



# Multi-Agency Training Delivery Plan



April 2008 - March 2009





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## Comments from BSCB Training Delegates

"A very thought provoking subject matter. Thank you to the trainers - great training technique."


"Enjoyed the informal atmosphere."

"Very useful with a multi-agency group."

"Enjoyed interagency training opportunities to network."

"Keep up the good work, young people need workers like you."





## Introduction

It is the aim of the Bradford Safeguarding Children Board (BSCB) to provide quality training in a safe and reflective environment and offer opportunities for all participants to support their own personal and professional development.

### Multi-agency Safeguarding Training

The BSCB has a Training Sub-Group which is "responsible for ensuring the delivery of accessible inter-agency training which supports the principles of working together and creates an ethos which values collaborative working with other professionals".

BSCB employs a multi-agency training coordinator to promote, develop and facilitate the delivery of training, learning and development opportunities for all staff working with children, young people and/or adults who are parents/carers across the Bradford District. This includes the statutory, voluntary and independent sectors.

Multi-agency training enables staff to work effectively both within their own agency and across organisational boundaries. Training people together can make a significant contribution to building mutually respectful and trusting relationships, which form the foundation of any partnership working.

The BSCB Training Programme aims to increase participants' knowledge and skills in the field of safeguarding children in order to provide high quality services and improve outcomes for children, young people and their families and carers.

In order to meet the differing levels of training needs across the range of agencies and staff roles, the courses are targeted according to the level of contact with children and families and level of responsibility for safeguarding children.

Each member agency has a Training Sub-Group representative whose role is to co-ordinate and prioritise safeguarding training according to need in their agency. The BSCB Training Coordinator will assist with prioritising training for agencies if they do not have a Training Sub-Group representative.

## Common Core of Skills and Knowledge

Common Core of Skills and Knowledge for the Children's Workforce sets out the basic skills and knowledge needed by people (including volunteers) whose work brings them into regular contact with children, young people and families. It will enable multi-disciplinary teams to work together more effectively in the interests of the child. The skills and knowledge are described under six main headings:

- Effective communication and engagement with children, young people and families
- Child and young person development
- Safeguarding and promoting the welfare of the child
- Supporting transitions
- Multi-agency working
- Sharing Information

BSCB courses have regard for the Common Core and they all have a focus on Safeguarding and promoting the welfare of the child. The extent to which each of the other skills and/or knowledge is covered varies according to the topic.

### Comments from BSCB Training Delegates

"A difficult in depth subject which you managed to make interesting."

"I feel that the training has been invaluable and will be able to directly use it's content within my practice."

"Good content - not too heavy info, relevant areas covered, helpful advice and support offered by trainers."

"A well planned and constructive day, thank you."





## Target Audiences

The Multi Agency Training Delivery Plan developed by BSCB is targeted at all workers from statutory, voluntary and independent agencies and organisations in the Bradford District. These will either be providing services direct to children and their families or providing services for adult clients - who may also be parents or carers of dependant children.

The guidance in Working Together to Safeguard Children (2006) describes the different levels of target audiences in terms of their job role and level of responsibility for safeguarding children.

The courses which we provide have been categorised according to the guidance. In the table below you will see a brief description of each target audience, those who are Practitioners are covered by target audience groups A, B and C, Operational Managers are described as target audience D. The guidance also refers to those who have Strategic and Managerial responsibility who are described as target audience E.

Before booking onto a Bradford Safeguarding Children Board training course, workers would benefit from reading the target audience description on the next page and deciding which best describes their area of involvement with children, young people and their families.

Many of the courses indicate that they are suitable for practitioners from more than one target audience. Everyone needs to complete a basic awareness of child abuse and neglect course before considering the specialist training programmes.

It is advisable to discuss your training needs with your line manager to help you decide which course best meets your learning and development needs.

If you or your manager is unsure about the suitability of a particular course please check with the BSCB training Coordinator - see back page.

### Comments from BSCB Training Delegates

“Enjoyed the multi agency approach, far better learning experience.”

“Extremely useful and relevant knowledge gained to apply to practice.”

“Trainer's ability to 'look after' participants was very evident and appreciated.”





## Target Audiences

### Target Audience A - Contact

Those in contact with children, young people and parents who are carers.

A

These will be people who are in a position to identify concerns about maltreatment, including those which may arise from use of the Common Assessment Framework (CAF), and who, as a minimum, need introductory training on how to work together to safeguard and promote the welfare of children.

### Target Audience B - Work Regularly

Those who work regularly with children, young people, adults who are parents and carers who may be asked to contribute to assessment of children in need.

B

This group should have a higher minimum level of expertise: a fuller understanding of how to work together to identify and assess concerns, to plan, undertake and review interventions. They also need to manage the interface between themselves and Group C and workers in Group A to whom they might be giving advice about child welfare concerns.

### Target Audience C - Specified Responsibility

Those who have a particular responsibility for safeguarding children.

C

Those in this group need to have a thorough understanding of working together to safeguard and promote the welfare of children, including complex and/or serious cases and will be responsible for supervising staff in group A and or B. They are likely to hold some professional/organisational responsibility.

### Target Audience D - Managers

Operational Managers

D

Operational managers at all levels, within organisations employing staff to work with children and families, or with responsibility for commissioning or delivering services, benefit from specific training on inter-agency and multi-agency practice to safeguard and promote the welfare of children.

### Target Audience E - Strategic

Those with strategic and managerial responsibility for commissioning and delivering services for children and families.

E

This includes those in each of the agencies listed in section 11 of the Children Act 2004, any other members of BSCB's, school governors and trustees.



## Training Pathways

### Basic Awareness Training for Safeguarding Children (All Target Audiences)

This is single agency training, usually as part of an induction programme and regularly updated.

In order to access the multi-agency courses which the BSCB provides all participants must have completed basic awareness of child abuse and neglect training and have received training in their own organisations safeguarding children policy and procedures.

It is recommended that basic awareness training is updated every three years or sooner if a professional body requires it.

### On-Line Learning

In recognition of the increased demand for safeguarding children training the Bradford Safeguarding Children Board in partnership with other LSCB's is a Founder Member of the Safeguarding Children e-Academy.

This means that all partner agencies of the BSCB can provide their staff with access to an on line learning module **Basic Awareness in Child Abuse and Neglect**. This training meets the mandatory requirement of undertaking basic awareness training.

Application to the on line learning module is via the BSCB website - [www.bradford-scb.org.uk](http://www.bradford-scb.org.uk)

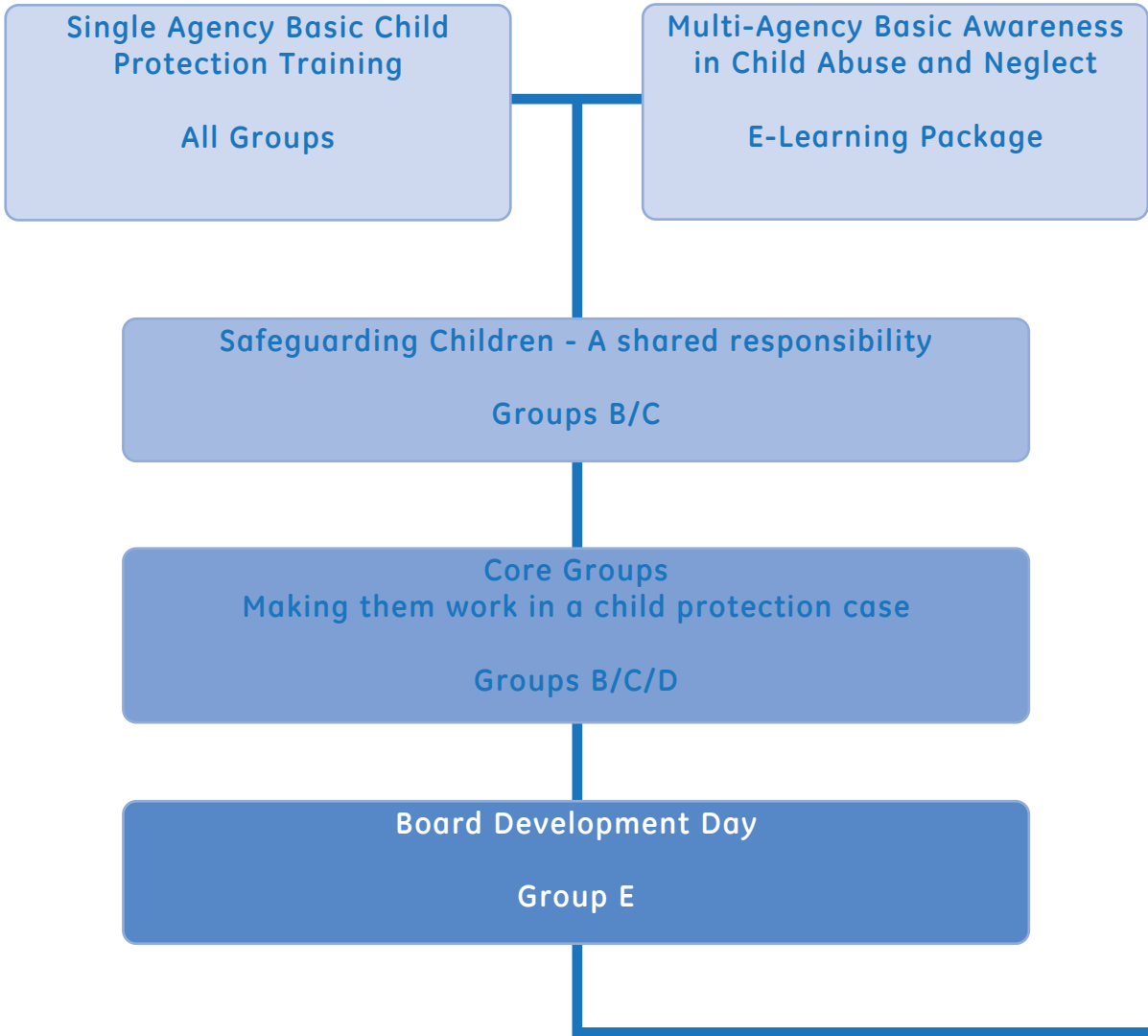
Organisations and individuals who are not members of the Bradford Safeguarding Children Board can also access the Basic Awareness in Child Abuse and Neglect module. A fee will be charged check with the BSCB Training Administrator for further information.

### Single Agency Advanced

Some of the BSCB partner organisations will have training requirements specific to their profession or area of expertise which require more advanced single agency safeguarding training. These will be provided on a single agency basis.



# Training Pathways





## Specialist Courses

- Attachment  
**Groups A/B**
- Human Rights, Data Protection and Child Protection  
**Groups A/B**
- Safeguarding Children on the Net  
**Groups A/B/C**
- How the Police Investigate cases of Child Abuse  
**Groups B/C**
- Safeguarding Children and Young People at risk of Sexual Exploitation  
**Groups B/C**
- Substance Misuse and Parenting  
**Groups B/C**
- Working with Families and Children who are not UK Citizens  
**Groups B/C**
- Allegations Management  
**Groups C/D**

- Basic Child Protection Law  
**Groups A/B**
- Domestic Abuse and Child Protection  
**Groups A/B/C**
- Forced Marriages and the Welfare of Young People  
**Groups B/C**
- Fabricated and Induced Illness  
**Groups B/C**
- Working with Parents with Learning Disabilities  
**Groups B/C**
- The Sexual Offender - Grooming by, treatment of and public protection from  
**Groups B/C**
- Infant Mortality in Bradford and Airedale  
**Groups B/C/D**
- Safeguarding Children and Young People at risk of Sexual Exploitation - Managers and Champions  
**Groups C/D**

- Hidden Dimensions of Abuse  
**Groups A/B**
- Domestic Abuse - The Family, Support and Intervention  
**Groups A/B/C**
- Homelessness - Implications for working with families, children and young people  
**Groups B/C**
- Disability and Safeguarding Children  
**Groups B/C**
- Young People who go Missing  
**Groups B/C**
- Understanding the Effects of Child Sexual Abuse  
**Groups B/C**
- Serious Case Reviews and the lessons to be learned  
**Groups B/C/D**
- Delivering Services for Parents with Learning Disabilities and their Children - The Issues and Dilemmas  
**Group D**





## Optional Specialist Courses

Below is an alphabetical list of all the annually run courses, with a brief description and an indication of the target audience. Changes in legislation or local demand may require changes or additions to this list. We will circulate this information through the Training Reps and publish on our website.

### **Allegations Management - Managers (C/D)**

A focus on the statutory guidance about "Allegations Management" and how named senior officers and senior managers should implement this through the BSCB procedures in Bradford and District

### **Attachment - (A/B)**

What is attachment; Development of attachment; Attachment and atunement; the effects of early abuse and neglect on brain and behaviour; Effects of separation in infancy; Facilitating attachment bonds.

### **Basic Child Protection Law - (A/B)**

This course will cater for those workers involved with children who have little or no knowledge of this area or those who would like a "refresher" course and will concentrate on the legislation contained in the Children Act 1989 and its amendments.

### **Core Groups - Making them work in a Child Protection Case - (B/C/D)**

Core Groups - their use and value; signs of "dangerousness" and dangerous partnerships which can affect the outcome of a CP case; some lessons to be learned from Child Death Investigations in Bradford; the process of change.

### **Delivering Services for Parents with Learning Disabilities and their Children - The Issues and Dilemmas - (D)**

An overview of current legislation and guidance; Making best use of resources whilst meeting the needs of families; Meeting the challenges of multidisciplinary working; Engaging and supporting staff in good practice approaches.

### **Disability and Safeguarding Children - (B/C)**

The course aims to: Give further understanding of vulnerability; give further understanding of the effects disability can have on workers; explore protective strategies; share ideas and innovative practice; explore different forms of communication and emphasise the importance of working together.

### **Domestic Abuse and Child Protection - (A/B/C)**

Identification of the links between domestic abuse and child protection; a focus on the effects for children and young people of experiencing and witnessing violence against their female carer; consideration of the key issues and principles for practice when working with families.



### **Domestic Abuse - The Family, Support and Intervention - (A/B/C)**

Why Women stay/go back; why men abuse women; the impact of Domestic Abuse on the family unit; the role of the Police and Social Services and when these Agencies can intervene; the role of the professional worker in the investigation of Domestic Abuse.

### **Fabricated and Induced Illness - (B/C)**

The course will highlight the indicators, dynamics and dangers associated with FII; it will enhance the knowledge and confidence of professionals in dealing with this issue and will explain the BSCB Policy "Safeguarding Children in whom illness is fabricated or induced."

### **Forced Marriages and the Welfare of Young People - (B/C)**

The differences between arranged marriages and forced marriages; the cultural background; intervention strategies; the role of the Police and the Foreign and Commonwealth Office; the role of the Agencies, particularly Social Services; the consequences of intervention.

### **Hidden Dimensions of Abuse - (A/B)**

This is an integrated course regarding the abuse of vulnerable adults, domestic abuse and safeguarding children. Practitioners from a range of both adult and children's services will benefit from this course.

### **Homelessness - Implications for Working with Families, Children and Young People - (B/C)**

The criteria used for assisting people who present as homeless; Assistance for young people who are homeless; Links with Social Services and other Agencies; "Homehunter" services; application of housing law to child care scenarios.

### **How the Police Investigate Cases of Child Abuse - (B/C)**

The course covers: Handling Disclosures -including how to ask questions; police procedures and how a case is investigated, what is evidence; difficulties in prosecuting this type of case; Criminal and Care Proceedings.

### **Human Rights, Data Protection and Child Protection - (A/B)**

This is a session on the Human Rights Act 1998 and the Data Protection Act the course will cover those rights which affect Child Protection work. There will be a series of scenarios to work through and discuss.

### **Infant Mortality in Bradford and Airedale - (B/C/D)**

The issues relating to infant mortality, in particular its incidence across the district and the role of the professional in its prevention.

### **Safeguarding Children and Young People at risk of Sexual Exploitation - (B/C)**

Exploration of the extent of the problem in this area; understanding why; support and assistance to children and young people; the role of the Agencies; the role of the Police; contents of the Inter-Agency Protocol.





### **Safeguarding Children and Young People at risk of Sexual Exploitation - Managers and Champions - (C/D)**

This training is designed to give managers and Lead Professionals specialist knowledge to help them to train and advise colleagues with respect to sexual exploitation concerns and multi agency working. It will cover the key legislation and how to implement the protocols and referral process to support staff across a range of agencies.

### **Safeguarding Children on the Net - (A/B/C)**

The aim of this course is to help participants understand the development and range of information and communication technologies (ICT), their use by children and young people and by those who present a risk to them.

### **Serious Case Reviews and the lessons to be learned - (B/C/D)**

What is a Serious Case Review; how is a Review conducted and managed in Bradford; your role and lessons from Reviews locally and nationally.

### **Substance Misuse and Parenting - (B/C)**

The course covers: Problematic drug use; drug dependency; theoretical styles of intervention; working with denial; drug use and dependency; overview of local services.

### **The Sexual Offender - Grooming by, treatment of and public protection from - (B/C)**

The process of entrapment used by sexual offenders; the role of the Police and public protection issues; the work of the Probation Service when dealing with a sexual offender.

### **Understanding the Effects of Child Sexual Abuse - (B/C)**

The short term and long-term effects of sexual abuse; Practical ways of helping an abused child; "Surviving" and services to assist adults who were sexually abused as children; Services available to (non abusing) parents and carers of children who have been sexually abused.

### **Working with Families and Children who are not UK Citizens - (B/C)**

The legal issues relating to the position of non UK Citizens; the problems of non UK Citizens in Bradford and district; the problems that professionals encounter in trying to give a good service; the services available locally and nationally.

### **Working with Parents with Learning Disabilities - (B/C)**

Government guidance, valuing difference, balancing the needs of the child and the parent's right to family life, communication skills and identifying good practice.

### **Young People who go Missing - (B/C)**

To understand why young people go missing and gain an insight to preventing and responding to the problem including the role of Children's Social Care, Education, Connexions and the Police.





## Developments

In addition the following courses are being developed and are expected to be become available in the near future.

### Multi-Agency - Specialist

Anti-bullying Training (B/C)

Safeguarding Children: A Shared Responsibility (B/C)

Serious Case Reviews - Best Practice (C/D)

Prevention of Childhood Accidents (B)

Prevention of Childhood Accidents Champion Training (C)

Safer Recruitment (C/D)

### On Line Learning - through the Safeguarding Children E Academy

Hidden Harm - Parental Substance Misuse (B/C)

An Introduction to Integrated Working CAF (Information sharing /Lead professional Contact Point) (A/B/C) \*

Integrated Working - A Short Course for Managers (D) \*

Runaways (A/B)

Safeguarding Children from Sexual Exploitation (A/B)

*\* These courses will be made available to the Children's Workforce through the Integrated Children's Workforce Team.*





## Schedule and Course Descriptions

The multi-agency courses are organised on an annual cycle, many of the courses are repeated during the 'training year' from April 2008 to March 2009.

**The BSCB website - [www.bradford-scb.org.uk](http://www.bradford-scb.org.uk) - contains up-to-date information about each of the multi-agency training courses.**

Detailed descriptions of current courses, the dates they will be run and training venues are on the website. This includes information about how to apply and details of the Training Representative for each organisation.

## Application and Allocation of Places

Application is through the Training Representatives in each organisation. In order to ensure we have a representative and multi-agency participation at each course there is an allocation of places for each agency. The training representatives use these when allocating places to the staff in their organisation.

The confirmation of the place and venue details and any other important information, such as reading or pre-course tasks are sent out two weeks prior to the course.

## Cancellation/Non attendance

The multi-agency courses are usually oversubscribed.

If after being allocated a place you are unable to attend please let your training rep know as soon as possible. They can allocate the place to someone else in your organisation or inform the BSCB Training Administrator who can allocate the place to someone on the waiting list.

At present we do not charge a fee for non-attendance. However this policy may change in the future.





## Agency Training Reps

Agency	Training Rep	E-mail	Telephone
Children's Social Care	Liz Moore	liz.moore@bradford.gov.uk	01274 437691
Bradford District Care Trust	Anne Potter	Anne.Potter@bdct.nhs.uk	01274 323722
Bradford and Airedale tPCT	Lesley Dickinson	lesley.dickinson@bradford.nhs.uk	01535 338747
Airedale NHS Trust	Rachael Hammond	rachael.hammond@bradford.gov.uk	01274 432912
Bradford Teaching Hospital Trust	Jean Heptinstall	Jean.Heptinstall@bradfordhospitals.nhs.uk	01274 382315
Education Bradford	Jenni Whitehead	Jenni.Whitehead@educationbradford.com	01274 385726
West Yorkshire Police	Louise Embleton	LE22@westyorkshire.pnn.police.uk	01924 292496
Probation	Margaret Wilson	Margaret.Wilson@west-yorkshire.probation.gsi.gov.uk	01274 704500
CAFCASS	Ralph Berry	Ralph.Berry@cafcass.gov.uk	01274 386100
NSPCC	Janet Barraclough	bradford@nspcc.org.uk	01274 769800
Careers	Liz Hemsley	Liz.Hemsley@careersb.co.uk	01274 379425
Early Years	Angela Thompson	angela.thompson@bradford.gov.uk	01274 435255
Youth Service	Iain Gordon	iain.gordon@bradford.gov.uk	01274 432440
Other	Rachael Hammond	rachael.hammond@bradford.gov.uk	01274 432912

### Comments from BSCB Training Delegates

"Thank you, I enjoyed this course. The multi-agency aspect was very useful i.e. participants from different agencies, as well as the content."

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