

**Clackmannanshire and Stirling Child Protection and Adult Support & Protection Committee**

**Multi-Agency Public Protection Learning & Practice Development Learning Outcomes Booklet**



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| **Guidance on the key competences, knowledge and skills required in Child Protection, Adult Support & Protection and Gender Based Violence for the Multi - Agency Workforce.** |
| The following pages (4 – 12) record the particular competences, knowledge and skills that are found in the National Framework for Child Protection (Scotland) These are equally compatible and link to the Adult Support & Protection and Equally Safe Agendas we wish to promote in multi - agency practice in the learning and practice development opportunities we provide as part of the Multi-Agency Public Protection Learning and Practice Development Workforce Development Strategy.  |
|  |
| There is a separate spreadsheet for each Workforce Group. We, however, acknowledge the specific and intensive workforce overlap and reference should be made across both.  |
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| It is intended the guidance will inform a supervisor with the basic competences, knowledge and skills expected of a worker working across the lifespan. Reference can be made to the guidance where there are concerns around practice as well as identifying learning and practice development opportunities.  |
|  |
| **The General Contact Workforce: Competences, Knowledge and Skills** |
|  |
| **Core competences - The core competences relating to Child Protection, Adult Support and Protection and Gender Based Violence for a worker in this workforce group are to:** |
| * Recognise where there may be concerns about a child’s/adult's well-being.
 |
| * Work in ways that support the rights, inclusion and well being of individuals: find out about their background, support in a person centred way, respect the individual’s dignity, privacy, beliefs, preferences, culture, value and rights. Ensure actions support the individual’s self-esteem, sense of security and belonging, support their active participation, independence and responsibility.
 |
| * Know the organisations policies and procedures and they are relevant to you as the worker and your role.
 |
| **Key knowledge - Key knowledge for a worker in this group is:** |
| * The Getting It Right for Every Child approach, the principles of Adult Support and Protection and Components and Principles of Safe and Together and what is meant by “Public Protection is everyone’s responsibility”.
 |
| * The importance of child protection/vulnerable adult in the wider context of public protection.
 |
| * The general nature and signs of abuse/neglect and harm.
 |
| * What to do if they are worried about a child/young person/adult.
 |
| * When to seek appropriate supervision / support and where to look for this.
 |
| * How their roles and responsibilities and their roles and responsibilities of service contribute to keeping children/young people/vulnerable adults safe.
 |
| **Key skills for a worker in this group are the ability to:** |
| * Recognise concerns about children/young people/adults and identify possible risks and signs of abuse/neglect/harm.
 |
| * Effectively communicate / report, observe and record concerns.
 |
| * Take immediate action and follow the procedures in their agency.
 |
| **Additional knowledge which might be required in some roles / functions would be:** |
| * How to respond at the time to disclosure of abuse/harm and the importance of listening to children/young people/adults and their families/carer.
 |
| * Good practice in information sharing. (including confidentiality)
 |
| ***Additional skills which might be required in some roles / functions would be the ability to:*** |
| * Share information appropriately.
 |
| * Provide evidence in proceedings relating to formal child/vulnerable adult support and protection and domestic abuse measures, if required.
 |
| * Identify support agencies available for individuals and families affected by abuse/neglect/harm, and enable access to these.
* Being trauma informed when working with children/young people and vulnerable adults.
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| **The Specific Contact Workforce: Competences, Knowledge and Skills** |
| **Core competences - The core competences relating to Child Protection, Adult Support and Protection and Gender Based Violence for a worker in this workforce group are those identified for the general contact workforce, and to:** |
| * Protect and promote the well-being of children/young people/vulnerable adults and those affected by gender based violence.
 |
| * Their own / agency’s role, responsibilities, procedures, protocols and guidance, and those of other workers / agencies in protecting children/young people/vulnerable adults preventing abuse/harm and promoting their welfare.
 |
| * Know where to find and access all relevant national/local child/adult support and protection procedures.
 |
| * Contribute to identifying and implementing potential interventions.
 |
| **Key knowledge - Key knowledge for a worker in this group is:** |
| * The GIRFEC National Practice Model and well-being indicators and Forth Valley Multi-agency Child Protection Procedures and Adult Support and Protection Guidance
 |
| * The nature and prevalence of abuse and neglect; factors associated with abuse and neglect (e.g. power and oppression; issues of consent) specific forms of abuse and neglect (e.g. child sexual exploitation, female genital mutilation, child trafficking, forced marriage); and the implications of particular issues (e.g. the internet)
 |
| * The potential impact of specific issues on child protection/adult support and protection/domestic abuse:
 |
|  - Disability (including physical impairments; and learning disabilities) |
| * Ethnic group (including where English is not the first language).
 |
| * Gender (including gender-based violence)
 |
| * Religion / faith (including abuse in a religious environment).
 |
| * Age (including children and young people over 16; those at the point of transition from children’s to adult services; and young parents)
 |
| * Parental substance misuse (including substance misuse in pregnancy).
 |
| * Domestic abuse (including domestic abuse in pregnancy and the impact of domestic abuse on children, young people and the non-abusing parent / carer).
 |
| * Parental mental ill health
 |
| * Trauma
 |
| * Bullying/Discrimination/Harassment
 |
| * Complex needs (including additional support needs)
 |
| * Other aspects of personal circumstances (e.g. asylum seeking; being a carer)
 |
| * Experience of particular forms of abuse and neglect (e.g. child sexual exploitation, female genital mutilation, human trafficking & exploitation, honour based and forced marriage etc.)
 |
| * Multi-agency child/adult support and protection procedures, protocols and guidance and any changes to these.
 |
| * The role of the Child Protection Lead Officer, Adult Support and Protection Coordinator/Gender Based Violence Coordinator and respective local Committees.
 |
| * Know what to do if you have reported concerns but no action is taken to address them.
 |
| * The impact of particular issues and circumstances (e.g. equality issues; substance use; domestic abuse; particular forms of abuse/neglect/harm such as child sexual exploitation, human trafficking and exploitation).
 |
| * Relevant legislation and guidance (and changes to this) including, for example, children’s rights, confidentiality and information sharing/Data Protection/GDPR.
 |
| **Key skills for a worker in this group are the ability to:** |
| * Apply the GIRFEC approach and other relevant legislation and guidance to practice including outcomes focused approaches.
 |
| * Carry out child/vulnerable adult centred work, recognise, respond and respect appropriately to disclosure of abuse, seek and identify children and young people’s and vulnerable adults views and promote their rights.
 |
| * Engage, communicate, observe and work effectively with children/young people/vulnerable adults and their families/carers
 |
| * Help develop record and ensure the implementation of a child protection plan, linking risks with tasks (including through core group and review case conferences where appropriate/MARAC/MATAC and MAPPA.
 |
| * Fulfil any specialist role in regard to specific vulnerabilities / circumstances and / or in supporting child/vulnerable witnesses.
 |
| * Recognise and respond to the potential need for advocacy and / or communication support for children/ young people/vulnerable adults and their families/carers.
 |
| * Engage and work effectively with other workers.
 |
| * Distinguish between facts, opinion and professional judgement.
 |
| * Seek support in situations beyond your experience or expertise. Use supervision and support to deal with your own reactions to possible harm or abuse, within confidentiality requirements.
 |
| * Give evidence in Court.
 |
| * Recognise signs that include behavioural and physical that may indicate an individual has been, or is in danger of being, harmed or abused.
 |
| * Being Trauma informed at a skilled level.
 |

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| **The Intensive Contact Workforce: Competences, Knowledge and Skills** |
| **Core competences - The core competences relating to child protection, adult support and protection and gender based violence for a worker in this workforce group are those identified for the general and specific contact workforces and to:** |
| * Ensure that appropriate emergency action is taken to protect a child/young person/adult.
 |
| * Initiate and participate in a child/adult protection enquiry with other relevant workers, including an initial / inter-agency referral discussion.
 |
| * Discuss and consider child/adult protection issues with other relevant workers.
 |
| * Undertake work with complex cases on a single and multi-agency basis.
 |
| * Collect and ensure the representation of the views of the child/young person/adult/carers.
 |
| * Perform the role of Lead Professional.
 |
| * Provide informed advice and support to others about child/adult protection issues.
 |
| **Key knowledge - for a worker in this group is:** |
| * Local systems and multi-disciplinary procedures that relate to safeguarding and protection from abuse and harm.
 |
| * The local strategic and operational approach to child/adult protection, procedures, protocols and the overall pattern of provision.
 |
| * The roles and functions of the Lead Professional.
 |
| * Relevant statutory powers, duties and legal issues (including any changes to these).
 |
| * When a child/adult protection plan is needed, the actions that make up the plan and the way this will be implemented.
 |
| * The importance of relevance, proportionality and ‘need to know’ in terms of recording and data sharing.
 |
| **Key skills for a worker in this group are the ability to:** |
| * Undertake, manage, plan and support joint and single agency investigative work appropriate to their role (including inquiring into alleged abuse or neglect
 |
| * Analyse and critically appraise: information (including collating a integrated chronology); needs; risks assessments
 |
| * Select and use appropriate assessment tools and produce a needs-led assessment, including the assessment of risk/outcome focused assessments
 |
| * Recognise and respond to complex needs of particular groups
 |
| * Identify desired outcomes, including longer term outcomes
 |
| * Communicate effectively and engage with all parties about child/adult protection plans
 |
| **The intensive contact workforce: additional competences, knowledge and skills** |
| * Collect / collate evidence to monitor and review a child’s/adults plan and evaluate interventions.
 |
| * Conduct / contribute to significant case reviews / critical incident analysis and contribute to developing and implementing recommendations.
 |
| * Supervise and / or support workers / colleagues involved in child/adult support and protection/domestic abuse work.
 |
| * Analyse material, carry out critical analysis and be confident to challenge other workers when required.
 |
| * Identify and respond to boundary issues / conflicts of interest/disguised compliance/undue pressure/coercive control.
 |
| * Evaluate their own and multi-agency interventions.
 |
| **Additional knowledge - which might be required in some roles / functions would be that identified for the general and specific contact workforces, as well as:** |
| * Standards, quality indicators and new recommendations.
 |
| * Immediate intervention/emergency protection measures relevant to their own agency (Child/Adult Protection Order, Child/Adult Assessment Order and Exclusion/Banning Order, and Police powers).
 |
| * The role and need for medical examination/assessment and the needs of the child/young person/vulnerable adult.
 |
| * Specific legal issues (e.g. age of legal capacity / sexual activity; criminal injuries compensation) and changes to such legislation.
 |
| * Specific behaviours, such as self-harm; suicide ideation; and suicidal intent.
 |
| * The relevance and contribution of their own agency and that of the CPC/APC to wider Community Planning.
 |
| ***Additional skills which might be required in some roles / functions would be the ability to:*** |
| * Lead and contribute to Child Protection Case Conferences/Core Groups/Adult Support and Protection Case Conferences.
 |
| * Prepare, implement, maintain, monitor and review a Child/Adult Support and Protection Plan with other relevant workers.
 |
| * Contribute to auditing and scrutiny of services and outcomes against relevant National Standards and quality indicators, as well as new recommendations from reports / inquiries.
 |
| * Contribute to the overall development of child protection/adult support and protection/gender based violence provision and / or strategies, audits and scrutiny, policies and procedures and contribute to implementing recommendations.
 |
| * Develop deliver, co- deliver multi-agency training/briefings/Learning mentoring/coaching.
 |
| * Being trauma Intensive trained.
 |

**Public Protection Learning and Practice Development Opportunities**

**Public Protection – Is Everyone’s Responsibility (General Workforce) ½ day delivered by the Public Protection Advisor**

This training is an awareness raising opportunity and not training to make employees experts in Public Protection. The training is to be used as part of a new employee’s induction either by attending a face to face training or completed as an e-learning module where they have no access to e-learning. The training covers the following:

* To have an understanding of the different types of harm and abuse.
* To have an understanding of how to recognise harm and abuse.
* To have an understanding of your responsibilities as a Council or commissioned service to the Council and Health Board.
* Know what to do and what not to do if you are worried about an adult or child.

**Public Protection E-learning modules**

The following e-learning modules are available via Learnpro/Mylo or Turas (NHS). The courses can be accessed as part of staff induction, as refresher training or as additional learning for specific job roles:

* Public Protection – Is Everyone’s Responsibility (Mandatory All Council employees)
* An Introduction to MAPPA
* Adult Support and Protection For the General Contact Workforce
* Child Protection For the General Contact Workforce
* Trauma Skilled Practice (Essential – Specific/Intensive for Council employees)
* PREVENT (Mandatory – All Council/NHS employees)
* Professional Curiosity (Child Protection)

Wider Public Protection across the Lifespan

**SMART Planning s specific to Child Protection and Adult Support & Protection Plans (Specific and Intensive Workforce) ½ day delivered by the Public Protection Advisor**

This workshop aims to help improve planning across all agencies. It will include exercises, resources and principles that underpin effective planning for children their families and vulnerable adults at risk of harm. This is your opportunity to partake and learn practical skills to take back into practice.

The target audience for this workshop is Health Visitors, Midwifes, School Nurses, Education promoted posts, Social Workers – Children, Adults, Criminal Justice, Family Support Workers, Foster Carers, Residential Social Workers and the 3rd sector who are involved in creating vulnerable Adults and Children’s Safe Plans. The learning outcomes are:

* To have an understanding of the principles underpinning effective planning
* To have improved knowledge of tools that can assist in making plans SMART
* To practice how good your SMART plans are
* To have confidence and be creative in your thinking when planning with children/ their families and adults at risk of harm

**Supporting Individuals and Families who find it Difficult to Engage with Services (Specific and Intensive Workforce) ½ day delivered by the Public Protection Advisor**

Applicants must have previously completed Child Protection and Adult Support & Protection Awareness Raising and Response training.

This course is for practitioners, who may in the course of their work encounter families & individuals who resist, evade or only superficially engage with professionals when intervention is necessary to protect vulnerable children/ young people and adults. The target audience is: Social Workers – Children, Adults, Criminal Justice, Residential Social Workers, Foster Carers, Family Support Workers, Midwives, Health Visitors, Substance Use Workers and 3rd Sector. The learning outcomes are:

* To understand the reasons why individuals and families may avoid working with services.
* To identify strategies to support working with resistant and non-engaging behaviours.
* To recognise the importance of partnership working when working with individuals and families to find it difficult to engage.

**Adult Support and Protection Learning and Practice Development Opportunities**

**Adult Support and Protection 2a For the General Contact Workforce) ½ day delivered by the Public Protection Advisor**

This training is an introduction and is designed to raise awareness for staff in all sectors whose work involves contact with adults who may be at risk of harm. The learning outcomes are:

* To recognise and understand who is an adult at risk.
* To recognise and understand the types and patterns of harm.
* To be clear about having a duty to report any concerns about actual or suspected harm.
* Have an awareness of the principles within adult support and protection legislation
* To be aware of the procedures and guidelines in your organisation that would support you in reporting concerns.

**Adult Support and Protection - Level 2b (Specific & Intensive Workforce) ½ day delivered by the Public Protection Advisor.**

This training is aimed at multi-agency operational managers who may be involved in Adult Protection investigations and Case Conferences. Participants are expected to have completed Adult Support and Protection (Level 2a) training. The learning outcomes are:

* How to act on relevant legislation in relation to Adult Support and Protection (Scotland) Act 2007.
* Roles and responsibilities of relevant agencies and professionals in implementing Adult Support and Protection (Scotland) Act 2007.
* Your Duty to Report, Inquire and Co-operate.

**Adult Support and Protection - Council Officer (Intensive Workforce) 2-days joint training with Falkirk Council & NHS Forth Valley**

This training is designed for Council Officers and others who will have specialist roles under the Act. (Team Leader or Service Manager of a frontline service, including Housing / Homelessness (in any sector), meet the criteria for ‘Council Officer’ under Adult Support and Protection (are a social worker or Occupational Therapist with more than 1 year post qualifying experience), are a member of an Adult Protection Committee or sub-group, work in an advocacy setting, work with a regulatory body such as the Care Commission, manage an independent service and want to have detailed knowledge of the legislation and its practice implications

It is intended for multi-agency and multi-disciplinary use. The learning outcomes are:

* To identify the duties, roles and responsibilities of statutory agencies and professionals in the Adult Support and Protection (Scotland) Act 2007.
* To review knowledge of the definitions in the Act.
* To develop knowledge and understanding of 3 types of protection orders
* Be conversant with Adult Support and Protection processes, procedures and standards of practice.

**Adult Support and Protection - Council Officer Refresher (Intensive Workforce) 1-day facilitated by the Public Protection Advisor**

This training is designed for Council Officers and others who will have specialist roles under the Act. (Team Leader or Service Manager of a frontline service, including Housing / Homelessness (in any sector), meet the criteria for ‘Council Officer’ under Adult Support and Protection (are a Social Worker or Occupational Therapist with more than 1 year post qualifying experience), are a member of an Adult Protection Committee or sub-group, work in an advocacy setting, work with a regulatory body such as the Care Commission, manage an independent service and want to have detailed knowledge of the legislation and its practice implications

It is intended for multi-agency and multi-disciplinary use. The learning outcomes are:

* To identify the duties, roles and responsibilities of statutory agencies and professionals in the Adult Support and Protection (Scotland) Act 2007.
* To review knowledge of the definitions in the Act.
* To develop knowledge and understanding of 3 types of protection orders
* Be conversant with Adult Support and Protection processes, procedures and standards of practice.

**Adult Support & Protection Council Officer Investigative Interviewing (to be developed in partnership with the Adult Support & Protection Lead Coordinator) (Intensive Workforce) 1-day facilitated by the Public Protection Advisor and Lead Coordinator.**

Applicants must have previously completed Adult Support and Protection Council Officer training.

This training To assist Council Officers to put Adult Support and Protection legal knowledge into practice in relation to inquiries and investigations. To understand and be clear the agency’s expectations of Council Officers when receiving an AS&P referral, when making inquiries and using all information to plan and conduct an interview using a five stage interview model. Participants will also know the standard of recording needed for investigative interviews. Overall participants will have greater confidence in such work and to practice the skills required.

The learning outcomes for this course are:

* To be able obtaining evidence in making inquiries into a new Adult Protection referral.
* To write an Action Plan to cover all areas of an inquiry.
* To describe the need for investigative interview skills.
* To prepare for an interview
* To conduct and record an investigative interview

**Adult Support & Protection Care Home Managers (2a & 2b) – Train the Trainer (Intensive Workforce) 1-day facilitated by the Public Protection Advisor**

This training is designed to support Care Home Managers / Deputes and Day Centre Managers / Deputes in the delivery of Adult Support and Protection training to their staff.

Care Home Managers and Day Centre Managers have a responsibility to ensure that all staff working within their responsibility receives the required training.

This training course is specifically designed to address Adult Support and Protection concerns that may arise in a care home / day centre setting and is equivalent to Adult Support and Protection Level 2a and 2b. This training includes all the necessary materials required to deliver this training within your agency. The learning outcomes are:

* To have knowledge of the Forth Valley Adult Support and Protection Guidance.
* To recognise and understand who is an adult a risk in a care home/day centre setting.
* To recognise and understand types and patterns of harmful behaviour, this can include poor quality care.
* To understand your responsibility to whom you would report your concerns.
* To record and date your concerns in the agency files.

**Adult Support & Protection Care at Home Managers/Supervisors (2a & 2b) – Train the Trainer (Intensive Workforce 1-day) facilitated by the Public Protection Advisor**

This training is designed to support Care at Home Managers / Designated Training Officers in the delivery of Adult Support and Protection training to their staff.

Care at Home Manager / Designated Training Officers have a responsibility to ensure that all staff working within their responsibility receives the required training.

This course is specifically designed to address Adult Support and Protection concerns that may arise in a care at home setting and is equivalent to Adult Support and Protection Level 2a and 2b. This training includes all the necessary materials required to deliver this training within your agency. The learning outcomes for this course are:

* To have knowledge of the Forth Valley Adult Support and Protection Guidance
* To recognise and understand who is an adult at risk in a care at home setting
* To recognise and understand types and patterns of harmful behaviour, this can include poor quality care.
* To understand your responsibility to whom you would report your concerns.
* To record and date your concerns in the agency files.

**Adult Support and Protection Capacity and Consent (Intensive Workforce) 1-day facilitated by Falkirk Council**

A one day course tailored towards the further professional development needs of staff operating as Council Officers, their managers and other key professionals within Forth Valley. Specifically this course will facilitate wider considerations of working with individuals whose impairment(s) may impact on their ability to make decisions about their own health safety or wellbeing, particularly in the context of the Adult Support and Protection (Scotland) Act 2007. The learning outcomes are;

* To help understand capacity and consent issues as they relate to AS&P legislation
* To recognise the potential complexities of capacity and consent
* To identify what aspects of capacity and consent you are able to assess and in what circumstances.
* To identify to support assessment of capacity (e.g. in discussion with others).
* To identify when to seek specialist assessment of capacity
* To understand what should be recorded.

**Adult Support and Protection Financial Harm (Specific and Intensive Workforce) 1-day facilitated by Falkirk Council**

To assist multi-agency staff develop awareness of financial harm and the potential impact this may have on adults at risk, including a focus on frail older adults. Specifically to recognise, where there is/or may be a risk of financial harm or exploitation. Reinforce the need to report & record actual/ suspected financial harm or financial irregularities. The learning outcomes are:

* To be aware of the legislative background of financial harm
* To have knowledge of the definitions in financial harm
* To understand the diversity of financial harm
* To understand the impact it can have
* To have the knowledge of the prevention and protection associated with financial harm.

**Interaction of the 3 Acts (Intensive Workforce) 1-day facilitated by Falkirk Council**

Training tailored towards the development needs of staff operating as Council Officers and their managers within Forth Valley, illustrating the links that exist across the main protective legislation in place for adults. The learning outcomes are:

* Have an understanding of the relationship between the social work role in Adult

 Protection and the relevant legislation in Scotland

* Have knowledge of the Adults with incapacity (Scotland) Act 2000.
* Have a knowledge of the Mental Health (Care and Treatment) (Scotland) Act

 2003.

* Have a knowledge and understanding of the relationship between these two acts and

 the Adult Support and Protection (Scotland) Act 2007.

* Understand the roles of appropriate agencies and professionals within the framework

 of Adult Protection.

**Older and Wiser** **Working with people who use substances as they age (Specific and Intensive Workforce) 1-day facilitated by SDF**

 This course explores the health needs of an ageing cohort who use alcohol and drugs.  It is aimed primarily at frontline staff and managers and is also relevant to services that support people who use substances, such as housing and homelessness services.

**Robust and Defensible Decision making in Adult Support & Protection (Intensive Workforce) 1-day facilitated by Falkirk Council**

Training tailored towards the ongoing developmental needs of staff operating as Council Officers and their managers within Forth Valley. This course will offer opportunities to consider decision making, risk, recording and defensibility in adult protection practice.

The target audience is Council Officers, Team Managers and Team Leaders. The learning comes of this course are: By the end of the course participants will have:

* established legal requirements for decision-making in assessment and service provision
* considered the impact of self-assessment on decision making
* revisited issues of informed decision-making where a person may lack capacity
* considered the range of information sources which may impact on decision making
* explored the nature and provenance of information/evidence
* explored the interconnected nature of differing viewpoints
* examined some theories of collaborative decision-making
* practiced making professional judgments using live examples
* critically analysed their own decision-making process
* considered the important of accurate recording and the use of chronologies

**Child Protection Learning and Practice Development Opportunities**

**Child Protection For the General Contact Workforce) ½ -day**

This training is also available online as a refresher through e-learning. This course is to be completed online every 2 years.

The target audience is staff from all agencies that may come into contact with children/young people or are involved with their parents/carers as part of their duties. For people who have not had any previous child protection training or who are in need of a refresher. The learning outcomes are:

* To develop an awareness of the national policies and local procedures in child protection.
* How to recognise the signs and indicators of child abuse and neglect.
* To have an understanding of your role in child protection and be aware of the referral process and how to report concerns / disclosures.

**Intra-Agency Child Protection Key Processes, Roles and Responsibilities (Specific and Intensive Workforce) 1-day facilitated by Public Protection Advisor and thematic leads**

*There is an expectation that professionals who have face to face contact with families complete this training every 5 years.*

Applicants must have previously completed Child Protection Introduction- Awareness & Response training.

This training is aimed at Intra-agency operational staff and managers who are in regular contact or carry out direct work with children / young people and / or their parents / carers and who have an organisational duty to learn more about child protection. The learning outcomes for this course are:

* To understand the national and local context for child protection.
* To have a clear understanding of information sharing record keeping and confidentiality.
* To describe the roles of agencies involved in child protection.
* To know the key processes and knowledge of what is in the Forth Valley Inter- Agency Child Protection Guidance

**Intra-Agency Child Protection Key Processes, Roles and Responsibilities – Refresher (Specific and Intensive Workforce) ½ - day facilitated by Public Protection Advisor**

*To be completed as a refresher every 3 years.*

Applicants must have previously completed Inter-agency Child Protection Processes Roles and Responsibilities training.

This training is aimed at intra-agency operational staff, practitioners and managers from all agencies who are involved in core child protection work and the implementation of care planning. The learning outcomes of this course are:

* To have an updated knowledge of local child protection processes.
* To have an updated understanding of information sharing, record keeping and confidentiality.
* To understand thresholds, risk and resilience.
* To have improved confidence in decision making, case planning and collating chronologies.
* To have an understanding of the importance of SMART interim and child protection plans.

**Vulnerability of Babies (to be developed in partnership with NHS Forth Valley Consultant Paediatrician and NHS Child Protection Advisor (Specific and Intensive Workforce ½ - day) facilitated by Consultant Paediatrician NHS Forth Valley (TBC)**

Applicants must have previously completed Child Protection Introduction training.

This training aims to raise awareness of the child protection risks posed to young babies and children as well as discussing the procedures for babies born into vulnerable families. It will cover the evidence as to why babies are at a far greater risk and how practitioners approach should take this into account.

The target audience is; Social Workers – Children, Substance Use Workers, Criminal Justice, Health Visitors, Midwives, Family Support Workers, Foster Carers, Nursery Managers & Nursey Assistants and 3rd Sector. The learning outcomes for this course are:

* To have an understanding and able to recognise the signs of abuse or neglect in babies and infants.
* To have an understanding of the serious and life threatening risks to babies suffering abuse or neglect and their increased vulnerability to ill treatment.
* To have an awareness of specific responsibilities for monitoring, investigating and protecting babies and infants from abuse and neglect.

**Protecting Children and Young People with Disabilities: Non- verbal (Specific and Intensive Workforce) ½ -day facilitated by Action for Children and Public Protection Advisor**

Applicants must have previously completed Child Protection Awareness Raising and Response training.

This course aims to highlight the vulnerability of disabled children and support practitioners when there are concerns about neglect or harm. Disability awareness and effective communication go hand in hand with ensuring these children and young people are safe. This training is aimed at Social Workers – Children, Foster Carers, Residential Social Workers, Family Support Workers and 3rd Sector. The learning outcomes are:

* To describe the specific vulnerabilities of disabled children
* To discuss the evidence from research
* To identify barriers to disclosure and detection
* To apply ways to minimise vulnerability
* To use skills in engaging children/ young people

**Identification of Needs, Risk and Outcome Planning (Specific and Intensive Workforce) 1- day facilitated by trained practitioners from education, health and social work.**

Applicants must have previously completed Intra-Agency Child Protection Processes Roles and Responsibilities training.

The target audience for this training is Social Workers – Children, Health Visitors, Midwives, Foster Carers, Residential Social Workers, Family Support Workers, Substance use Workers, Early years, Housing Officers, Education promoted posts and 3rd sector.

The learning outcomes are;

* Agree a common understanding of the purpose and process of assessment
* Review the key concepts of risk
* Revisit the skills necessary to gather and organise data and exercise professional judgement
* Demonstrate the link between risk assessment, risk analysis, risk management and outcomes
* Explore the use of assessment tools
* Promote effective and respectful multi-agency collaborative working and information sharing

**Trigger Trio - Parental Mental ill Health, Parental Substance Use and Domestic Abuse (Specific and Intensive Workforce) 1-day facilitated by Lead Officer Child Protection**

Applicants must have previously completed Intra-Agency Child Protection Processes Roles and Responsibilities training.

The target audience for this training is Social Workers – Children, Health Visitors, Midwives, Foster Carers, Residential Social Workers, Family Support Workers, Substance use Workers, Early years, Housing Officers and 3rd sector. The learning outcomes are;

* to give attendees a greater knowledge of domestic abuse, parental substance use and parental mental ill health issues
* to develop a greater understanding of how these issues impact on children and young people
* to identify links between these issues and child protection concerns

**Neglect Tool (Specific and Intensive Workforce) ½ - day facilitated by Public Protection Advisor (Also available as a emodule on Mylo and Clacks Academy)**

Applicants must have previously completed Intra-Agency Child Protection Processes Roles and Responsibilities training and the Trigger Trio training

The target audience for this training is Social Workers – Children, Education promoted posts, Health Visitors, Midwives, Residential Social Workers, Family Support Workers, Early years, 3rd sector and Housing Officers

The learning outcomes for this course are:

* To familiarise practitioners with the principles and content of the Neglect Toolkit
* To consider thresholds and values when assessing and ascribing scores to families where neglect is an issue
* To complete and score the Neglect Toolkit in relation to a case study
* To explore and build confidence in using this tool and use in practice

**Drug Awareness (Specific and Intensive Workforce) 1- day facilitated by SDF**

The training aims to increase workers’ drug awareness knowledge and provide an opportunity to explore current and emerging trends with substance use.

The target audience for this training is Social Workers – Children, Health Visitors, Midwives, Foster Carers, Residential Social Workers, Family Support Workers, Early years and Housing Officers.

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

• Name the seven key drug categories and their key effects

• Recall an overview of the key substances in use

• Identify the reasons why people choose to use drugs and alcohol.

• Recall poly-drug use and dependant substance use patterns.

• Describe signs of overdose and how to respond.

• Identify effective techniques to support people who use drugs and alcohol

**Children and Families Affected by Parental Substance Use** **(Specific and Intensive Workforce) 1-day facilitated by SDF**

This two day course seeks to develop the knowledge and skills of workers in contact with children and families affected by problem drug and alcohol misuse. This includes health visitors, teachers, substance misuse workers and social workers, including criminal justice workers.

The target audience for this training is Social Workers – Children, Principal Guidance Teachers, Child Protection Coordinators, Health Visitors, Midwives, Foster Carers, Residential Social Workers, Family Support Workers, Early years and Housing Officers

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

• Reflect on personal and professional values and how this may impact on practice

• Understand the importance of appropriate information sharing at an intra- and inter- agency level.

• Utilise the Child’s Change Cycle tool and understand how it relates to the Trans-theoretical Model of Change for adults.

• Identify protective factors which promote resilience in adverse circumstances.

• Recognise the potential and actual impact of parental substance misuse on children

**Child Sexual Exploitation (General, Specific and Intensive Workforce) ½- day facilitated by the Public Protection Advisor (Also available as a emodule on Mylo and Clacks Academy)**

Applicants must have previously completed Child Protection Introduction.

The course will raise awareness of how young people become involved in child sexual exploitation, the impact of their experiences and how practitioners can respond to protect and support those affected

The target audience is; Social Work – Children, Family Support Workers, Residential Social Workers, Foster Carers, School Nurses, and education promoted posts, Chairs of Parent Councils and 3rd Sector. The learning outcomes are:

* To explain the key terminology and definitions in relation to child sexual exploitation.
* To identify and describe the key vulnerability factors, risk indicators and spectrum of experiences in relation to child sexual exploitation.
* To recognise the importance of information sharing and multi-agency partnership in responding to children and young people

**Mock Hearings (Specific and Intensive Workforce) 1/2 day facilitated by SCRA**

The target audience is; Social Work – Children, Family Support Workers, Residential Social Workers, Foster Carers, and 3rd Sector. The learning outcomes are:

This is an opportunity for all team around the child members to participate in mock children’s hearings. This will provide attendees with the knowledge and understanding of why children attend hearings, the purpose of those Hearings, roles within Hearings and the various decisions panel members can make. It is a safe environment to ask questions and pick up hints and tips for presenting your recommendations and views at hearings.

**Preparing Children from Hearings (Specific and Intensive Workforce) 1/2- day facilitated by SCRA**

The target audience is: primarily education and social work (but open to wider Team Around the Child members) with information in relation to preparing children and families for attending a children`s hearing as part of the Better Hearings Agenda.  SCRA will provide guidelines and materials for delegates to consider when engaging young people and their families for attending a Children`s Hearing.  The focus of this training is to encourage young people to engage more within the Children`s Hearing process and for professionals to have various resources to aid them in working with a young person who is involved in attending Children`s Hearings.

**Violence against Women & Girls Learning and Practice Development Opportunities**

**Domestic Abuse and Coercive Control (Specific and Intensive Workforce) 1- day facilitated by Stirling Women’s Aid**

Applicants must have previously completed Trigger Trio training.

The training is an introductory multi-agency session that aims to develop your understanding of domestic abuse, as a form of gender based violence. During the day we will explore the root causes of domestic abuse, the impact of domestic abuse, the complexities involved in leaving abusive relationships, and the main elements of best practices. This training will support anyone undertaking Safe & Together training.

The target audience is Social Workers – Children’s Adults, Criminal Justice , Police Officers, Health Visitors, Midwives, Housing Officers, Residential Social Workers, Foster Carers, Family Support Workers, 3rd Sector, MHO’s, CPN’s and Substance Use Workers and those who work directly or indirectly with those affected by domestic abuse. The learning outcomes are:

* Be able to understand domestic abuse and conceive control and the interaction between, emotional, sexual and financial abuse
* Have a better understanding of the Domestic Abuse Act and its implications.
* Be able to spot the signs of domestic abuse
* Feel more confident when working with adults affected by Domestic Abuse
* Have a knowledge of risk assessments, legal issues and supporting people in a way that is supportive and enables survivors to speak about their experiences
* Have an understanding of working with survivors form being trauma informed.

**Responding to the impact of trauma for children and young people living with domestic abuse. (Specific and Intensive Workforce) 1-day facilitated by Stirling Women’s Aid, Clackmannanshire Women’s Aid and Public Protection Advisor**

Applicants must have previously completed Understanding Domestic Abuse training and Trigger Trio training.

This training builds on the learning gained in Understanding Domestic Abuse training. We will focus on the impact of domestic abuse on children & young people, including its relevance to child development and child protection. We will provide opportunity for skills building exercises for supporting children and young people experiencing domestic abuse.

The target audience is; Social Workers – Children, Residential Social Workers, Foster Carers, identified education promoted posts, Health Visitors, 3rd Sector and those who are currently working directly or indirectly with children and young people experiencing domestic abuse or those who have an interest in working in this field in the future. The learning outcomes are:

* Know that domestic abuse is a child protection issue.
* Understand the extent to which children are exploited by perpetrators of domestic abuse.
* Understand the impact of domestic abuse on child and adolescent development.
* Have an awareness of the elements of safe practice and services to support children and young people experiencing domestic abuse.

**Domestic Abuse Multi- Agency Risk Assessment Conference (Specific and Intensive Workforce) ½ - day facilitated by Stirling Women’s Aid**

Applicants must have previously completed Understanding Domestic Abuse.

MARAC (multi-agency risk assessment conferencing) is a process that identifies the highest risk victims of domestic abuse. Through multi-agency sharing of information and case discussion, a risk / safety management plan is agreed to assist in reducing the risk to the victim, any children involved and others. You and / or your staff may be asked to provide information to the MARAC or you may have serious concerns about a victim / family known to your service. This training will provide key information about the overall process, the crucial role you play in reducing risks for these families and how to use the risk assessment tool (RIC).

The target audience is; Social Workers – Children, Adults, Criminal Justice, MHOs, CPN’s, Family Support Workers, Child Protection Coordinators, 3rd Sector, Housing Officers, Police and Substance Use Workers. The learning outcomes are:

* Have an understanding of MARAC and the Multi- Agency task and Coordinating MATAC process.
* How to undertake a risk assessment using the multi-agency risk assessment
* Have an understanding of the referral process for MARAC and knowledge of how to complete a Risk assessment
* Feel confident about representing the service user at MARAC
* Know how to create a multi agency safety plan

**Safe and Together Core Practice (Specific and Intensive Workforce) 4-days facilitated by Clackmannanshire and Stirling Safe & Together accredited Trainers.**

Ideally applicants must have previously completed Domestic Abuse and Conceive Control training

This 4- day training which those attending must be able to attend all 4- days, will develop practitioner’s knowledge and skills on improving better outcomes for families and systems for those affected by domestic abuse. The 4 -days training will focus on how to support and develop keeping a child Safe & Together with the non-offending parent, Partnering with the non-offending parent as a default position and intervening with the perpetrator to reduce risk and harm to the child.

The target audience is; Social Workers - Children, Adults and Criminal Justice, Housing Officers, Health Visitors, Residential Social Workers, 3rd Sector and Housing Officers, MHO’s, CPN’s Substance Use Workers. The learning outcomes are:

* To be able to describe and practice various components of the Safe and Together Model and domestic abuse –informed practice
* To have an increased ability and confidence to practice each of the skills identified in the training: Assessment, Interviewing, Documentation and Case Planning.
* To be confident in developing an individualised action plan for applying these learnings to one’s own day to day practice.

If you require any training for your position and are a Clackmannanshire, NHS Forth Valley, Emergency Service or 3rd Sector employee please email ssld@clacks.gov.uk. If you are a Stirling employee please request your place using **Erin**. In all situations you will be contacted confirming your place – **when booking please supply: name, job title, Team/Service, Organisation/Agency name, email address, name and date of training, name of line manager and their email address in order to update training records.**

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| **Author’s name** | Neil Whettam |
| **Designation** | Public Protection Learning and Development Advisor |
| **Date** | January 2020 |
| **Review date** | June 2021 |