



Got a good idea to improve our training?

We are committed to continually reviewing our training programme to support you to deliver a first class service to Northamptonshire's children. The programme is clearly informed by the expectations of Every Child Matters and, sadly, the recommendations of serious case reviews when things have gone wrong.

But we need to hear from you what would make training more accessible and a more satisfying experience for you.

- Do you know any great training venues which we could use?
- What creative ideas do you have for getting away from the 9.30pm to 4.30pm on weekdays format for courses?
- What topics would you like to see in the programme?
- Have you come across any inspirational trainers we may not be aware of?
- Do you know of a child, young person or parent who might like to be involved in the planning and/or delivery of training?

So please get thinking and send your ideas to:

CYPPB

Kara-Kim Wootton

cypworkforcedevelopment@northamptonshire.gov.uk

LSCBN

Ann White

anwhite@northamptonshire.gov.uk





Training Pathways

In April 2010 the new Working Together to Safeguarding Children was released. It identified eight target groups for safeguarding training and development. To make all learning and development opportunities easily accessible this has been adopted across all multi-agency training offered to the whole children and young people's workforce. To help you identify the different training you should do we have provided examples of job roles for each group. Should you have further questions please do not hesitate to contact Ann or Kara-Kim who will be happy to help.

Group 1

Those in infrequent contact with children, young people and their parents or carers. For example librarians, G.P. receptionists, community advice centre staff, groundsmen, recreation assistants, environmental health officers etc.

Group 2

Those in regular contact or who have a period of intense but irregular contact with children, young people and their parents or carers including all health clinical staff, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of CAF. For example housing, hospital staff, YOT staff, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers etc.

Group 3

Those who work predominantly with children and young people and their parents or carers, and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child or young person and parenting capacity where there are safeguarding concerns. For example paediatricians, GPs, youth workers, those working in early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in , for example learning disability, mental health, alcohol and drug misuse services etc. This group should have single agency training related to their specific role and some inter-agency training

Group 4

Members of the workforce who have particular responsibilities in relation to undertaking Section 47 inquiries, including professionals from health, education, police and children's social care, those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.





Training Pathways

Group 5

Those who are professional advisors, named and designated lead professionals. In addition to training content as for groups 1-5, this group should have training in promoting effective professional practice and in advising others

Group 6

Operational managers at all levels including: practice supervisors; frontline managers and managers of child protection units. This group should have training in the supervision of child protection cases and in managing performance to promote effective inter-agency practice

Group 7

Senior managers responsible for the strategic management of service; NHS Board Members. need training in S11 expectations, roles and responsibilities

Group 8

Members of the LSCB including: Board Members, Independent Chair, Directors of Children's Services, Elected member, lay member, members of Executive and sub/task groups, business support team, inter-agency trainers. LSCB should have an induction programme, development days and a refresher at least every three years

For more information visit

<http://www.dcsf.gov.uk/everychildmatters/safeguardingandsocialcare/safeguardingchildren/workingtogether/workingtogethertosafeguardchildren/>

For the purpose of this Multi-Agency Learning and Development Guide each section will provide a table with courses named for groups 1 – 8 (where applicable). Please ensure you have identified yourself to a group as this will guide you through accessing the appropriate training from the two teams.



LOCAL SAFEGUARDING
CHILDREN BOARD
NORTHAMPTONSHIRE



Training Programme



General Information

Training represents a significant investment of time and money and it is important that everyone makes a serious commitment to getting the best return for that investment. The following process and associated expectations are, it is hoped, an attempt to ensure that this happens without being overly bossy!

The Process

To apply for a course, please download the application form available on the website and send to:

*Jeni England
LSCBN Administrator
1st Floor
Century House
Northampton
NN4 7SJ
Tel: 01604 654040
Fax: 01604 654000*

- If you apply for a course, please keep the date free in your diary
- We will let you know if you have a place on the course or not at **least 3 weeks** before the date of the training
- If you find you cannot make the date of the training please let LSCBN Business Office know as soon as possible so that the place may be offered to someone else
- Please do not send someone else in your place. Only listed delegates will be permitted to attend the training event
- Please ensure that you are able to attend the whole course

Costs

The LSCBN will fund all training at point of use for participants from agencies which contribute to the LSCBN. A modest fee may be negotiated with non-member agencies.

However, if you fail to attend without giving your apologies at least 48 hours in advance an invoice for £50 will be sent to your manager to cover any losses.



Training Pathways

The training pathway is a guide for those wishing to attend LSCBN training. However, we try to be as flexible as possible and would not wish to exclude anyone from a course they feel to be relevant to their role.

If you have any queries regarding a course, please contact the Training Co-ordinator

Safeguarding training should be delivered within their own agency with refresher training at least every three years

Who	Foundation and Refresher	Core	Specialist
Groups 1 & 2	Provided by own agency or Introduction to Safeguarding		Any other course
Group 3 This group should have single agency training related to their specific role and some inter-agency training	Provided by own agency or Introduction to Safeguarding	Working Together – 1 day Child Development and the Impact of Abuse – 1 day	Any other course
Groups 4 & 5	Provided by own agency or Introduction to Safeguarding	<ul style="list-style-type: none"> • Working Together – 2 day • Working out the “Why” – effective analysis in assessment and the SCR process • Emotional Abuse & Neglect • Parenting Capacity – Mental Health • Parenting Capacity – Learning Disability • Parenting capacity – Domestic Violence • Parenting Capacity – Drugs & Alcohol • Safeguarding Black & Minority Ethnic Children • Safeguarding Disabled Children • Child Protection conferences and Core Groups 	Any other course
Groups 5 & 6	Provided by own agency or Introduction to Safeguarding	<ul style="list-style-type: none"> • As above • The Management of Safeguarding 	Any other course



Introduction to Safeguarding training through your own agency

Within your agency there will be someone who is responsible for initial child protection training

This training is an essential pre-requisite for all the inter-agency training in this programme

The LSCBN provides initial safeguarding training for anyone who does not have access to single agency introductory training in child protection

Please contact the Training Co-ordinator if you are not sure if this applies to you

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