Foreword

Welcome to the Greenwich Safeguarding Children Board (GSCB) brochure, detailing the multi-agency training opportunities available in 2018/19 for staff working with children, young people and their families in Greenwich. Multi agency training promotes effective working with colleagues from other disciplines to safeguard and promote the welfare of children. No single professional can have a full picture of a child’s needs and circumstances and everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action in order to ensure that they receive the right help at the right time. In order for agencies to collaborate effectively, it is essential that every individual working with children and their families is aware of their own safeguarding role and responsibility as well as the roles and responsibilities of other professionals.

Working Together 2015 states that; “There should be a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice”, and we remain committed to this while awaiting publication of new guidance later in 2018. There are significant changes approaching in local child safeguarding arrangements but in the meantime it is business as usual for GSCB; ensuring that a comprehensive programme of training is available to effectively meet the developmental needs of partner agencies, organisations and individual practitioners. Our programme for 2018/19 offers a variety of training opportunities delivered by members of the GSCB multi-agency training pool as well as a number of courses commissioned from specialist providers.

GSCB recognise that the safeguarding needs of children & young people at risk of abuse are ever-changing, as are the training needs of practitioners supporting them. We hope that the training opportunities offered over the coming year will support the workforce to remain dynamic, keeping up with the changing demands of safeguarding work in Greenwich.

Nicky Pace,

GSCB Independent Chair
# Greenwich Safeguarding Children Board (GSCB)

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<th>Date</th>
<th>Course</th>
<th>Time</th>
<th>Venue</th>
<th>Page</th>
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</thead>
<tbody>
<tr>
<td>1 Mar</td>
<td>Safeguarding Disabled Children</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
<td>59</td>
</tr>
<tr>
<td>4 Mar</td>
<td>Working with Parental Substance Misuse</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
<td>64</td>
</tr>
<tr>
<td>5 Mar</td>
<td>Attachment, Loss and Trauma</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
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<tr>
<td>7 Mar</td>
<td>Working with Parental Mental Illness</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
<td>63</td>
</tr>
<tr>
<td>8 Mar</td>
<td>The Resilient Practitioner ; Self-care strategies for helping professionals</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
<td>55</td>
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<tr>
<td>22 Mar</td>
<td>Safeguarding Children: A Basic Induction</td>
<td>9.30 – 4.30</td>
<td>W.Centre</td>
<td>21</td>
</tr>
</tbody>
</table>
Introduction

Welcome to the Greenwich Safeguarding Children Board’s Multi-agency Training and Development Programme 2018-19. Within this brochure you will find the training schedule for this period and the information you will need to choose, book and evaluate a GSCB training course. This document has been prepared to meet the learning and development needs of all those who work with children and families in Greenwich.

The board is committed to facilitating inter-agency co-operation and communication through this programme, which also offers opportunities for participants to network, and to understand the challenges and dilemmas that other professionals deal with in their work. Our aim is to improve and promote best practice at all organisational levels to ensure that the children and young people of Greenwich are safeguarded and protected from harm.

The multi-agency training provided by Greenwich Safeguarding Children Board offers a broad range of opportunities for practitioners to work together in a learning environment with a common aim of improving children’s safety and wellbeing.

This programme provides details of a wide variety of high quality training. The *Safeguarding children: A Basic Induction* provides the basic knowledge and skills required to identify and act on concerns about the safety and welfare of children; *Working Together to Safeguard Children* further develops this introduction with a strong focus on the inter-agency aspects of safeguarding, and will be updated to reflect the new guidance expected this year. The *Refresher* courses provide opportunities for practitioners to stay current in their understanding of local and national safeguarding developments.

There is also a wide range of more specialist courses. These themed courses focus on specific aspects of child protection: for example, considering the possible risks to children in particular circumstances, such as when parents have mental health or substance misuse problems, or where there is domestic abuse within a family; or examining specific areas of practice such as working with families where there is resistance or avoidance. We continuously review and develop our training to respond to changing policy and legislative initiatives and research evidence.

Training groups

To ensure practitioners access the appropriate course for their role and level of responsibility the GSCB has mapped all courses against the training groups outlined in London Safeguarding Children Board’s Training Framework for London – “Competence Still Matters” (2013). These groups do not correspond to vocational or academic qualifications. It is the role of your manager to determine what training you should access.

I hope that you will take full advantage of the opportunities on offer here

Cindy Marais

GSCB Manager
Key Drivers, Training Priorities and Principles

The GSCB training plan reflects the national policy drivers, current legislation, government statutory guidance and local priorities for Greenwich.

The programme and the content of training are regularly reviewed and updated by members of the GSCB Learning and Development Work Group to reflect changes in national and local guidance and include current key safeguarding themes. Additional trainers with specialist expertise have joined the training pool to develop and plan new courses to meet identified need.

**Working Together to Safeguard Children (HM Government 2015)**

At the time of going to print, *Working Together to Safeguard Children 2015* is the guidance on effective multi-agency working to safeguard children. This is expected to be replaced by new *Working Together* guidance in 2018. Amongst other changes the guidance will enact the decision in the Children and Social Work Act 2017 to replace Local Safeguarding Children Boards with locally determined Child Safeguarding Arrangements.

*Working Together 2015* clearly places the responsibility on the employers to identify appropriate training needs for their workforce and ensure that all staff and volunteers are supported through supervision to access learning opportunities that will enable them to carrying out their responsibilities for safeguarding and promoting children’s and young people’s welfare.

**Lessons from Serious Case Reviews (SCRs)**

The training programme also includes courses designed as a response to learning needs identified through national and local SCRs.

**Local priorities and objectives**

The GSCB’s training function is to reach as many people as possible including the third sector and the Learning and Development Work Group is working closely with other sectors of the children’s workforce.

The learning and development priorities identified for 2018-2019 are the result of a needs analysis undertaken during January 2018 by the GSCB. This included feedback received from key partner agencies.

The GSCB Learning and Development Programme is also informed by the priorities of the Royal Greenwich Children and Young People Plan 2017 – 2020 and the GSCB strategic priorities 2018 - 2019.
GSCB Training Principles

All training provided by the Greenwich Local Safeguarding Children Board is underpinned by the following principles:

- **Child Centred**
  All training reflects that the welfare of the child is paramount and that it incorporates and actively promotes children’s rights and needs.

- **Partnership with Parents and Carers**
  All training recognises and actively promotes the need for working in partnership with parents and carers.

- **Diversity**
  All training is informed and governed by equal opportunities and reflects the diversity of the individuals and organisations, within Greenwich, that have responsibilities for safeguarding and promoting the wellbeing of children.

- **Accessibility**
  All individuals who work with children and / or their carers in the statutory, voluntary and independent sectors have access to relevant training.

- **Interagency Collaboration**
  All training promotes the need for interagency working, bringing together people and organisations, to effectively safeguard children from harm.

- **Evidence Based**
  All training will be evidence based, containing the latest messages from research.

- **Evaluation**
  All training is linked to identified local needs and will be subject to regular review and evaluation

(Adapted from PIAT Sustaining quality: Standards for Interagency Child Protection Training and Development 2003)
## Learning and Development Work Group

### Purpose of Group:
The Learning & Development Work Group is responsible for identifying learning and development needs, making recommendations to the GSCB business group of how these should be addressed, assessing the effectiveness and impact of learning and development and co-ordinating the delivery and commissioning of safeguarding children training in line with the GSCB Business Plan.

### Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louise Mackender de Cari</td>
<td>Asst Director, Commissioning and Resources, CSSC (Chair)</td>
</tr>
<tr>
<td>Sarah Ingram</td>
<td>GSCB Learning and Improvement Coordinator</td>
</tr>
<tr>
<td>Wendy Sweet</td>
<td>GSCB L&amp;D Business Support Officer</td>
</tr>
<tr>
<td>Anita Erhabor</td>
<td>Designated Nurse Child Protection, Greenwich NHS CCG</td>
</tr>
<tr>
<td>Melinda Bird</td>
<td>Safeguarding Leads Lewisham &amp; Greenwich NHS Trust</td>
</tr>
<tr>
<td>Clare Hunter</td>
<td>Named Nurse for CP, Oxleas / GCHS</td>
</tr>
<tr>
<td>Karen Laffar</td>
<td>Early Years Learning and Well-being Manager Early Help</td>
</tr>
<tr>
<td>Kaljit Schut</td>
<td>Service Development Officer, Early Help/ Families First</td>
</tr>
<tr>
<td>Rebecca Fish</td>
<td>Workforce Development Advisor (OED)</td>
</tr>
<tr>
<td>Tafara Gumbo</td>
<td></td>
</tr>
</tbody>
</table>
Trainers’ Forum

The GSCB foundation courses and some of the specialist courses are delivered by a ‘pool’ of inter-agency trainers. These are staff from the GSCB partner agencies that are experienced in working with children and their families and are committed to the delivery of high quality safeguarding training. All GSCB training is subject to quality assurance through regular reviews of the training evaluations and the ‘pool’ meets twice a year at the Trainers Forum. There are benefits to becoming a member of the training ‘pool’ including:

- Opportunities to network with colleagues across the network including attendance at the bi-annual Trainers Forum.
- Access to up-to-date training materials
- Invites to briefing events on new procedures/policy developments

If you have at least three years’ experience of safeguarding work and are interested in joining the ‘pool’ please contact:

**Sarah Ingram** – GSCB Learning and Improvement Coordinator
**Tel:** 020 8921 8732
**Email:** sarah.ingram@royalgreenwich.gov.uk

The Greenwich Safeguarding Children Board would like to extend its sincere thanks to those agencies and colleagues who have supported the delivery of our training by providing their resources, time and expertise. We could not offer this training programme without this support, and it is greatly appreciated.
Which course is right for you?

You will notice that each course has been given a category **Group 1-8** described in London Safeguarding Children Board Training Framework for London – “Competence Still Matters” (2013) and corresponds with the DoH Levels (Safeguarding children and young people: roles and competences for health care staff intercollegiate document, third edition: March 2014). The grouping categories are based on the level and nature of your involvement in the child protection process. The Grid, which is shown on pages 14-16, will help identify courses in the programme suitable to your work role. The grid also shows which courses address which training “Groups” requirements. For more information regarding groups, please follow the link below:


It may be that you have completed Group 1 training within your own agency, if for example you work for Oxleas Adult Mental Health Service, in which case there should be no necessity to attend the GSCB version of the same course.

Most specialist courses are appropriate for Groups 3-4 dependent on agency responsibility and nature of post held.

The appropriate course for you should be discussed in supervision. If following a discussion with your supervisor you still require more information or are unsure whether a particular course will be suitable for you, please contact the GSCB Training Team on 020 8921 5713. Any other queries should be addressed to the training team at safeguardingtraining@royalgreenwich.gov.uk
### Description and examples

**Group 1**
Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.

**Examples:** Librarians, GP receptionists, community advice centre staff, groundsmen, recreation assistants, environmental health officers, hospital support staff, and receptionists.

**Courses from the GSCB programme**
- Child Sexual Exploitation: A Basic Awareness
- E-learning: Safeguarding Children
- Forced Marriage Workshop
- Private Fostering Workshop
- Safeguarding Children: A Basic Induction
- Safeguarding Children: A Basic Induction Refresher

**Group 2**
Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff, who may be in a position to identify concerns about maltreatment.

**Examples:** Housing, hospital staff, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.

**As above plus:**
- Attachment, Loss and Trauma
- Basic Drug Awareness
- Child Abuse Linked to Faith or Belief
- Child Sexual Exploitation
- E-learning: Domestic Abuse
- Developing Authoritative Practice (for Safeguarding Practitioners)
- E-learning: Information Sharing
- E-learning: Safeguarding Disabled Children
- E-Safety: Keeping Children Safe On-line
- Introduction to Domestic Violence
- Introduction to Neglect
- Safeguarding Children Across Culture and Faith
- Safeguarding Children who may have been Trafficked
- Safeguarding Disabled Children
- Understanding Parental Learning Disability
- Working Together to Safeguard Children
- Working with Young People who Self Harm

**Group 3**
Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

**Examples:** paediatricians, GPs, youth workers, those working in the early years sector, YOS staff and staff in secure settings, 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, those working in community play schemes.

**Training for groups 1-2 plus:**
- Advanced Domestic Violence
- Assessing Neglect
- Communicating with Children from a Systemic Perspective
- Engaging Men in Safeguarding and Work with Vulnerable Children and Their Families
- Having Difficult Conversations: Communicating with Children about Concerns
- Having Difficult Conversations about Safeguarding Concerns: Working Effectively with Parents / Carers
- Learning Together – Lessons Arising from Serious Case Reviews
- Making Positive Contributions to Child Protection Conferences & Core Group Meetings
- Introduction to Non-Violent Resistance
- Practical Skills in Child Development
<table>
<thead>
<tr>
<th>Group</th>
<th>Description</th>
<th>Training for groups 1-3 plus:</th>
</tr>
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<tbody>
<tr>
<td><strong>Group 4</strong></td>
<td>Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, 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.</td>
<td></td>
</tr>
</tbody>
</table>
   • Child Sexual Abuse  
   • Critical Thinking & Risk Assessments  
   • Reflective Practice and Analytical Thinking in Child Protection  
   • The Impact of the Toxic Trio |
| **Group 5** | Professional advisors, named and designated lead professionals. | Training outlined for groups 1-3 (and 4 if advising staff from this group) plus:  
   • Supervision Skills for Safeguarding Supervisors  
   • Single agency training  
   • GSCB Annual Conference |
| **Group 6** | Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units. | Training outlined for groups 1-3 plus:  
   • Supervision Skills for Safeguarding Supervisors  
   • GSCB Annual Conference  
   • Single agency training |
| **Group 7** | Senior managers responsible for the strategic management of services; NHS board members. | Training outlined for groups 1-3 plus:  
   • GSCB Annual Conference  
   • In-house training |
| **Group 8** | Members of the LSCB including: board members; independent chairs; directors of children’s services; elected members; lay members; members of executive and sub/task groups; business support team; inter-agency trainers. | Training outlined for groups 1-3 plus:  
   • GSCB Board Development day  
   • GSCB Annual Conference  
   • Induction programme  
   • GSCB trainers’ forum  
   • Single agency training/briefings |
Many groups are required to undergo training related to their level of responsibility in addition to some of the training aimed at the lower level groups. For example, a worker from group 7 is required to undergo the training outlined for group 7 but is also required to undergo training outlined for groups 1, 2, and 3.

The following chart provides an overview of the training requirements for all groups.

<table>
<thead>
<tr>
<th>Employees and volunteer workers in group 1 should undergo training for each group ticked.</th>
<th>Group 1</th>
<th>Group 2</th>
<th>Group 3</th>
<th>Group 4</th>
<th>Group 5</th>
<th>Group 6</th>
<th>Group 7</th>
<th>Group 8</th>
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<tr>
<td>Employees and volunteer workers in group 2 should undergo training for each group ticked.</td>
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<tr>
<td>Employees and volunteer workers in group 3 should undergo training for each group ticked.</td>
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<tr>
<td>Employees and volunteer workers in group 5 should undergo training for each group ticked.</td>
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<tr>
<td>Plus employees and volunteer workers in group 5 if advising staff from group 4.</td>
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<tr>
<td>Employees and volunteer workers in group 6 should undergo training for each group ticked.</td>
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<tr>
<td>Plus employees and volunteer workers in group 6 if advising staff from group 4.</td>
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<tr>
<td>Employees and volunteer workers in group 7 should undergo training for each group ticked.</td>
<td>✓</td>
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<tr>
<td>Employees and volunteer workers in group 8 should undergo training for each group ticked.</td>
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How to Apply?

**Cost:**

This training is funded from the annual contributions made to the Safeguarding Children Board by its constituent agencies. All training in this brochure is free of charge to any person employed by one of the GSCB partner agencies or a not-for-profit organisation in Royal Greenwich.

There will be a charge of £100 per full day or £50 per half day session for applicants from independent and private sector organisations, free schools, academies and for all agencies outside the borough.

We offer very favourable competitive rates compared to other training providers in the area and we are more than happy to negotiate a block booking rate.

We can also provide bespoke in-house training for your organisation on a range of topics, including Safeguarding Children, Domestic Violence, Child Sexual Exploitation, Parental Substance Misuse, Child Trafficking, E-Safety and Safer Recruitment.

*Please see page 70 for full details of our charging & cancellation policy*

**How to apply:**

Greenwich Safeguarding Children Board has a new Booking and Management System which delegates will need to register with in order to access GSCB training. We understand that this is a significant change to the way that you have booked onto courses with us previously, however the GSCB team will be happy to support you if you have any difficulties registering, and hope that you will see the benefits of the new system, which has been designed and built specifically for Safeguarding.

The new booking tool has many features to save delegates time by allowing you to simply and effectively search for and book onto relevant courses, access all pre and post-course information required, including costs, trainer details, location information and whether any other occurrences of that course are taking place, as well as having a single point for your training history to download certificates etc.

When you log onto the system you will be able to find all your personal booking history regarding the different events you have registered for, are yet to attend, have attended or have not been able to attend. Here you will also be able to download and print your certificates.

We hope you will take advantage of the learning opportunities available to you & that you find the sessions informative and enjoyable.

Before accessing the booking system it is important to note; *You may need to copy this link into Firefox or Chrome to access*

- Right click the link
- Copy hyperlink
- Open chrome or firefox
- Paste the link into address bar

Register now

http://training.greenwichsafeguardingchildren.org.uk/events-list
How to get the most out of your course?

Is the course right for you?
Target groups are highlighted at the top of each course flyer. Please ensure you read through the course overviews before you apply as these provide the information you and your manager need to determine if the content meets your learning needs. Think about what you want to achieve. Why are you attending? What do you hope to learn?

Attendance
You must have your manager’s permission to attend any training course. Ensure that you arrive at least 15 minutes before the start of the course. Late comers may not be permitted into the training room if they arrive later than 15 minutes as it is disruptive to other participants and the facilitators. If you are delayed, then it is advisable you let the GSCB training team know so that they can get a message to the facilitator. Participants are required to attend the entire course and those leaving early will not be considered to have completed the course and will not be awarded a completion certificate. It is the line manager’s responsibility to ensure that the staff member is able to attend the full course. Most of the GSCB Courses are oversubscribed and we usually have a waiting list outstanding, so please do not attend a course without receiving an invitation as this would be unfair on other colleagues who are waiting for a place on the course. Surprise delegates often overload the capacity of the programme and the room or change the dynamics in the group.

Participate
You will get more from the training if you: ask questions, share your knowledge and experience, and participate in group discussions.

Evaluate the training
You will have the opportunity to give feedback on different aspects of the courses you attend. You will be helping us to improve the quality of the learning opportunities we provide by completing the online evaluation forms. We would appreciate your honest feedback and any comment on the extent to which the course met your expectations and professional needs. You will need to complete your 1st stage evaluation before your certificate is released. You may be asked to complete a second evaluation form a few weeks after attending the course in order to ascertain whether there has been a positive impact on practise.

Follow up
Take responsibility for your own learning. A learning event is part of a process rather than a solution in itself. Training courses are crucial for professional development but not sufficient on their own. When you go back to work, discuss with your manager the benefits of the course. Here are some of the questions you should consider: What did you learn from the event? What will you do differently as a result? What resources do you need to put in practice what you have learnt? We encourage you to use opportunities such as team meetings to brief your colleagues on key themes covered during the course. Finally, remember that a record of your training log with the GSCB can be downloaded from our website; training.greenwichsafeguardingchildren.org.uk

Your feedback is important to us
We are always looking for ways to improve the learning opportunities for staff and greatly value your feedback. We welcome any comments or suggestions you may have so please tell us what you think of this programme, let us know what you have found useful or any improvements we can make.
Application of Learning
It is expected that delegates will take responsibility for applying their learning to practice by:
- Identifying their own training needs
- Considering how they will build on the learning from events attended
- Developing an action plan to use the new skills and knowledge.
- Reviewing the learning with their line manager
- Sharing the knowledge within their teams.

Expectations of Line Managers
Management support has been identified as one of the most significant factors that contribute to the effectiveness of professional development programmes. Course participants are more likely to transfer new skills, knowledge and attitudes to the workplace if they are provided with opportunities and management support to use them. Learning and development should be a standing item on a supervision agenda and one-to-one sessions should always include a discussion on learning from any recent courses or training events.

As a manager you can enable your staff to learn and develop by:
- Spending time with your member of staff before an application is submitted to ensure that their learning needs are identified, that the course is the right one for the applicant’s role and level of responsibility.
- Making sure the applicant will attend for the whole course.
- Spending time with your staff member after the course to agree an action plan that would support transfer of learning to practice. Any potential barriers to this process should also be discussed.

Training Impact Evaluation
The GSCB must evidence its effectiveness in relation to all core responsibilities and activities including the impact of training. The L&D Work Group has developed an integrated model of evaluation that includes a wide range of evaluation methods: participative observation, focus groups, questionnaires, interviews, evaluation forms. The GSCB has adopted the following toolkits designed for the evaluation of safeguarding training:
- The PIAT model developed in partnership with NSPCC: a toolkit that includes course-specific questionnaires to help evaluate the effectiveness of training in improving practice
- The evaluation framework developed by the London Safeguarding Children Board. This was designed by the London (SCB) Training Sub group. The framework has been endorsed by the London Board as good practice. Those elements of the Framework which the Board deem as essential and a minimum are clearly indicated, as are those that the Sub Group recommend as being good practice.

Learning and development activity is a shared responsibility between training providers, employers, managers and delegates. LSCB training leads and managers across all agencies should work together to support each other in measuring the impact of training on achieving the best outcomes for children.
14 key safeguarding training courses are now available on Me Learning’s easy to use website – ideal as a refresher or induction for new staff and as a supplement to other types of learning. Most courses take between 60 – 90 minutes to complete – but if time is tight, you can dip in and out multiple times and it will remember where you left off. The courses are available for free to all staff and volunteers within the GSCB network. Successfully complete the simple quiz at the end of a course to gain your certificate.

**E-learning Courses**

- **Safeguarding Children Level 1 & 2**
  - Background to Safeguarding Children
  - Child Abuse Awareness
  - Recognising Abuse & Neglect
  - If you have a Concern about a Child
  - Responding to a Disclosure – What should you do
- **Abuse Related to Beliefs in Witchcraft**
- **Bullying and Cyberbullying**
- **Child Sexual Exploitation - Level 1 & 2**
- **Domestic Abuse**
- **Female Genital Mutilation**
- **Hidden Harm: Parental Substance Misuse, Parental Mental Ill-Health & Domestic Abuse**

There are also many Safeguarding Adults and Care Act courses

1) Go online and type in the address:  
**https://greenwich.melearning.university/course_centre**

2) Click on the “self-register” button and then fill in your personal and organisation details
   If you self-register with any of the approved email addresses below you will instantly receive an email containing a validation link. Clicking on the validation link will activate your account and you will be emailed your login details. Approved email addresses are
   - @royalgreewich.gov.uk

   For all other email addresses
   - Once you have completed all your details, click on the “Send login request”.

   Once your details have been validated you will be sent a confirmation email with your login.
Safeguarding Children: A Basic Induction

Dates: 25th April 2018 12th September 2018 14th January 2019
21st May 2018 3rd October 2018 14th February 2019
15th June 2018 6th November 2018 22nd March 2019
5th July 2018 7th December 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target groups: Groups 1 - 4
Fully meets Health Level 1

Aim: To develop awareness of, and the ability to act on, concerns about the safety and welfare of children and young people.

Course Outline: By the end of this one day programme participants will:

- Have some basic information and background about the legislative framework
- Explore their own values and attitudes about safeguarding children.
- Be able to identify the signs and symptoms of abuse
- Know what to do if they have concerns a child is being abused
- Be aware of their role in referral processes and information sharing
- Know how to make a referral to and what to expect from Children’s Social Care

Facilitator: Representatives from the trainers’ forum

Venue: Woolwich Centre
Safeguarding Children: A Basic Induction Refresher

Dates: 11th May 2018 26th September 2018 29th January 2019

Time: 9.30am – 12.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Members of groups 1 - 4 who have completed this training within the last 3 years and need to renew

Aim: To ensure continued awareness of, and the ability to act on, concerns about the safety and welfare of children and young people.

Course Outline: By the end of this half-day programme participants will be reminded of:

- Some basic information and background about the legislative framework
- How personal values and attitudes can influence the safeguarding process
- Signs and symptoms of child abuse
- What to do if they have concerns a child is being abused
- Their role in referral processes and information sharing
- How to make a referral and what to expect from Children’s Social Care

Facilitator: Representatives from the trainers’ forum

Venue: The Woolwich Centre
Safeguarding Children: Working Together

Dates:  
- 30th April 2018
- 8th June 2018
- 12th July 2018
- 18th September 2018
- 9th October 2018
- 12th December 2018
- 21st January 2019
- 28th February 2019

Time:  
9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group:  
Participants must have attended either the GSCB Safeguarding Children – A Basic Induction course or their own agency equivalent. Groups 2 – 4

Aim:  
To develop knowledge, skills and the ability to work together on the processes for safeguarding and promoting the welfare of children. To provide an opportunity for colleagues from different agencies to learn together and explore professional dilemmas.

Course Outline:  
By the end of this one day course participants will be able to:

- Describe inter-agency roles and responsibilities for safeguarding and promoting the welfare of children
- Demonstrate skills in effective collaboration between agencies to achieve intended outcomes for the child and family members
- Understand the protocols and procedures to be followed, including information sharing and recording across professional boundaries
- Understand agency roles in and contribution to information gathering and analysis for the purposes of family assessment within government guidance
- Understand in some depth the legislative and administrative framework within which children’s welfare is safeguarded and promoted

Facilitator:  
Representatives from the trainers’ forum

Venue:  
Woolwich Centre

Book your place here  
http://training.greenwichsafeguardingchildren.org.uk/events-list

Greenwich Safeguarding Children Board
L&D Business Support Officer
1st Floor, Woolwich Centre  
35 Wellington Street  
Woolwich SE18 6HQ
Tel: 020 8921 5713  
Fax: 020 8921 4448  
safeguardingtraining@royalgreenwich.gov.uk
Assessing and Supporting Parenting Capacity During Pregnancy

**Dates:** 20th September 2018

**Time:** 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

**Target group:** Staff who work regularly with children and young people. People with particular responsibility for safeguarding and promoting children’s welfare and have a professional and statutory responsibility to know about child protection.

**Group:** Groups 2-4

**Aim:** One of GSCB’s 3 strategic priorities for 2018-19 is “Recognising vulnerability and providing the right support to protect and nurture during pregnancy and early infancy”. This multi-agency course aims to equip practitioners with the skills and knowledge to support and predict potential risk in families who are expecting a new baby

**Course Outline:** This one day course will focus on 4 main areas;
- Assessing parenting capacity before a child arrives
- Working with and preparing families for parenthood
- Helpful tools
- Messages and research from Serious Case Reviews involving young babies (including Greenwich’s 2 recent reviews)

**Facilitator:** Rahana Hussain, Independent Trainer

**Venue:** The Woolwich Centre
Attachment, Loss and Trauma

Dates: 5th March 2019

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: People with particular responsibility for safeguarding and promoting children’s welfare and have a professional and statutory responsibility to know about child protection.

Group: Groups 2 - 3

Aim: To provide a working knowledge of attachment and how to apply this information in communicating and understanding children and families.

Course Outline: By the end of this one day course participants will have:

- An understanding of attachment theory and how this may apply to children’s behaviour and working models.
- A clearer insight into the links between attachment and loss.
- A framework of how to apply attachment information to achieve better outcomes for children using attachment assessment tools.
- A clearer understanding of how to promote attachment in families.

Facilitator: Rahana Hussein, Independent Trainer

Venue: Woolwich Centre
Attending & Presenting at Child Protection Conferences & Core Group Meetings

Dates: 2nd May 2018  1st November 2018

Time: 10.00am – 12.30pm (Please arrive at 9.45 for a prompt 10.00 start)

Target group: Groups 3 - 5

Aim: This Half Day session aims to develop and enhance participants’ understanding of child protection conferences (particularly the Strengthening Families model used in Royal Greenwich) and working with a child protection plan as a member of the core group

Course Outline: By the end of this course participants will:

• Know how to prepare for a Strengthening Families child protection conference and core group by being aware of relevant expectations, standards and responsibilities.
• Have a better understanding of the conference and core group processes.
• Develop confidence in participating in conferences and core groups, valuing own expertise contributing to effective outcomes.
• Consider how to make contributions and participate in child protection conferences and core groups in a non-discriminatory and non-judgemental manner.
• Know how to address issues arising from parents, family members and children attending conferences and core groups.
• Understand the criteria for making a Child Protection Plan, and how to link the Child Protection Plan to evidence based practice and to understand how it is used as a tool to safeguard the child and minimise risk
• Recognise the need to keep the child in focus throughout.

Facilitator: Child Protection Conference Chairs

Venue: The Woolwich Centre

Book your place here http://training.greenwichsafeguardingchildren.org.uk/events-list
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L&D Business Support Officer
1st Floor, Woolwich Centre Tel: 020 8921 5713
35 Wellington Street Fax: 020 8921 4448
Woolwich SE18 6HQ safeguardingtraining@royalgreenwich.gov.uk
Basic Drug Awareness Workshop

Dates: 10th May 2018 15th October 2018

Time: 9.30am – 1.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Group 2-3

Aim: To provide a basic awareness of different substances, a basic understanding of addiction, how to recognise if someone they are working with is misusing substances and what to do about it.

Course Outline: By the end of this half day course participants will have

- Improved their knowledge of different types of drugs, what they look like, effects, signs and the law
- Gained a better understanding of why people may use
- Explored issues such as barriers to recovery; stigma, denial, resistance
- More awareness of treatment options and services

Facilitator: Olivier Busin, Parental Substance Misuse Co-ordinator

Venue: Woolwich Centre
Child Abuse Linked to Faith or Belief

Dates: 18th May 2018

Time: 9.30 – 13.00 (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 2 - 4

Aim: To provide an overview of and raise awareness about faith and belief-related abuse, preventative measures and actions to be taken when cases are identified

Course Outline: By the end of this half day course participants will:

- Understand the different types of abuse linked to faith or belief
- Consider some case studies
- Improve their ability to recognise risk factors
- Understand the importance of dealing with concerns
- Gain awareness of relevant legislation and procedures including the Government’s National action plan for tackling child abuse linked to faith or belief
- Develop an awareness of research findings;

Facilitator: Dr. Richard Hoskins. Dr Hoskins has been the lead expert witness in some of the highest profile cases in the UK e.g. Child B, 'Adam', Kristy Bamu. His 2012 published book The Boy in the River has been a Sunday Times Top Ten bestseller.

Venue: The Woolwich Centre
Working with Child Sexual Abuse

Dates: 29th November 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target Groups: Groups 4 - 5

Overview: The overall aim of the training is to develop skills and knowledge when practicing with the complexity of child sexual abuse.

Aims: By the end of this one day course participants will have:

- Developed a knowledge base on sexual abuse, based on studies, research and effective practice
- Considered how perpetrators operate and how abuse occurs
- Improved their understanding of the non abusing carer’s response to the abuse
- Gained insight into why children and young people have difficulty disclosing the abuse and the impact of sexual abuse on children and young people
- Considered how to intervene and assess children who have or may have been sexually abused

Facilitator: Janet Lee – Independent Training Consultant

Venue: The Woolwich Centre
Child Sexual Exploitation: A Basic Awareness

Dates: 12th July 2018 24th January 2019 p.m sessions

Time: 2.00 pm – 4.00 pm (Please arrive early for a prompt start)

Target group: Groups 1-4

Aim: To help practitioners recognise the signs and symptoms of Child Sexual Exploitation and equip them with tools to help them assess and plan an intervention where exploitation is a concern.

Course Outline: By the end of this 2 hour course participants will:

- Have an overview of and raised awareness about the issue of child sexual exploitation,
- Recognise indicators/warning signs of CSE and learn how to develop effective intervention strategies to reduce risk and harm
- Develop knowledge and skills in working with victims of sexual exploitation
- How to respond effectively to vulnerable young people and reduce the risk to CSE

Facilitator: RBG Quality Improvement Leaders

Venue: The Woolwich Centre
Working with Child Sexual Exploitation

Dates: 8th November 2018

Time: 10.00am – 4.30pm (Please arrive at 9.45 for a prompt 10.00 start)

Target group: Groups 2 - 4

Aim: To provide an overview of and raise awareness about the issue of child sexual exploitation, how to recognise this and how to develop effective intervention strategies to reduce risk and harm. To develop knowledge and skills in working with victims of sexual exploitation.

Course Outline: By the end of this one day course participants will:

- Have a clear definition of sexual exploitation
- Receive an overview of current legislation, messages from research and procedures with regards to sexual exploitation
- Understand the stages and behaviours associated with the grooming process and different types of exploitation
- Develop the ability to identify the key risk indicators and vulnerability factors
- Gain insight into the impact on the child of being sexually exploited
- Have increased confidence in working with victims of sexual exploitation

Facilitator: Agnes Hibbs, RBG Quality Improvement Leader

Venue: Woolwich Centre
Critical Thinking & Risk Assessment

Dates: 7th February 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 4 - 5

Overview: The importance of reflecting within a critical mindset is expected with complex risk assessment and this training will promote complexity and analysis. Holding the whole picture for a child and using professional meeting to critically evaluate a child or young person’s life is essential if we are to provide safety in professional decision making.

This one day course will provide tools to encourage this mindset and make change plans for children, young people and their families.

Facilitator: Janet Lee – Independent Training Consultant

Venue: Woolwich Centre
Developing Authoritative Practice
(for safeguarding practitioners)

Dates: Date TBC
Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 1 - 2
Staff who work regularly with children and young people. People with particular responsibility for safeguarding and promoting children’s welfare and have a professional and statutory responsibility to know about child protection.

Overview: With the messages from serious case reviews about the use of 'authoritative practice', this course is for safeguarding practitioners/managers to build on these messages and the explore what this looks like when working with families and other professionals, in making sense of the child's lived experience.

Aims: The overall aim of this one day course is to challenge current practice through developing a ‘thinking authoritatively on your feet’ approach when working with families, when they might be evasive and knocking practitioners off course

- To develop confidence and competence in the interface with other safeguarding professionals
- To unpick what 'authoritative practice' looks like in action
- To use techniques that assist practitioners in using authority when working with families

Facilitator: Janet Lee – Independent Training Consultant

Venue: Woolwich Centre
Introduction to Domestic Violence and Safeguarding Children

**Dates:**
5th November 2018 15th January 2019

**Time:**
9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

**Target group:**
Groups 2 - 3

**Aim:**
To develop and enhance participants’ understanding of safeguarding children in the context of domestic violence.

**Course Outline:**
By the end of this one day course participants will have:

- Increased information on domestic violence and its links to child protection.
- Developed knowledge of relevant legislation and messages from research
- Considered the impact on children and parents.
- A better understanding of the role of the DV MARAC
- Increased knowledge of resources available in Greenwich

**Facilitator:**
Quality Improvement Service MARAC representative / Housing4Women

**Venue:**
Woolwich Centre
Advanced Course on Domestic Violence and Safeguarding Children

Dates: 23rd November 2018  8th March 2019
Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)
Target group: Groups 3 - 5
It is assumed that participants have prior knowledge of domestic violence issues – Equivalent to the Basic Induction Level.

Aim: To enhance and develop skills in working with children and families affected by domestic violence.

Course Outline: This one day course utilizes a broad range of techniques to engage participants with different learning styles – from presentations to drama and role play – and will cover the following:
- dynamics, understandings and prevalence of domestic abuse in relation to children
- impacts of domestic abuse on children – neurological development, attachment, social learning and family dynamics
- domestic violence risk and vulnerability assessment from the family law perspective
- skills in working with the non-abusing partner to protect themselves and their child/ren - safety planning and motivational work
- skills for engaging & assessing perpetrators and motivating them to take up further services

Facilitator: Kate Iwi and Dr. Chris Newman. Both trainers have been working in the field of domestic violence for around 20 years. They are expert risk assessors to the family courts for cases involving domestic violence and have recently published “Picking up the pieces after domestic violence; a practical resource for supporting parenting skills”. (2011)

Venue: Woolwich Centre
Engaging Men in Safeguarding and Work with Vulnerable Children and Their Families

Dates: 11th June 2018

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 3 - 5

Aim: Engaging men is often one of the most challenging issues practitioners face when undertaking assessments. Research has consistently shown that all too often fathers and other men in families are absent in the assessment process. This one day course seeks to explore our expectations of men and fathering and to consider how we can engage men more effectively in our work.

Course Outline: By the end of this one day course participants will have:

- Explored the role of fathers/partners in the families they work with
- Discussed the issues that arise when we attempt to engage men in work with families
- Considered the messages from research in this area of practice
- Explored strategies and ways of working that can help practitioners engage with men more effectively

Facilitator: James Blewett, Independent Trainer

Venue: The Woolwich Centre
Keeping Children Safe On-Line

Dates: 25th June 2018  25th January 2019

Time: 9.30am – 12.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 2 - 3

Aim: To equip Professionals with appropriate knowledge about benefits and risks of the internet, recent technologies and available resources to help them safeguard children and young people from risks posed to them on the internet.

Course Outline: This half day course will cover the latest trends, developments and guidance in online safety aligned with the requirements of DfE’s Keeping Children Safe in Education 2016

- Your current concerns
- Social media, gaming and apps
- Sexual exploitation & Youth Produced Sexual Imagery
- Research data
- What schools are doing
- Digital Resilience
- What’s going on ‘behind the scenes’ to support professionals working with CYP
- How to set parental controls on everything
- Resources and sources of help

Facilitator: Julia Bateson, Independent Trainer

Venue: Woolwich Centre
Forced Marriage Workshop

Dates: 1st May 2018

Time: 9.30am – 1.00pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 1 - 3

Aim: This half-day workshop aims to raise awareness of forced marriage, disseminate information and improve responses when dealing with this issue.

Course Outline: By the end of this half day course participants will have:

- Better understanding of Forced Marriages, why they happen and who is affected
- Considered some of the principles and challenges when working with cases of Forced Marriage
- Developed an understanding of legislative framework and local policies and procedures
- Gained insight into the role of culture and the particular needs of those affected by Forced Marriage;
- Explored the changes needed in the areas of service delivery when dealing with this issue
- Considered some case studies

Facilitator: Trainers from GSCB network

Venue: The Woolwich Centre
Having Difficult Conversations: Communicating with Children about Concerns

Dates: 8th October 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: To develop knowledge and skills in communicating with Children where there are safeguarding concerns.

Course Outline: By the end of this one day course the participants will have:

- Learned about how children communicate, with reference to developmental stages including disability
- Developed skills and approaches in effective communication where abuse is/may be an issue
- Increased understanding of how to identify concerns
- Improved their ability to ascertain child's wishes and feelings

Facilitator: Rahana Hussain, Independent Trainer

Venue: The Woolwich Centre
Having Difficult Conversations about Safeguarding Concerns: Working Effectively with Parents / Carers

Dates: 17th January 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: To develop knowledge, skills and confidence in communicating with Parents / Carers where there are safeguarding concerns.

Course Outline: By the end of this one day course the participants will have:

- Developed skills and approaches in effective communication with parents/carers where abuse is/may be an issue
- Learned some practical and effective techniques to conduct and manage difficult conversations in the context of safeguarding children
- Developed their confidence in initiating conversations around sensitive topics or in raising concerns with parents/carers
- Increased understanding of how to challenge parents/carers effectively and respectfully

Facilitator: Rahana Hussain, Independent Trainer

Venue: The Woolwich Centre

Book your place here
http://training.greenwichsafeguardingchildren.org.uk/events-list
Having Difficult Conversations with Adolescents

Dates: 20th June 2018

Time: 10.00 am – 12.00 pm (Please arrive at 9.45 for a prompt 10.00 start)

Target group: Groups 2 – 4.
This briefing session is specifically targeted at YOS staff, Young Peoples Teams and Early Help Youth Support Services

Aim: To enable professionals to feel confident talking to Adolescents

Course Outline: By the end of this ½ day briefing, participants will

- have a basic understanding of the adolescent brain
- be more able to identify adolescent behaviours
- have better skills in listening and talking to adolescents
- know what makes good listening
- understand empathic listening
- know how to ask open questions

Facilitator: Janet Woolford & Rachel Livsey, School Nurses, Oxleas NHS Trust

Venue: The Woolwich Centre
Learning Together – Lessons Arising from Serious Case Reviews

Dates: 17th May 2018  2nd October 2018  18th January 2019

Time: 9.30 am – 12:30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: The aim of this workshop is to disseminate learning points and information from serious case reviews both nationally and within Greenwich as well as national research on SCR by OFSTED and the London Safeguarding Children Board.

Course Outline: By the end of the programme participants will:

- Have considered the importance of effective inter-agency working in the context of safeguarding children; and
- Have considered what can happen when existing mechanisms or protocols for safeguarding children are not followed

Facilitator: Henrietta Quartano, Head of Quality Improvement Service

Venue: The Woolwich Centre or Education Suite QEH
Introduction to Neglect

Dates: 29th June 2018  22nd January 2019

Time: 9.30am – 1pm (Please arrive at 9.15 for a prompt 9.30 start, refreshments will be available)

Target group: Groups 1-3

Aim: To help practitioners recognise the signs and symptoms of neglect and equip them with tools to help them assess and plan an intervention where neglect is a concern.

Course Outline: By the end of this half day workshop the participants will be able:

- to list the signs and symptoms of neglect
- to describe the accumulative impact of neglect on children
- to demonstrate an ability to undertake risk assessments in the case of neglect
- to understand the importance of chronologies, especially where neglect is a concern

Facilitator: Members of RBG Quality Improvement Service

Venue: The Woolwich Centre
Assessing Neglect

Dates: 2nd November 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: The aim of the workshop is to develop knowledge and skills in assessing neglect and making appropriate referrals to Children’s Services

Course Outline: By the end of this one day course the participants will have:

• An understanding of neglect within the context of significant harm
• An understanding of how to evidence neglect to facilitate an effective referral to Children’s Services
• An increased understanding of the damaging effects of neglect on children’s development and the importance of timely intervention.

Facilitator: Janet Lee – Independent Trainer

Venue: The Woolwich Centre

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safeguardingtraining@royalgreenwich.gov.uk
Neglect and Other Complex Cases: Assessing Parenting & Parental Capacity for Change

Dates: 21st September 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3-5

Aim: Assessing parenting is a central task for practitioners across agencies who are working with vulnerable children, young people and their families particularly in cases of neglect but also other complex cases where there are long running concerns. It is important that practitioners in a range of different roles therefore have a strong framework for understanding the parenting role and tasks and also models of change. This course will provide such models but also focus on the practical process of assessing parenting and capacity for change.

Course Outline: By the end of this one day course participants will have the opportunity to explore

- Frameworks for understanding parenting and the expectations we have of parents both
- in terms of parenting but also in the assessment process
- Tools that can help assess parenting and the capacity for change
- The significance of social histories in assessing parenting and the capacity for change
- Strategies for engaging parents in the assessment process
- How the information gathered in an assessment can be analysed particularly in relation to the capacity for change within the child’s timescales
- How pitfalls such as disguised compliance or the start again syndrome can be avoided in the assessment process

Facilitator: James Blewett, Independent Trainer & Consultant

Venue: The Woolwich Centre
Introduction to NVR (Non-Violent Resistance)

Dates: 30th November 2018

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 3 - 6

Aim: This one day workshop will introduce the tools of the NVR (Non-Violent Resistance) Parenting Programme. NVR is an effective practice based evidence course that aims to help parents and carers manage older children and adolescents who are difficult to manage due to behaviour issues, defiance, conduct problems, child to parent violence, school refusal, ADHD, ASD or significant anxiety.

Course Outline: Using a mix of teaching, role play, video clips and discussion, we will introduce NVR tools including De-escalation, Parental Presence and a further range of NVR tools and techniques that support parents and carers to re-build the relationship with their child / young person. By the end of the course participants will have
- A basic understanding of NVR theory and practice
- The ability to use NVR ideas with their clients
- Access to a termly NVR case discussion group

Facilitator: Pete Brown, Parenting Lead, Greenwich CAMHS, Michelle La Roche, CWD Keyworker Team Leader, Children's Services and NVR Professional and Parent Facilitators.

Venue: Memorial Hospital, Shooters Hill, London, SE18 3RZ
Practical Skills in Child Development
(A one day skills renewal session)

Dates:  Dates TBC

Time:  9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group:  Groups 3 - 4

Course Outline:  A refresher on child development so that staff are better equipped to notice and deal with concerns about children.

By the end of this one day programme participants will:

- Have renewed their skills in assessing the development of children aged 0 -13 years
- Have a greater understanding of how to engage with children during the assessment process
- Have a detailed knowledge of the local facilities available for children and their carers

Facilitator:  Members of RBG Early Help Service

Venue:  The Woolwich Centre

Book your place here
http://training.greenwichsafeguardingchildren.org.uk/events-list

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Private Fostering Workshop

Dates: 28th November 2018

Time: 10.00am – 12.30pm (Please arrive at 9.45 for a prompt 10.00 start)

Target group: Groups 1 - 3

Aim: This 2 ½ hour workshop will help clarify how we must work together to ensure that the welfare of privately fostered children will be protected and promoted.

Course Outline: By the end of the course participants will be able to answer the following questions:

- What do we mean by private fostering?
- What do I do if I suspect that this is a Private Fostering Arrangement?
- Why should I be concerned about Private Fostering?

Facilitator: Aramide Laley – Supervising Social Worker, Fostering Team

Venue: The Woolwich Centre
Promoting Positive Parenting Level 1: Building Cooperative Behaviour in Children

Dates: 6th July 2018

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 3 - 5

Aim: This one day Level 1 workshop aims to introduce or refresh ideas for workers in order to support parents / carers to support their children to learn to behave in cooperative ways, so that they enjoy childhood and improve their relationships with adults, friends and siblings. We will also consider the effects of parental stress and how parents / carers can take better care of themselves. Ideas taught come from social learning theory, systemic family therapy and non-violent resistance therapy.

Course Outline: Using a mix of teaching, role play, video clips and discussion, we will look at:
- What is positive parenting?
- Parenting styles and children’s temperaments;
- The Parenting Pyramid;
- Building co-operative behaviour – the tools of play, effective praise and rewards;
- Managing parental stress and role-modelling the behaviour we want to see.

A comprehensive reading list and hand outs will be provided at the end of the session.

Facilitator: Pete Brown, Family Therapist, Greenwich CAMHS.

Venue: Memorial Hospital

Book your place here: http://training.greenwichsafeguardingchildren.org.uk/events-list

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Promoting Positive Parenting Level 2: Managing Children’s Difficult Behaviour Effectively

Dates: 13th July 2018

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 3 – 5
For Staff who offer parenting support and who have attended the Positive Parenting level 1 training (or equivalent)

Aim: This one day Level 2 workshop will focus on limit setting, discipline and punishment and how these tools can be used in judicious ways to supplement the fundamental tools of building co-operative behaviour. There will be a discussion on the use of smacking and promoting positive alternatives. Tools looked include selective ignoring, time out, loss of privileges and appropriate consequences.
Ideas taught come from social learning theory, systemic family therapy and non-violent resistance therapy

Course Outline: Using a mix of teaching, role play, video clips and discussion, we will look at
- Setting appropriate limits/boundaries;
- Differences between discipline and punishment
- Types of smacking and the risk linked to this (from least to most dangerous);
- How to discipline positively and non-violently;
- EXTRA: the pros and cons of computers and internet safety and how they fit with an ethos of positive parenting.

A comprehensive reading list and hand outs will be provided at the end of the session

Facilitator: Pete Brown, Family Therapist, Greenwich CAMHS.

Venue: Memorial Hospital

Book your place here
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Promoting Positive Parenting Level 3: Positive Parenting Techniques in Practice

Dates: 12th October 2018

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 3 – 5

Aim: This one day advanced workshop is only for practitioners who have completed levels 1 and 2 of Promoting Positive Parenting.

This is a theory-to-action workshop to look at how we can keep these tools alive in our work with families.

Just as families need to practice to apply positive parenting techniques with their children, so do workers need practice to apply these with parents, otherwise the tools can become stale, or we may give up when we meet families who show resistance or have other difficulties in applying these ideas.

After a refresher of the tools and techniques from the Parenting Pyramid, the workshop will involve case presentations from members of the group.

Course Outline: Group members will be asked to bring an anonymised case for discussion including a basic genogram / family tree.

We will look at:
- What tools are working with this family and consider tools that may not be working and why
- Cases going well and stuck cases

Cases can be brought from individual work with families or as part of a parenting group. The aim of the workshop is to pool ideas and troubleshoot difficult issues. And remind ourselves of useful tools that we may not be using.

To maximise small group discussion, there will be 10-12 places available for this workshop. After this workshop, it may be the possible to join a case discussion group (one a term) to support these ideas, and continue to practice these ideas, over time.

Facilitator: Pete Brown, Family Therapist, Greenwich CAMHS

Venue: Memorial Hospital

Book your place here:
http://training.greenwichsafeguardingchildren.org.uk/events-list
Providing Effective Early Help for Children, Young People and their Families

Dates: 13th September 2018   4th February 2019

Time: 09.30am – 1.00pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 2 - 5

Aim: The aim of this course is to help practitioners within Greenwich to put into practice early help policy in order to improve outcomes for children, young people and their families. It will give practitioner’s both a greater understanding of national policy and the opportunity to develop their practice skills

Course Outline: By the end of this half day course the participants will be able to:

- Identify key messages from research in terms of what works in early help
- Understand the Early Help approach in Greenwich
- Understand how Early Help Assessments and Team Around the Child, can support the provision of early help for children, young people and their families.
- Greater knowledge of support and services within Greenwich that can assist practitioners
- Recognise the barriers to providing effective early help and how these can be addressed

Facilitator: Members of RBG Early Help Team

Venue: The Woolwich Centre
Recording and Report Writing Skills in Safeguarding Children

Dates: 4th July 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 2 – 4

Aims: This course aims to equip participants with the skills, knowledge and confidence to effectively record their work with service users for the purpose of safeguarding children.

Course Outline: By the end of this one day course participants will have:

- Improved their understanding of the basic legislative context when completing records
- Gained insight into why effective record keeping and report writing is important
- Explored how facts and opinions can be clearly differentiated in recording
- Considered practice implications of user access to files
- Determined what does and does not need to be recorded
- Practiced and enhanced their recording skills
- Considered some tips and strategies for effective recording and reflect on own practice
- Developed an action plan that leads to improved practice
- Worked on examples and case studies to put theory into practice.

Facilitator: Rahana Hussain, Independent Trainer

Venue: The Woolwich Centre

Book your place here
http://training.greenwichsafeguardingchildren.org.uk/events-list

Greenwich Safeguarding Children Board
L&D Business Support Officer
1st Floor, Woolwich Centre
35 Wellington Street
Woolwich SE18 6HQ
Tel: 020 8921 5713
Fax: 020 8921 4448
safeguardingtraining@royalgreenwich.gov.uk
Reflective Practice and Analytical Thinking in Child Protection

Dates: 30th April 2018     15th March 2019

Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)

Target group: Groups 4 - 5

Aim: Safeguarding children involves managing complexity, ambiguity and uncertainty. This course seeks to promote reflective and analytical thinking in child protection work, providing both conceptual and theoretical frameworks for decision making as well as practical tools that can be used in practice.

Course Outline: By the end of this one day course participants will have:
- Understood the meaning of reflective practice on contemporary care services
- Explored the implications for practitioners of the wider policy context of children’s services with particular reference to the Munro Review and research form serious case reviews
- Considered the role and importance of reflective practice in both promoting professional resilience and high practice standards in challenging times
- Discussed strategies for promoting critical reflection in practice and overcoming barriers to learning and reflection
- Familiarised themselves with tools that can be used to promote reflection

Facilitator: James Blewett, Independent Trainer

Venue: The Woolwich Centre
The Resilient Practitioner
Self-care strategies for helping professionals

Dates: 8th March 2019
Time: 09.30am – 4.30pm (Please arrive at 9.15 for a prompt 09.30 start)
Target group: Groups 3 - 6
Aim: This practical one day workshop is for practitioners from social care, health, education and the voluntary sector, who wish to explore and maximise the quality of their professional role. There has been a dramatic increase in the use of the term ‘resilience’ in recent years, but we usually apply this to clients / service users. How do we think about ‘resilience’ when we think of ourselves as helping professionals and what are the ingredients of a resilient practitioner?

Course Outline: By the end of the day each participant will have developed a personalised ‘action plan’ that focusses on self-care strategies to support their role as a helping professional. The day will include presentations, discussion and exercises covering the following themes:

- The ‘cycle of caring’ (how we understand our role in the helping professions)
- Joys and rewards (looking at protective factors e.g. what sustains us in our roles)
- Stress and hazards (looking at risk factors e.g. burn out and compassion fatigue)
- The professional and personal self (looking at our work-life balance)

The day will include a variety of self-care ideas and exercises. If you have any self care ideas, please do bring these ideas to the workshop

Facilitator: Pete Brown, Parenting Lead, Greenwich CAMHS
Venue: The Woolwich Centre
Responding to Female Genital Mutilation

Dates: 20th April 2018         14th November 2018
Time: 10.00am – 1.00pm (Please arrive at 9.45 for a prompt 10.00 start)
Target group: Groups 1 - 3
Aims:
- To increase the knowledge, awareness and understanding of professionals of the practice of FGM among specific UK practicing communities.
- To strengthen cultural competency skills and multi-agency cooperation and working in relation to safeguarding girls at risk

Course Outline: By the end of this course participants will have:
- Better understanding of the practice of FGM and social and cultural context in relation to FGM in the UK
- Increased their knowledge of the UK law, safeguarding policies and procedures, challenges and relevant resources
- Discussed the warning signs and risk factors
- Gained insight on provisioning of appropriate care and support to women and girls affected by FGM and explore the role of statutory agencies and key professionals in tackling FGM
- Explored practical issues and strategies for working with individuals, communities and stakeholders to tackle FGM

Facilitator: Trainers from GSCB network
Venue: Woolwich Centre
Safeguarding Children Across Culture and Faith

Dates: 7th November 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 2 - 4

Aim: To focus on issues of ethnicity, culture and faith in relation to safeguarding and to increase understanding of how these can impact when seeking to protect children from harm.

Course Outline: By the end of this one day course participants will have:

- Improved their knowledge of how ethnicity, culture and faith can have an impact on safeguarding
- Considered the needs of children in situations where culture and faith play a key role and identified appropriate responses.
- Increased their understanding of the important influences of families’ culture and faith/beliefs system on how they parent their children;
- Developed a basic awareness of a range of practices that may be harmful to children, including physical chastisement, FGM, forced marriage and spirit belief.
- Gained confidence in discussing their own, and others’ personal attitudes and beliefs, and how these might affect their professional practice;
- Learned about good practice in assessments and service provision.

Facilitator: Melanie Phillips – Independent Trainer

Venue: Woolwich Centre
Safeguarding Children who may have been Trafficked

Dates: Date TBC
Time: 10.00am – 1.00pm (Please arrive at 9.45 for a prompt 10.00 start)
Target group: Groups 2 - 4
Aim: To provide and overview of and raise awareness about child trafficking, and to develop knowledge and skills in working with child victims of trafficking.

Course Outline: By the end of this half day course participants will:
- Understand the definition of child trafficking
- Explore the impact and significance for the child of being trafficked
- Improve their ability to recognise risk factors and identify victims of trafficking
- Understand the importance of dealing immediately with concerns
- Gain awareness of relevant legislation and procedures including London Safeguarding Children Board Trafficked Children Guidance and Toolkit
- Develop an awareness of research findings and implications for practice;
- Develop skills in assessing vulnerabilities including need for protection and planning interventions of support

Facilitator: Representatives from NSPCC
Venue: Woolwich Centre
Safeguarding
Disabled Children

Dates: 3rd December 2018 1st March 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Staff that work regularly with disabled children/young people and their families/carers.

Group: Group 2, 3 & 4

Aim: To develop the relevant knowledge, skills and confidence in safeguarding disabled children

Course Outline: At the end of this one day training, participants will have:
- Considered the vulnerability, risk and protective factors for disabled children and young people
- Considered the legal framework and relevant practice guidance for safeguarding disabled children
- Considered various models of disability, including the Social Model
- Considered how to identify and assess safeguarding concerns for disabled children and young people
- Considered ways to obtain the views of disabled children and young people

Facilitator: Representatives from RBG Children with Disabilities Team

Venue: The Woolwich Centre

Book your place here http://training.greenwichsafeguardingchildren.org.uk/events-list
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safeguardingtraining@royalgreenwich.gov.uk
Supervision Skills for Safeguarding Supervisors

**Dates:** 14th June 2018

**Time:** 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

**Target group:** Groups 5 – 6

**Overview:** The overall aim of the training to establish good practice in supervision and give clarity and understanding to the requirement of delivering effective and competent supervision in order to make safe decisions for children and young people.

**Aims:** By the end of this one day course participants will:

- Have developed a structure for effective supervision and tools for managing the work, including the use of supervision agreements
- Be given the opportunity to promote the reflective and analytic process of supervision and to develop these skills in the supervisee
- Be given the opportunity to think through anti-oppressive practice in supervision and considering how equality issues affect the supervision process and impact on relationships in supervision
- Reflect on managing practice and to use the supervision process to inform safe decision making
- Be given the opportunity to use live material and participants own experiences as a supervisor to facilitate learning

**Facilitator:** Janet Lee – Independent Training Consultant

**Venue:** Woolwich Centre Centre
Understanding Personality Disorders & Implications for Child Development and Parenting

Dates: 19th June 2018

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3-5

Aim: The course is aimed at providing front line staff and managers who work with children and families with the necessary knowledge to understand and work with parents affected by personality disorders.

Course Outline: This one day course will explore different types of personality disorders and how they impact on parents, and on children and professionals.

The course will then support practitioners in developing effective skills in assessment, and effective intervention for parents and children affected by personality disorder.

Facilitator: Marcia Rice – Independent Training Consultant

Venue: The Woolwich Centre
Working with families who are hard to help in child protection

Dates: 23rd January 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: When professionals are concerned about the welfare of children they need to work with families who may be facing multiple difficulties in their lives. On occasions this can mean they will be encountering parents and carers who are evasive, fearful, uncooperative and ambivalent toward professionals and also sometimes behave in ways which are frightening. This is often described as resistant and indeed serious case reviews have highlighted how families can manipulate professionals in such circumstances. However, it is perhaps more helpful to understand these as families who are hard to help. This one day course looks at the patterns of such behaviour and what can lay behind it. It will equip practitioners with strategies for working safely and effectively in such circumstances.

Course outline: In this one day course we will explore
Patterns of parental behaviour that are labelled resistant in terms of families being evasive, hostile, uncooperative or ambivalent & what can lay behind this. Parental perspective on the child protection process; how practitioners can manage these most effectively & work inclusively with parents. How these behaviours can be analysed in terms of potential impact on children & young people. The pitfalls that practitioners can fall into with families that can exacerbate difficult dynamics with family members. How issues such as gender, ethnicity & class can shape impact on dynamics with professionals. Strategies for keeping safe when working with families who are threatening. Assessing capacity for change when working with families who are hard to help.

Facilitators: James Blewett, Independent Consultant

Venue: Woolwich Centre

Book your place here
http://training.greenwichsafeguardingchildren.org.uk/events-list
Working with Parental Mental Illness
(A One Day Course)

Dates: 5th December 2018  7th March 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: An increased understanding of the impact parental mental health problems may have upon children and the parenting ability of adults.

Course Outline:

- Awareness of the different types of mental health problems, causes and contributory factors and treatment.
- Consideration of the potential links between parental mental health problems and ‘significant harm’ to children.
- An increased confidence among participants in their ability to respond positively and promptly when dealing with parental mental health problems.

Facilitator: Richard Anderson, Oxleas NHS Foundation Trust & representatives from Greenwich Children’s Services

Venue: The Woolwich Centre
Working with Parental Substance Misuse

Dates: 3rd July 2018 4th March 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5
Participants must have attended a basic awareness course in drugs and alcohol. This can be via their own agency, Greenwich DAMIC or evidenced through attendance at another borough’s training.

Aim: To enhance and develop knowledge and skills in working with children and families affected by problematic alcohol and drug use

Course Outline: By the end of this course participants will have:
- Considered key messages from research on the prevalence, nature and effects of parental substance misuse
- Recognized the impact of PSM on the children and their parents
- Developed skills in assessing PSM, taking into account risk and resilience factors for children.
- Explored the importance of a multi-agency approach in this area of practice
- Improved their knowledge of local and national services to support children and families affected by PSM

Facilitator: Olivier Busin, Parental Substance Misuse Co-ordinator

Venue: Woolwich Centre
Working with Young People Who Self-Harm

**Dates:**  
5th July 2018  
12th February 2019

**Time:**  
9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

**Target group:**  
Groups 2 - 4

**Aim:**  
The aim of this **one day** workshop is to help participants develop their knowledge and skills in relation to deliberate self-harm (DSH)

**Course Outline:**
- To define DSH and different ways this can show itself
- To increase understanding of some of the important issues relating to DSH
- To discuss the physical, emotional and psychological indicators of DSH
- To explore best practice, locally and nationally
- To provide the opportunity for participants to reflect on their own practice and how organisations can best manage DSH in young people
- To develop participants’ skills and confidence in responding to young people who self-harm.

**Facilitator:**  
Specialist Clinical Psychologists from CAMHS

**Venue:**  
Woolwich Centre
Keeping Babies and Young Children Safe: Understanding child development to build strong foundations

Dates: 13th February 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 4

Course Outline: A new refresher on early child development so that practitioners and staff are better equipped to identify and respond to concerns about babies and young children.

By the end of this one day programme participants will have a good understanding of:

- infant brain development (pre-birth to 4 years)
- attachment theory
- how babies and young children communicate – language development and behaviour
- the impact of trauma and neglect on the child’s development
- what can we do to support child development
- local opportunities and resources to promote the child’s development

Facilitator: Representatives from Early Years and Oxleas NHS Trust

Venue: The Woolwich Centre
Children’s Mental Health: Understanding the Issues and Promoting Positive Well Being

Dates: 30th January 2019
Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)
Target group: Groups 3 -5
Aim: This course will enable participants to recognise emotional distress and deliberate self-harming behaviours among children and provide tools on how to respond appropriately and proportionately to risk

Overview: This one day course participants will be able to:

- Demonstrate knowledge of patterns and indicators of emotional issues and self-harming amongst children and methods to assess risk
- Describe the social, cultural and emotional pressures and identity issues that result in children being more vulnerable to emotional distress and self-harming behaviours
- Describe the significant role of internet and electronic communication in escalating emotional distress and self-harming behaviours
- Describe the meaning and significance of peer and sub-group pressure
- Introduce approaches professionals can use to build resilience in vulnerable children
- Describe proportionate and appropriate responses of professionals to particular incidents of self-harming behaviour and manage professional anxiety.
- Confidently use practical approaches in working with children to address behavioural issues and self-harming behaviours
- Demonstrate knowledge of national and local resources that can support vulnerable children and their families, including Early Help services

Facilitator: Marcia Rice – Independent Training Consultant
Venue: Woolwich Centre
Understanding Adolescent Mental Health: Implications for practice and improving emotional well being

Dates: 1st February 2019

Time: 9.30am – 4.30pm (Please arrive at 9.15 for a prompt 9.30 start)

Target group: Groups 3 - 5

Aim: This course will address the increasing rate of emotional distress and mental ill health among adolescents. The focus will be to increase knowledge of the risk factors which contribute to emotional disorders, associated behaviours and effects on psychological, social and cognitive developments. Finally, identifying strategies to improve the emotional well-being of young people.

Course Outline: This one day course will help professionals to:

- Understand the prevalence of adolescent mental illness and the different clinical and social presentations of emotional distress among young people
- Identify antecedent factors and early significant traumas which contribute to adolescent mental distress.
- Explore the impact of domestic violence, parental mental illness and substance misuse and role of carers on the emotional wellbeing of adolescents.
- Examine the role of gender, culture and sexual identity in the development of adolescent mental distress among vulnerable young people.
- Explore the experiences of young people from BME communities identifying specific social and cultural experiences
- Examine different models for holistic assessment and strategies for intervening to improve young people's mental well-being and reducing risk of harm

Facilitator: Marcia Rice – Independent Training Consultant

Book your place here
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GSCB Future Courses:
In addition to the scheduled training programme GSCB will be offering additional training and events in response to either local need or national drivers. These will be promoted to all our contacts, on our website and through GSCB members. If you would like to be added to our contact list then please email your details to safeguardingtraining@royalgreenwich.gov.uk

The following courses will be available later this year:

Several sessions on topical issues:

- Abusive Head Trauma (Shaken Baby Syndrome)
- Allegations Against Staff
- Demystifying the Paediatric Assessment
- Domestic Abuse - Identification and Barriers to Disclosure
- Harmful Sexual Behaviour
- Parental Learning Disabilities
- Physical Chastisement
- Workshop to Raise Awareness of PREVENT (people at risk of radicalisation)

GSCB Training Venues

The Woolwich Centre & Woolwich Town Hall
The majority of Safeguarding Children training sessions are held at The Woolwich Centre, 35 Wellington Street, Woolwich, London, SE18 6HQ, or The Town Hall, Wellington Street, Woolwich, London, SE18 6PW

Bus
There are several buses that stop close by

Trains
Woolwich Arsenal BR & DLR are close by

Road
There is no onsite parking. However there are several pay & display car parks & metered bays in the surrounding area
There are bays in Market Street & Polytechnic Street that disabled drivers can use.

Other venues may be used that are more appropriate to target audience

Special Requirements
If you require assistance to attend an event e.g. sign language interpreter, mini-loop induction facility or if your disability affects your access to or mobility within buildings please contact the GSCB Learning and Development Business Support Officer on 0208 921 5713 or safeguardingtraining@royalgreenwich.gov.uk who will advise and provide assistance.
Charging Policy

This training is funded from the annual contributions made to the Safeguarding Children Board by its constituent agencies. All training in this brochure is free of charge to any person employed by one of the GSCB partner agencies or a not-for-profit organisation in Royal Greenwich.

There will be a charge of £100 per full day or £50 per half day session for applicants from independent and private sector organisations, free schools, academies and for all agencies outside the borough. You will be invoiced this amount after the course. We offer very favourable competitive rates compared to other training providers in the area and we are more than happy to negotiate a block booking rate.

Most of the GSCB courses are heavily over-subscribed and whilst we try to arrange courses to meet demand, not all applicants are successful. Short-listing may take place before the course and applicants are notified in writing whether or not they have been allocated a place.

Cancellations and Non Attendance

Unfortunately, we do experience a significant problem with non-attendance and late cancellations. As demand for GSCB courses is high and some applications may be unsuccessful, early cancellation is important in order that the place can be offered to another participant. You are able to cancel your own place 2 days before the course by logging into GSCB events page. If you wish to cancel your place less than two days before the date of the course you must phone us on 020 8921 5713 or email us at safeguardingtraining@royalgreenwich.gov.uk. You will not be able to cancel your own place with less than two days to go and such cancellations will incur an £80 late cancellation fee for full day courses or £40 for half day courses.

Non Attendance

If you are unable to attend a course that you have booked on to, we expect you to contact us to inform us of this. If you do not inform us and do not attend we will email you and your manager/finance team (you would have given us these details when you created an account to book onto our events) and your organisation will be charged £100 for non-attendance of a full day course or £50 for a half day.

We understand that unforeseen events/exceptional circumstances can lead to non-attendance or late cancellation, in which case, the GSCB may consider waiving the non-attendance / late cancellation fee. You must request the fee to be waived at your earliest opportunity by emailing safeguardingtraining@royalgreenwich.gov.uk. The GSCB will use their discretion in deciding whether an exception will be made.
Other Helpful Training Links

The Participation People

FREE AND BESPOKE YOUTH PARTICIPATION TRAINING

To any service or partner agency of the Royal Borough of Greenwich

Get in touch with Josh Hensall (Participation Service Lead) to discuss your requirements.
Email: josh@participationpeople.com
Call: 020 8921 6263 / 07822 354 344

Royal Borough of Greenwich school staff can find details of current and future training courses and other learning opportunities through Direct Services to Schools at http://servicestoschools.royalgrenwich.gov.uk/courses

GAVS
Greenwich Action for Voluntary Service

GAVS training courses are open to all local voluntary, community and faith sector. Participants are also welcome from the Statutory sector, voluntary, community and faith sector. Please see our http://www.greenwich-cvs.org.uk/events/ or call 020 8309 8231 for prices

Royal Borough of Greenwich staff can find details of current and future training courses and other learning opportunities on the RBG Learning & Development homepage