



# TRAINING PROGRAMME 2023



## Tailormade Training Solutions Training Courses & Workshops

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For further information and/or to discuss your requirements, please contact Susan Taylor:

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## SAFEGUARDING CHILDREN

All settings are expected to have robust safeguarding systems in place and be able to evidence how they create and sustain a culture of vigilance where children's welfare safety are actively promoted.

With the publication and implementation of 'Working Together to Safeguard Children 2020', 'Keeping Children Safe in Education 2021' and Ofsted's 'Inspecting Safeguarding in Early Years, Education and Skills Settings 2021' alongside the launch of local and national safeguarding children initiatives, it is essential that all staff have an understanding and up-to-date knowledge of safeguarding children requirements.

This course provides an overview of the current safeguarding and explores the difference between safeguarding children and child protection. It provides up-to-date, practical information to enable the participant to create and sustain safer environments for their children and in their workplace.

During this session, delegates will learn about:

- Statutory guidance and local updates
- How to evidence successful signs of safeguarding
- New and emerging child protection risks
- The future focus of Ofsted inspections
- The implications of the COVID-19 Pandemic on them and the children they care for

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

## SAFEGUARDING AND CHILD PROTECTION FOR SCHOOL GOVERNORS

KCSIE states that 'Governing bodies should ensure that they facilitate a whole school or college approach to safeguarding. This means ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development'.

This training session is designed to provide Governors relevant and current information required to effectively exercise strategic leadership for the school or college's safeguarding arrangements to ensure that policies, procedures and training are both fit for purpose and compliant.

During this session, delegates will learn about:

- Understanding the role and responsibilities of a governor with respect to safeguarding and child protection
- Developing an understanding of the legal responsibilities as part of the governing body and recognition of the key policies that schools and colleges must comply with
- Collaboratively working with the Designated Safeguarding Lead and the Deputy Designated Safeguarding Leads
- Safeguarding and child protection files, audits, policy reviews and key performance indicators
- The current picture, e.g. pandemic to endemic, peer-on-peer abuse, mental health and online safety.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### SAFEGUARDING ADULTS AT RISK

This online Safeguarding Adults at Risk Level 3 training should be completed by those who work with vulnerable adults including in various sectors, including education, community services, healthcare and social care services

**This comprehensive course covers:**

- What is Safeguarding Adults and the associated legislation plus how to respond to Safeguarding Alerts
- How to support vulnerable people and keep people safe
- Understand the Mental Capacity Act
- Deprivation of Liberty Safeguards
- Understand the purpose of report writing and how to plan an Adult Protection Investigation
- How to provide strong leadership to make Safeguarding integral to Care and how to use systems and standards to prevent and respond to neglect and abuse.

The aims of this training course is to improve awareness and knowledge relating to the safeguarding of vulnerable adults at risk, particularly in health care and social care settings and specifically provide an awareness of individual and professional responsibilities to support vulnerable adults in a way that lets them make their own choices about their lives, to prevent harm and reduce the risk of neglect or abuse to adults with living with care and support needs and raise awareness so that health and social care staff and professionals understand ways of identifying, responding and preventing abuse and neglect

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### IMPROVING OUTCOMES FOR CHILDREN WITH ADDITIONAL NEEDS

This training / workshop is essential for Adults who work with children with SEND (Special Educational Needs and Disabilities) as they need to or should be more aware of the additional needs the child may have as this could mean they more vulnerable to abuse and/or less able to speak out if something isn't right.

**During the day, Delegates will explore their role and responsibilities and also learn:**

- How to identify the additional safeguarding vulnerabilities and risks for children with SEND
- Effective responses to those safeguarding risks
- How to work effectively with parents and multi-agency colleagues to safeguarding children with SEND
- Personalisation of their work with children with SEND to promote their safety and wellbeing

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### WORKING WITH CHILDREN SUBJECT TO CHILD PROTECTION PLANS

Working with children who are 'at risk of significant harm' and have allocated social workers can be complex and demanding. This course looks closely at caring for children who are subject to child protection procedures and focuses on the essential skills required to successfully collaborate and engage with children and their families in an attempt to encourage partnership working and multi-agency decision making.

During this session, delegates will have the opportunity to:

- Examine the child protection case conference process (using the strengthening families model)
- Learn the skills required to actively participate in discussions and planning for children
- Explore what makes a good child protection conference report
- Explore best practice strategies to be used when working with children who are the subject of Child Protection plans, their families and other agencies that form the team around the child

This course is essential for professionals who have limited experience of attending and contributing to multi-agency meetings.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### ACHIEVING TRAUMA-INFORMED PRACTICE: THE ROUTE TO RESILIENCE

This training / workshop will take delegates on the journey to achieving trauma-informed practice (TIP). The key goal of trauma-informed practice is to raise awareness about the wide impact of trauma and to avoid the re-traumatisation of the children and young adults.

During the session, delegates will:

- Begin to explore how they and their organisation can work in ways that are trauma-informed, through exploring definitions of trauma alongside the five principles of trauma-informed practice and how to achieve these in their care
- Learn about the inextricable link between the mind and the body and how the body processes emotions will be highlighted, with practical ways that bring healing to children and adults alike.
- Learn key conversational skills which equip the delegate to support individuals overcome negative self-referencing and help them move from 'behaving' their traumatic life experiences, to reflecting and developing coherent life narratives.
- Be provided with immediately actionable practical strategies to implement in their policies and provision

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

#### ACCREDITED SAFER RECRUITMENT FOR SCHOOLS

Safer recruitment is an essential part of safeguarding. Whether you're a commercial business, statutory organisation, voluntary group or recruitment agency, it's important you have rigorous safer recruitment at the heart of your organisation to ensure that your organisation is safe.

**Delegates on this one day accredited Safer Recruitment in Education course will consider:**

- Developing robust safer recruitment policies and procedures for your organisation
- How to ensure that safeguarding is embedded throughout the entire recruitment process
- How to continually assess the suitability of staff
- Making the right selection / interview decisions
- Responding to concerns identified through background and vetting checks
- Responding to inappropriate behaviour and allegations of abuse
- How to maintain an ongoing culture of vigilance.

This course promotes safer recruitment practice and challenges poor and unsafe processes. Delegates will have opportunities to examine how to continually assess the 'suitability' of their workforce and learn how to implement safeguarding audits to evidence performance and identify gaps.

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

#### SAFER RECRUITMENT FOR VOLUNTARY SECTOR ORGANISATIONS & CHARITIES

Safer recruitment is an essential part of safeguarding. Whether you're a commercial business, statutory organisation, voluntary group or recruitment agency, it's important you have rigorous safer recruitment at the heart of your organisation to ensure that your organisation is safe.

**This one day Safer Recruitment course covers**

- Changes and updates to safer recruitment requirements
- An understanding of offender behaviour
- Identifying the key features of staff recruitment that help deter or prevent the appointment of unsuitable people
- How to create and maintain an ongoing culture of vigilance
- Opportunities to consider policies and practice that minimise opportunities for abuse or ensure its prompt reporting

This course promotes safer recruitment practice and challenges poor and unsafe processes. Delegates will have opportunities to examine how to continually assess the 'suitability' of their workforce and learn how to implement safeguarding audits to evidence performance and identify gaps.

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation



#### CREATING SAFER ENVIRONMENTS FOR CHILDREN AND STAFF

Safe environments do not happen by accident. They are purposefully built and carefully maintained. Having a designated safeguarding lead and comprehensive policies and procedures in place to protect children and staff are essential if settings, organisations and institutions are to fulfil their duties and responsibilities

This course provides guidance and information about the need for policies and procedures in order to create a safer environment for children and the workforce and provides useful information about the effective management of complaints, concerns, allegations against someone in a position of trust and serious incidents in line with regulatory requirements.

During this session, delegates will learn how to:

- Analyse the part they play in safeguarding children
- Address any barriers they have in fulfilling their safeguarding obligations
- Implement policies and procedures in order to create a safer environment

During the day, delegates will receive flexible learning opportunities to help acquire knowledge and skills, drawing upon lessons from serious case reviews, research and real life case studies.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

#### ONLINE HARMS

The internet and technology provide us all with immense opportunities. It is a world in which children become immersed from a very young age, but as with all aspects of life there are positives and negatives. When you consider that almost any behaviour can be enacted online it gives an indication of the scale of potential online harms.

During this packed but enjoyable day, delegates will look at some quite diverse areas, all of which reflect the real online lives of children and young people and learn::

- What do we mean by online safety and online harms?
- How do we differentiate protecting children of different ages?
- What is risk and show to simplify this with the 4 C's – Content, Contact, Conduct and Commercialism.
- The main areas where we find children and young people online explore their motivations, the risks and issues (the 4 C's), and of course the positives too

There will be discussion around a number of risks including child sexual exploitation and sextortion, commercialisation, algorithmically-driven content wellbeing as well as considering how and why apps and games are designed to keep us there and much more.

At the end of the day, Delegates will come away with a much better understanding of the online lives of children and young people, the potential risks they may be exposed to and the appropriate advice and guidance in order to support children and young people in your care.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### PORNOGRAPHY, YOUNG PEOPLE AND CHILDREN THE IMPACT OF THIS TYPE OF CONTENT ON GROWING BRAINS & BODIES

This training / workshop is suitable for anyone working with children or whose children have discussed, viewed or sent this kind of material, practitioners who have been called to deal with this issue in schools, homes or other settings. In fact anyone who knows children!

With the prevalence of Pornography on the internet alone (It is suggested that approximately one third of the online space is dedicated to this material) it is highly likely, if not almost guaranteed that children and young people can be exposed to this in many of their social media accounts, video platforms and of course the gaming spaces.

They will undoubtedly hear sexualised language and curiously google this information, only to land on sites, searches and spaces where this material is for over 18's, inappropriate, extreme and often violent.

During this packed and informative training, facilitated by an expert in the field who has over a decade of experience working with these issues with children as young as 5, delegates will:

- Learn about what pornography children and young people see, what the harm, influence and issues are with viewing this material
- Hear anonymous case studies and examples to provoke discussion
- Discuss candidly, openly and frankly about the issues children and young people face with this material and the viewing of this whether this be once off, repeatedly or problematic viewings.
- Learn about the vulnerabilities of websites and what this may mean for children's cyber safety and security going forward.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### EXPLORING THE ROLE OF THE 'APPROPRIATE ADULT'

This training / workshop is aimed at voluntary sector groups (Foster Carers and charities supporting young people) with the aim to better understand the role of an 'Appropriate Adult' at the police station.

This session recognises the important role foster carers/support workers play in the lives of children and young people with an emphasis on the rich and supportive relationship they have built with the children they care for.

This workshop includes:

- An overview on this unique and important role
- Information on the typical legal problems/scenarios the Appropriate Adult may face at the Police Station.

Following the presentation, delegates will be given ample time to discuss the points raised and the opportunity to ask questions.

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation



## UNDERSTANDING RACISM AND ANTI RACIST PRACTICE

This training / workshop is aimed at professionals across the children's society teaching them how to deal with issues relating to racism how to promote anti-racist practice and to embed and engage in anti-racist practice to work with children and young people.

The training is split into two sessions to allow delegates time to process the information from the morning information based session before embarking on the interactive afternoon session which aims to empower delegates to critique/adapt and support the development current/future processes within the children's society.

The morning session will cover several topics designed to enable delegates to begin to think about some of the wider systemic concepts attached to race and racism including:

- Exploration of racism and power dynamics
- Move beyond debates regarding unconscious bias and cultural competence
- Exploration of white privilege and white fragility

During the afternoon delegates will be set a series of tasks and put into breakout rooms to discuss their reflections from the morning and to begin to think how to they can become anti-racist practitioners by:

- Exploring the barriers to promoting equality, anti-discriminatory practice and tackling racism within the children's society
- Enabling them to recognise racist incidents and explore how to respond to them most effectively

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

## CARING FOR UNACCOMPANIED ASYLUM SEEKING CHILDREN

Young asylum-seekers are among the most vulnerable groups of children and young people in care. This is largely due to their experience of war and conflict, as well as adapting to a new environment, usually unable to speak English. This training/workshop will enable learners to understand the needs of unaccompanied asylum-seeking children (UASC) in more detail.

During this packed and informative training, delegates will learn:

- Understanding the complexities of immigration
- Introduction to age assessment process
- Learning about cross-cultural care and communication
- Supporting education and health for children from abroad
- Safeguarding and trafficking
- Transitions and Leaving Care
- What next for UASC?

More information:

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

## UNDERSTANDING GANGS AND STREET VIOLENCE IN URBAN ENVIRONMENTS

This training / workshop is aimed at practitioners, social workers and voluntary sector groups (Foster Carers and charities supporting young people) to help them understand the evolution of county lines, youth violence and gang culture.

**This workshop will enable delegates to:**

- Identify the evolution of gangs, and youth violence in the United Kingdom.
- Understand the factors that cause young people to join deviant groups who may be involved in different forms of violence and criminality.
- Understand how to apply theories, models, and approaches in a range of settings.
- Support participants to critically, self-reflect and to share learning with others about ways to address issues around youth violence.
- Help practitioners to understand youth violence and the need to proactively engage with retail, business leaders, community spaces that are already open in communities.

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

## CRIMINAL EXPLOITATION

This training / workshop has been designed in response to the national prevalence of Child Criminal Exploitation (CCE) and the County Lines phenomenon which has entrenched thousands of young children and people into serious violence and organised crime.

**During this packed and informative training, delegates will learn about and consider:**

- Grooming/Rewiring
- Indicators
- Missing Episodes
- Relevance to Modern Slavery Act (see below)
- Gaps and challenges in systems (all agencies plus gender bias/statutory cliff-edge at 18/neurodivergent -vulnerability/bespoke needs of British victims etc.)
- Why language in Child Exploitation can harm
- Why County Lines victims don't engage
- Three states of a victim
- Victim versus offender
- Contextual safeguarding
- What's needed?
- What works?
- Food for thought scenarios

**More information:**

- This course can be delivered online via a secure Zoom session or face-to-face
- All delegates receive a comprehensive handout and certificate of participation

### Other Training courses available for commission:

- Safeguarding Children for Early Years DSL's & Deputy DSL's
- Safeguarding Children for Early Years Staff
- Safeguarding Children for Childminders (or those working with children 0-5 years)
- Safeguarding Children & Advanced Safeguarding for DSL's & Assistants
- Safeguarding Children for Parents and Carers
- Safeguarding Children for NQT's
- Reflective Staff Supervision
- Childhood Mental Health
- Child Development
- Domestic abuse signs, indicators and referral pathways
- Harmful Cultural Practices including Forced Marriage, 'honour based' violence and FGM
- Child Sexual Exploitation
- Hidden Harm Masterclass: Understanding Cannabis – why we shouldn't minimise impact on the individual, parenting and children
- Motivational Interviewing
- Working Effectively with Neglect
- The Prevent Duty
- Sexual Violence and Sexual Harassment Between Children
- Private Fostering
- Exploring the Effect of Adverse Childhood Experiences (ACES's)
- Working with Resistant Families and Disguised Compliance
- Contextual Safeguarding – A New Approach
- Behaviour Risk Assessment
- Understanding Challenging Behaviour
- Attachment in the Classroom
- Exclusion Training Workshop
- Introduction to Positive Approaches to
- Challenging Behaviour De-escalation,
- Brain-friendly approaches to Behaviour Management

For further information, please contact Susan Taylor:

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