to protect children, and clarify your role as a professional when children disclose. This course is being delivered by the Centre of expertise on child sexual abuse and it is a one-day course offered via Microsoft Teams: 9.30-4.30. It is aimed at all professionals across health, education, social care, police any other professionals who work with children and young people who may be at risk of or experienced sexual abuse within the family environment.

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| 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 clearly identifies 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.

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| Level 3 |  | Reducing Parental Conflict (RPC) awareness and resource training |

Disagreements and arguments are a normal part of relationships. However, when conflict between carers or parents – whether together or separated becomes frequent, intenseand is poorly resolved, it can have significant negative impacts on children’s mental health and long-term life chances. The aim of the training is to raise the awareness of parental conflict and its negative impact on children and families, to empower practitioners on how to identify and explore what parental conflict is and its impact on the families we support, and to recognise and have knowledge and access to the resources and support available for parents and carers to promote them improving communication and resolving disagreements more positively. This is a 2.5-hour training event offered via Microsoft Teams. Please note: It is a pre requisite to the training that all attendees are requested to make an account on the Oneplusone practitioners platform accessed via the link: [Introduction (oneplusone.org.uk)](https://www.oneplusone.org.uk/practitioners/access).We will be exploring the content and resources further in the training .

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| Level 3/4 |  | Joint agency response to a child death training  |

This course is offered each year and will either be offered as a full day’s face to face course or as virtual training event. 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 December 2023. 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.

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| Level 3 |  | Sudden Unexpected Death in Infancy (SUDI) and Safer Sleep Training  |

The sudden and unexpected death of an infant is one of the most devastating tragedies that could happen to any family. This training looks at the risk factors for Sudden Unexpected Death in Infancy and the local picture in Nottinghamshire. It provides a summary of the key learning and messages from the national SUDI review. This event is being provided virtually over 2.5 hours and is suitable for all professionals working with families and infants.

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| Level 3 |  | Anti-Racist Practice |

The Black Lives Matters movement over the last few 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 Microsoft Teams and is 3 hours long.

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| Level 3 |  | Safeguarding Children Growing up in a Connected World |

This course is two and half hours long and is available via Microsoft Teams. It will provide practitioners with an overview of the emerging risks and threats facing children and young people as they grow up in the digital world. The course will raise awareness of how children’s and young people’s online behaviour and attitudes have changed, and it will consider how our youngest children are being put at increasingly greater risk. The course is delivered by staff from the local authority Tackling Emerging Threats Team.

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| Level 4 |  | Managing Allegations Workshop |

All allegations of abuse of children by those adults who work with children must be taken seriously. This workshop is aimed at staff whose designated role includes the responsibility for managing any allegations against staff or volunteers. They would be the person within the organisation who would make the referral to the LADO and would attend the managing allegations meetings. This is a 3-hour workshop, offered via Microsoft Teams and aims to give all participants the opportunity to work through some group exercises/scenarios and to ask any questions you may have about this sensitive area of work.

Please note IT is a pre-requisite of this course that all participants have completed the NSCP eLearning - Managing allegations and concerns in relation to adults working with children.

**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):**

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| Level 3 |  | Supporting children and families when emotional dysregulation is impacting on their well-being |

The aim of this course is to consider what is emotional dysregulation and trauma, what does it look like and the difference to other mental health issues. It will seek to clarify partners roles when supporting these children and families and how we could work better in partnership together to meet both the children’s and family’s needs. It will be either a face to face or virtual training event, exact times to be confirmed.

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| Level 3 |  | Effective Strategy Discussions |

The event aims to clarify what is a Strategy Discussion, its purpose, and what are partners roles & responsibilities within it. The event will also look in more depth at single /joint investigations and the decision-making process. It will be either a face to face or virtual training event, exact times to be confirmed.

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| 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. This event aims to support practitioners in understanding healthy sexual development in children and 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 and referral process including joint enquiries. Furthermore, the event will clarify the role of the HSB Panel and consider tools and resources available to support identification of HSB.

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| Level 3 |  | Child Criminal Exploitation and Child Sexual Exploitation  |

These courses are going to be reviewed and may be offered jointly or remain separate. Both look at the vulnerabilities of children and young people to these types of abuse, including identifying signs and symptoms practitioners need to look out for and the impact both types of exploitation have on them. Courses will be either a face to face or virtual training event, exact times to be confirmed.

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

[**Training (nottinghamshire.gov.uk)**](https://nscp.nottinghamshire.gov.uk/training/)

Trish Jordan. NSCP Training Coordinator.

February 2024

 **Training Schedule 2024 – 2025 (dates booked in)**

Appendix A

| **Title of NSCP Training** | **Date** | **Venue/Virtual Event** |
| --- | --- | --- |
| Intra Familial Child Sexual Abuse | 17/4/24 | Virtual Training Event |
| Joint Agency Response | 19/04/24 | Face to Face Venue tbc |
| Volatile Substance Abuse | 24/04/24 | Virtual Training Event |
| Reducing Parental Conflict | 24/04/24 | Virtual Training Event |
| Working Together to Safeguard Children  | 25/4/24 | Virtual Training Event |
| Sudden Unexpected Death in Infancy and Safer Sleep for Babies | 26/4/24 | Virtual Training Event |
| Anti-Racist Practice | 30/4/24 | Virtual Training Event |
| Safeguarding Children Growing up in a Connected World | 1/5/24 | Virtual Training Event |
| Working Together to Safeguard Children  | 21/5/24 | Virtual Training Event  |
| Managing Allegations Workshop | 22/5/24 | Virtual Training Event |
| Intra Familial Child Sexual Abuse | 4/6/24 | Virtual Training Event |
| Reducing Parental Conflict  | 6/6/24 | Virtual Training Event |
| Working Together to Safeguard Children | 12/6/24 | Virtual Training Event |
| Safeguarding Children Today | 18/6/24 | Virtual Training Event |
| Volatile Substance Abuse | 25/6/24 | Virtual Training Event |
| Anti-Racist Practice  | 2/7/24 | Virtual Training Event |
| Working Together to Safeguard Children  | 11/07/24 | Virtual Training Event |
| Volatile Substance Abuse | 3/9/24 | Virtual Training Event |
| Reducing Parental Conflict  | 4/9/24 | Virtual Training Event |
| Working Together to Safeguard Children  | 11/9/24 | Virtual Training Event |
| Safeguarding Children Today | 18/9/24 | Virtual Training Event  |
| Anti-Racist Practice  | 23/9/24 | Virtual Training Event |
| Sudden Unexpected Death in Infancy and Safer Sleep for Babies | 9/10/24 | Virtual Training Event |
| Working Together to Safeguard Children | 15/10/24 | Virtual Training Event |
| Reducing Parental Conflict  | 5/11/24 | Virtual Training Event  |
| Safeguarding Children Today | 7/11/24 | Virtual Training Event |
| Working Together to Safeguard Children | 14/11/24 | Virtual Training Event |
| Working Together to Safeguard Children | 2/12/24 | Virtual Training Event |
| Safeguarding Children Today | 8/1/25 | Virtual Training Event |
| Working Together to Safeguard Children | 15/1/25 | Virtual Training Event |
| Working Together to Safeguard Children | 11/2/25 | Virtual Training Event |
| Safeguarding Children Today | 11/3/25 | Virtual Training Event |
| Working Together to Safeguard Children | 17/3/25 | Virtual Training Event |

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://nscp.nottinghamshire.gov.uk/training/)

**Course Venues**

Appendix B

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. Here are some examples of possible venues the NSCP may use, however this can change due to availability:

|  |  |
| --- | --- |
| **Edwinstowe House**High Street,Edwinstowe,Mansfield, Nottinghamshire.NG21 9PR | **Worksop Turbine Centre**Shireoaks Business TriangleCoach CloseWorksopNottinghamshireS81 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, SookholmeMansfieldNottinghamshireNG19 8LL |
| **Rushcliffe Arena**Rugby Road,West Bridgford,Nottingham,NG2 7HY | **Loxley House****Nottingham City Council,**Station Street, **Nottingham**.NG2 3NG |

Appendix C

**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 **primarily based within the county of Nottinghamshire.** 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, CAFCASS) | 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). |
| 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 courseCourse 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

**eLearning 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 via Microsoft Teams
* £35 for a half day face to face course - £25 per Virtual Event via Microsoft Teams

**Non-Attendance Charges:**

* A charge of £40.00 (£20.00 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://nottscc.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@nottscc.gov.uk

**Prior to the event**

* Once booked onto a course you will receive an initial email confirming the enrolment of your place immediately. 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 (This also applies if you put your name down on a wait list).
* Please inform us of any special requirements or additional needs you may have prior to attendance at an event, 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 have not received an 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@nottscc.gov.uk**who will be able to re-instate your account quickly.**

**Contact Details**

NSCP Training Administrator NSCP Training Coordinator

Sarah Bale Trish Jordan

E Mail: sarah.bale@nottscc.gov.uk E Mail: trish.jordan@nottscc.gov.uk

Tel: 0115 9774439 Tel: 0115 977318

Appendix D

**Nottingham City & Nottinghamshire**

**Safeguarding Children Competence Framework**

**April 2024- March 2025**

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 initially informed by 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.

|  |  |
| --- | --- |
| **Update to content for 2024** | **Competence/Knowledge** |
|  | **Consider any implications throughout training in relation to updated Working Together to Safeguard Children. HM Government. December 2023.** |
| **Staff group** | **Competence** | **Evidence which may help to demonstrate competence** |
| **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 | Ability to understand and recognise child safeguarding issues.  | **Can demonstrate:**An understanding of how and why safeguarding children is an essential part of their responsibilities (including basic legal information).An understanding of the nature of child abuse and neglect, including Working Together definitions.Knowledge of signs and indicators of abuse and neglect – linked with Working Together definitions.Understanding of bruising in non-mobile babies and significance. i.e. *Babies that don’t cruise rarely bruise.* |
| Knowledge of and ability to respond to concerns about a child. | An understanding of the importance of identifying concerns at the earliest stage possible (early intervention and better outcomes for children)An understanding of the importance of being child focussed / listening to the child.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.Knowledge of local points of referral (For Child Protection and Early Help).Confidence in handling disclosures – what to say and do if a child or someone discloses abuse to them.An understanding of Confidentiality – what information can be shared / must be shared. What to do if asked to keep a secret.An understanding of issues around consent – what to do if someone doesn’t agree that they can talk to someone else. |
|  | Ability to understand potential barriers to effective responses and where to get support. | Knowledge of sources of support – who can they speak to about this, what support is there for them?An understanding of the importance of collaborative working with others.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.How they recognise how their own beliefs, values and experience might influence their recognition and response to safeguarding concerns.Knowledge of their single agency safeguarding policy.  |
|  | Understanding when and how, to escalate concerns about a child.  | An awareness of the escalation process within inter-agency procedures.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. |

|  |  |  |
| --- | --- | --- |
| **Staff group** | **Competence (in addition to the above)** | **Evidence which may help to demonstrate competence** |
| **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. | More in depth knowledge of factors that relate to understanding and identifying child safeguarding issues. | **Can demonstrate:**A basic knowledge of stages of child development – what children of particular ages would be expected to be able to do.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.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.Knowledge of relevant safeguarding legislation and agency role.Knowledge of Safeguarding Partnership web sites and what to find there, including the web based inter-agency safeguarding children procedures and practice guidance.An understanding of key messages from learning from Child Safeguarding Practice Reviews and other reviews (Relevant to target group). |
| Ability to contribute to the assessment and management of risk of child safeguarding concerns. | 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, needs of the child & levels of support.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.An understanding of the need to promote and encourage the participation of children and families in safeguarding processes.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. |
| Ability to understand the importance of own behaviour and boundaries.  | Knowledge of and adherence to professional and organisational codes of conduct.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).Knowledge and understanding of how own attitude and behaviour can have an effect on children, young people and families.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** |
| **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. | 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.  | **Can demonstrate:**How they develop effective working relationships with other professionals.An understanding of own and others role in safeguarding processes.How they identify learning from Case Management Reviews. An ability to maintain accurate and up to date records. |
| Ability to contribute to interagency safeguarding assessment, decision making and planning meetings. | 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.An ability to work within child protection conference processes and core groups.An ability to prepare reports for meetings about vulnerable children.An ability to critically reflect and analyse evidence about a child and family’s circumstances.An ability to contribute to and challenge decision making. 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. |
| Understanding and ability to contribute to the development and improvement of own organisation safeguarding practice. | An ability to handle internal and external Safeguarding Investigations within organisations.An ability to quality assure internal Safeguarding Procedures within own organisation.An understanding of the expectations around Safeguarding Policies and Procedures within own organisation.How staff within own organisation should be trained to deal with Safeguarding Issues. Appropriate training for role.How they manage a team who commonly make safeguarding referrals (including providing professional supervision). |

Appendix E

**Further Safeguarding Children training opportunities across Nottinghamshire**

**Local Authority training for schools and FE colleges**

The local authority offers safeguarding in schools training: Whole School Training and Designated Safeguarding Leads (DSL) 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@nottscc.gov.uk
* Telephone: 01159 772347

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

Equation offers 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 program 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](http://www.equation.org.uk)
* email: info@equation.org.uk

**Free Mental Health Training Events**

Nottinghamshire County Council, Nottingham City Council and NHS Nottingham and Nottinghamshire ICB have commissioned Harmless to deliver a range of Mental Health, Self-Harm awareness and Suicide prevention courses. These are half day training sessions which take place online via Zoom or MS Teams.

To check scheduled events got to: [Harmless Let's Talk Training Events | Eventbrite](https://www.eventbrite.co.uk/o/harmless-lets-talk-training-14795237737)

*It is the courses in green which are for Nottinghamshire practitioners.*