

# Multi-agency training programme 2017/18

Essex Safeguarding Children Board

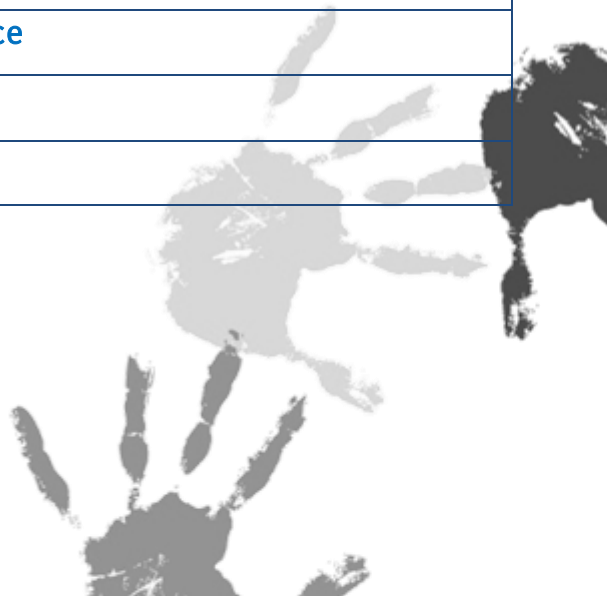
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Multi-agency learning and development opportunities for all  
those who work with children and families in Essex



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## Introduction

The Essex Safeguarding Children Board (ESCB) learning and development programme includes courses on safeguarding children, child protection conferences and core groups, working with children with disabilities and working with resistant families and disguised compliance.

Designated person training for schools and early years and childcare settings is administered by Essex Education Services, but ESCB will continue to provide multi-agency designated person training.

The [ESCB Learning and Development Strategy](#) and [Learning and Improvement Framework](#), which seeks to set out how we will learn from our serious case reviews, case file audits and many other useful sources of data, can both be viewed on our [website](#).

The opportunities offered in this brochure outline our core programme of learning and development opportunities but we will be offering other training over the course of the year and these will be advertised on our website: [escb.co.uk](http://escb.co.uk)

If you have any queries about our learning and development opportunities you can contact the Essex Safeguarding Children Board on 0333 013 8937 or email [escb.training@essex.gov.uk](mailto:escb.training@essex.gov.uk)

## Levels of Training

In order to meet the differing levels of training needs across the range of agencies and staff roles, the courses are targeted according to the level of contact with children and families and level of responsibility for safeguarding children. See [ESCB Training Levels and Learning Outcomes](#) for more information. The table on the next page outlines all our courses and the level they are aimed at.

All ESCB learning and development opportunities are multi-agency, aimed at staff at Level 2 and above. Please note for health staff, ESCB Level 2 is equivalent to Intercollegiate Level 3.



## **2017-2018 Courses**

### **Level One**

**Safeguarding Children Level 1 (E-Learning)**

### **Level Two**

**Safeguarding Children Level 2**

### **Level Three**

**Designated Person/Lead for Safeguarding Level 3**

### **Level Two and Three Additional Courses**

- **Child in Need Training**
- **Child Protection Conference & Core Groups**
- **Children with Disabilities and child protection**
- **Child Sexual Exploitation Awareness (E-learning)**
- **Serious Case Review Learning events**
- **Working with resistant families and disguised compliance**
- **Southend, Essex and Thurrock CSE online toolbox training**



## Application Process

Once you have decided on a course and date from our training brochure you must submit an online application. Submitting an application does not guarantee your place on the course, confirmation of place will be sent at least four weeks prior to the course date.

Courses delivered by staff from partner agencies in Essex are generally free, however ESCB charge for courses that are delivered by externally commissioned providers; this is clearly stated on each course.

An invoice will be sent on confirmation of place on a course and it is expected that payment will be made prior to attending the course.

Non-attendance at free courses without at least five working days' notice will incur a charge; please see the [ESCB Charging and Cancellation Policy](#) for more information.

## Measuring the impact of learning and development opportunities

Your feedback from any learning and development opportunities is important to us and helps shape future opportunities.

We need to know that the learning and development opportunities we are offering are making a difference to practice. As part of this process we expect that:

- All applicants will have discussed their application with their line manager and the learning outcomes reviewed in one to one sessions. On the day of the course all delegates will complete a short pre and post course knowledge check
- They will complete the follow up survey that is sent approximately 4 weeks after the course
- They and their manager would be available for follow up discussions with ESCB on the difference the learning opportunity has made to their practice
- A certificate of attendance will be sent on completion of the 4 week follow up survey



## Measuring learning and development needs

The ESCB learning and development programme is based on the learning needs identified through local and national Serious Case Reviews, Partnership Learning Reviews, multi-agency audits and section 11 audits.

Through individual agency annual training needs assessments, gaps in multi-agency training should be identified and raised through the agency representative on the ESCB and ESAB Learning and Development sub-committee.

Further learning and development opportunities will become available throughout the year.



# Child Sexual Exploitation (CSE)

## CSE Champions- new and existing

From April 2017 Southend, Essex and Thurrock (SET) have agreed a common approach to the **role of the CSE champion**.

There will no longer be specific CSE Champions Training. In order to qualify for a CSE Champion role within Southend, Essex and Thurrock, the following standards must be achieved. You must also complete a **CSE Champions Request Form** and email it to [escb.training@essex.gov.uk](mailto:escb.training@essex.gov.uk)

1. Have a good working knowledge of safeguarding children and have completed safeguarding children level 2 course, or equivalent as a minimum.
2. Completed a minimum of a basic awareness CSE course (online or face to face).
3. Completed the SET CSE Toolbox **On Line Training Module**
4. Have support from line management to be the CSE Champion in their team/organisation
5. SOUTHEND / ESSEX ONLY: Be a **National Working Group (NWG) member**.

Current CSE Champions will have until January 2018 to ensure the standards above are completed and **CSE Champion Request Form** signed and returned to the ESCB by email.

These standards ensure that all CSE Champions across SET have achieved a specific level of training/development and knowledge to ensure they are able to fulfil the role expectations.



# Child Sexual Exploitation (CSE)

## CSE Learning and development opportunities

### NWG Gold Membership

ESCB have gold membership of NWG, which enables ESCB to issue free NWG membership to staff of ESCB partners. Membership provides access to a range of resources, publications, research and both subsidised and free learning and development opportunities in relation to child sexual exploitation and trafficking.

Membership also provides access to a **FREE NWG CSE Basic Awareness e-learning course** for practitioners. The aim of the course is to increase confidence and awareness in recognising and responding appropriately to child sexual exploitation (see below for how to access).

#### How to access NWG membership:

To become a member please visit the [Learning and development CSE webpage](#).

Your membership will then be issued (please check your junk mail folder if you do not receive a reply within two weeks of sending an email) and you can log in to [www.nwgnetwork.org](http://www.nwgnetwork.org). When you access the site for the first time, please follow the instructions on the page.

### CSE and Missing Basic Awareness Packages

ESCB have developed a child sexual exploitation basic awareness package and children missing package that can be delivered in team meetings and staff development sessions by the CSE champion or safeguarding lead.

Each package takes about 20 to 50 minutes to deliver (dependent on if the activities are used). There are facilitator notes suggested activities throughout the presentation.

#### CSE Basic Awareness Package

Sally's story [part 1](#) and [part 2](#)

#### Missing Children Basic Awareness Package

If any of your team would like more information on CSE, please look at the [ESCB website](#). ESCB are able to offer free NWG membership to staff of ESCB partners through their gold membership, which will give you access to a more in depth CSE e-learning package and lots of other resources.

### SET CSE Toolbox Online Training

**Cost to participants:** Free

**Target audience:** All staff and volunteers in contact with children, young people and their families in Essex

**Aim:** To support staff and increase confidence in undertaking the new CSE Risk and Vulnerabilities Assessment contained within the Toolbox

**How to access this course:** Please visit to the [Learning and development CSE webpage](#).

**Multi-agency Training Programme April 2017 – March 2018**





# Child Sexual Exploitation

## CSE Champions Annual Forums

ESCB requires all CSE Champions to attend at least one forum per year in order to maintain their CSE champion role. There will also be updates throughout the year via the CSE e-bulletin which all CSE champions will receive.

### Target audience:

Anyone who is a CSE Champion will be invited to attend an annual forum; these will be held twice a year in each quadrant.

### This year's forums will focus on:

- Children and young people's perspective on CSE
- Working with parents
- Adolescent risk taking behaviour
- Understanding perpetrators

All forums run 9.30am-12.30pm; we will confirm the venue once we have confirmed your place.

Forums will run in October and November and February and March in each quadrant; booking information will be available shortly.



# Child Sexual Exploitation

## Basic Awareness E-Learning for Parents and Carers

### Cost to participants:

Free

### The Course:

Parents Against Child Sexual Exploitation (Pace) and the Safeguarding Children e-Academy have teamed up to provide this short (20-30mins) online course designed for parents and carers.

It is often hard to tell the difference between difficult teenage behaviour and the signs of sexual exploitation. The more information you have about the dangers and risks that children may face, the better equipped you'll be to keep them safe.

Register for this free online course [here](#).



# Safeguarding Children

## Strengths Based Approach to Child Protection Conferences and Core Group Training

### Cost to participants:

Free

### Aims:

- To increase understanding and confidence in participating in child protection conferences using the strengths-based approach
- To understand how this approach can be translated into core groups and to ensure you are an active member of the core group

### Target Audience:

Anyone working with children and families in Essex who would like to better understand the strengths-based approach to child protection conferences and core groups

### Learning Outcomes:

- Understand the strengths-based approach to child protection conferencing and how this can be used within core groups
- Understand your role and responsibilities in relation to child protection conferences and core groups
- For practitioners to understand the shared responsibility of core group members in driving the child protection plan forward and how to challenge drift and inactivity

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Colchester	Thursday 29 June 2017	9.30am – 3.00pm	<a href="#">Click here to book</a>
Chelmsford	Thursday 6 July 2017	9.30am – 3.00pm	<a href="#">Click here to book</a>

Venue details will be provided when your place is confirmed.  
NB: There is no charge to delegates for these workshops although there will be a £25 charge for non-attendance

There will be further sessions in each of the quadrants from Sept 2017 to March 2018; dates will be available shortly.

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# Safeguarding Children

## Children with Disabilities and Child Protection

### Cost to participants:

Free

### Target audience:

This course is aimed at anyone working with children with disabilities in Essex.

### Learning outcomes:

- Identification of child protection concerns when working with children with disabilities
- Understand when and how to report concerns
- Understand the strengths based approach to child protection conferencing and how this approach can be used within core groups
- Understanding of how abuse can impact on children with disabilities

Please note this course is specifically for people who work with children with disabilities. If you are interested in attending a generic course on a strengths-based approach to child protection conferences and core groups [click here](#).

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Colchester	Wednesday 28 June 2017	9.30am-3.00pm	<a href="#">Click here to book</a>
Venue details will be provided when your place is confirmed. NB: There is no charge to delegates for these workshops although there will be a £25 charge for non-attendance.			

# Safeguarding Children

## Child in Need Training

### Cost to participants:

Free

### Workshops in each quadrant facilitated by child in need reviewing service

These workshops are an introduction to working with child in need (section 17)

### Target audience:

Managers and those working with children, young people and families who want to expand or consolidate their understanding of working with families under child in need (section 17) or those who are new to their role and wish to develop their understanding of child in need work.

### Aim:

To increase professional confidence and commitment to child in need work.

### Learning outcomes:

- To explore the dynamics of working with child in need (section 17) and consent
- To share best practice in relation to child in need work
- Be clear about your role and responsibilities within the child in need work and reviewing

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Harlow	Wednesday 21 June 2017	9.30am-12.30pm	<a href="#">Click here to book</a>
Colchester	Wednesday 12 July 2017	9.30am-12.30pm	<a href="#">Click here to book</a>

Venue details will be provided when your place is confirmed.  
NB: There is no charge to delegates for these workshops although there will be a £25 charge for non-attendance.

# Safeguarding Children

## Safeguarding Children Training (Level 1)

### Cost to participants:

Free online training that can be accessed via the [ECC Working Together site](#).

### Target audience:

Anyone working or volunteering with children, young people and their families in Essex who needs a basic level of safeguarding knowledge

### Aim:

Basic awareness safeguarding children training

### Learning outcomes:

- Understand signs and symptoms abuse
- Be aware of the inquiries and legislation underpinning child protection
- Know what to do if abuse is suspected
- Develop some useful assessment skills
- Be clear about sharing information with others
- Understand local child protection systems
- Transfer knowledge from this programme to the workplace

Please note that this course is administered by Essex County Council's Essex Social Care Academy and any enquiries should be emailed to [workingtogether@essex.gov.uk](mailto:workingtogether@essex.gov.uk)



# Safeguarding Children

## Safeguarding Children Training (Level 2)

### Cost to participants:

COURSE FEE	
Essex Council for Voluntary Youth Service (ECVYS) members are able to attend at a reduced price	£20
All other Voluntary/Charity/Community Organisations	£30
Health/Police/Probation services/Local government etc.	£60
Private, independent and profit-making organisations	£90

### Training provider:

Reconstruct are the commissioned provider of level 2 safeguarding children training in Essex.

### Target audience:

For those who work directly with children, young people and their families in Essex on a regular basis.

If you work in the Early Years and Childcare sector then you will need to attend the courses provided by Essex County Council Early Years and Childcare Service.

### Aim:

To develop an enhanced understanding of safeguarding children including identifying and responding to concerns

### Learning Outcomes:

- Recognise, respond to and how to share safeguarding concerns
- Understand the safeguarding roles of parents and carers and recognise factors that may impact on parenting capacity.
- Understand the diversity of different cultural and religious beliefs when working together to safeguard and promote the welfare of children.
- Understanding and recognising the barriers for non-engagement and or non-compliance by children, young people and/or their families
- To understand how to appropriately contribute to inter-agency assessment by gathering and sharing information appropriately



- Understand how to challenge other professionals and how to escalate concerns appropriately
- Understand boundaries of personal competence and responsibility; know when to involve others and where to get advice and support.
- Be able to communicate effectively and develop working relationships with other practitioners and professionals, children and families to safeguard and promote the welfare of children.
- To have a working knowledge of the current SET Procedures & Working Together 2015
- To have a clear understanding of how families can access support across all levels of need
- To understand how to communicate effectively with children and young people
- Know how and when to consult with a safeguarding lead or designated safeguarding officer
- Being an effective advocate for children and families ensuring that the child's wishes and feelings are taken into account at all times
- Be able to evidence their assessment of need using the [Effective Support for Children and Families in Essex](#)
- To be able to document concerns in a manner that is appropriate for safeguarding/child protection and legal processes

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Chelmsford	Tuesday 16 May 2017	9.30am- 4.30pm	<a href="#">Click here to book</a>
Harlow	Wednesday 24 May 2017	9.30am- 4.30pm	<a href="#">Click here to book</a>
Colchester	Thursday 15 June 2017	9.30am- 4.30pm	<a href="#">Click here to book</a>
Wickford	Thursday 22 June 2017	9.30am- 4.30pm	<a href="#">Click here to book</a>
<b>Venue details will be provided when your place is confirmed.</b>			





# Safeguarding Children

## Role of the Designated Person/ Lead for Safeguarding (Level 3)

### Target audience:

This is a one day multi-agency programme for those who are the designated person/lead for safeguarding children within their organisation. This includes all agencies that are not education establishments.

*Schools/Colleges/Academies/Early Years Settings/Pre-Schools - please follow this link for Designated Person training for your agencies – this training is now organised by [Essex Education Services Professional Development](#).*

### Learning outcomes:

- To understand the role and responsibilities of the designated/lead person
- To understand the legislative and good practice requirements for safeguarding children
- To understand what safeguarding arrangements should be in place to keep children safe
- To understand what to do if a safeguarding concern is raised and how you can support staff to recognise these
- To have the opportunity to reflect on current practice and make changes to better safeguard children and young people

It is expected that participants have previously attended level 2 safeguarding training or equivalent.

### Cost to participants:

COURSE FEE	
Voluntary/Charity/Community Organisations	£30
Statutory Agencies (local government, health, police, probation etc Primary/Secondary Schools, Academies and Colleges)	£60
Private and Profit-making Organisations	£90

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Chelmsford	Thursday 11 May 2017	9.30am- 4.00pm	<a href="#">Click here to book</a>
Chelmsford	Wednesday 21 June 2017	9.30am- 4.00pm	<a href="#">Click here to book</a>
Chelmsford	Tuesday 10 October 2017	9.30am- 4.00pm	<a href="#">Click here to book</a>
Chelmsford	Thursday 23 November 2017	9.30am- 4.00pm	<a href="#">Click here to book</a>
Venue details will be provided when your place is confirmed.			

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# Prevent training- Workshop to raise the awareness of prevent-WRAP

## Cost to participants:

£35 per delegate

WRAP is the Home Office programme on Prevent. This workshop will explain the purpose of Prevent, the process of radicalisation, how to identify when someone may be vulnerable to radicalisation, how to raise concerns and what a proportionate response looks like

EES for Schools are offering Workshops Raising the Awareness of the prevent agenda/radicalisation to all organisations. You will need to be registered on their booking system to book your place on the course - this is a simple process that will not take long.

Please follow this link to register as a new user <https://www.eescpdportal.org/>

OR 'Please click [here](#) to register as a new user'

## Learning outcomes

- Understand Prevent aims and think about who may be vulnerable to terrorism in your establishment
- See why some people are able to influence and manipulate others to commit crimes
- Recognise when a vulnerable individual may be in need of your help
- Be clear on what help and support looks like in this area, and who and where you should turn and inform - if you have concerns
- Share best practice and be able to train staff in your establishment

To look at available courses follow this link to [EES for Schools CPD Website](#)

OR 'To look at available courses click [here](#).'



# Sharing the Learning from Serious Case Reviews in Essex

Essex Safeguarding Children Board undertakes a number of different types of learning reviews including case audits, Partnership Learning Reviews and Serious Case Reviews.

The ESCB aims to share any lessons from these reviews in a variety of ways to ensure that the learning reaches a wide audience. This includes:

- Multi-agency briefings following publication of a Serious Case Reviews
- Locally focussed activity including workshops

The ESCB also encourages organisations to review the learning from reviews in team meetings, development sessions and as themed learning events.

All events will be published on the website and promoted locally via Stay Safe Groups as well as via our newsletters. To sign up for the newsletter and keep up to date, please click on the link [here](#).



# Working with Resistant Families and Disguised Compliance

## Target audience:

Experienced workers across the children's workforce who, having been trained in recognising child protection concepts through e-learning or classroom training, get the opportunity for a facilitator led in-depth discussion and analysis of the key aspects of phenomena such as disguised/false compliance, avoidant or resistant behaviour of families/carers.

## Cost to participants:

COURSE FEE	
Voluntary/Charity/Community Organisations	£30
Statutory Agencies (local government, health, police, probation etc. Primary/Secondary Schools, Academies and Colleges)	£60
Private and Profit-making Organisations	£90

## Learning Outcomes:

- To explore the behaviour of avoidant and resistant families including the nature of disguised compliance and how such behaviour can render the child invisible
- To understand why parents may engage in resistant behaviour and the part professionals play
- To recognise how such circumstances may have a paralysing effect on practitioners and impact on practice
- To review learning from research and serious case reviews in order to better understand the challenges

LOCATION	COURSE DATE AND BOOKING INFORMATION		
Chelmsford	Wednesday 5 July 2017	9.30am- 3.00pm	<a href="#">Click here to book</a>
Venue details will be provided when your place is confirmed.			



# E-Learning Opportunities

Below is a list of e-learning courses offered by other training providers:

Home Office:

[Domestic Homicide Reviews](#)

[Female Genital Mutilation](#)

[Channel](#)

Foreign Office:

[Forced Marriage](#)

Social Care Institute for Excellence:

[Mental Capacity Act](#)

Working Together in Essex:

[Domestic Abuse Basic Awareness](#)

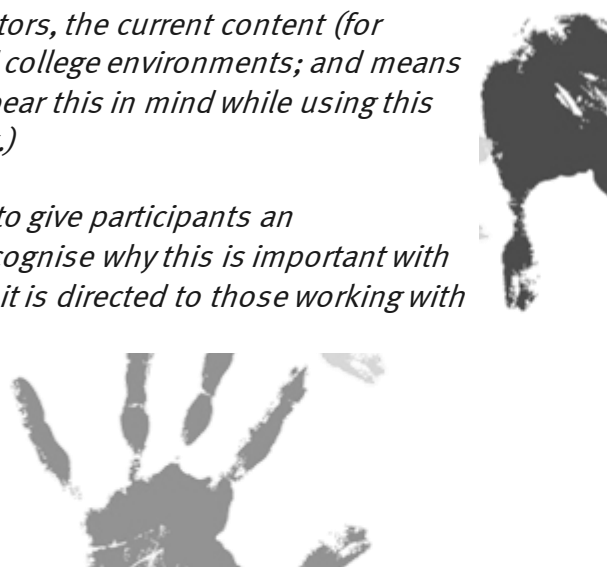
The Salvation Army:

[Introduction to Human Trafficking Awareness](#)

**e-Learning: Prevent** *(Please note: This package has been designed for those in the education sector. While the learnings are applicable across all public sectors, the current content (for example use of case studies) focuses on students; school and college environments; and means for sharing concerns within an educational setting, so please bear this in mind while using this training. Models for other sectors are currently in development.)*

**e-Learning: Safer Recruitment-** *(Please note: This course aims to give participants an understanding of the principles of Safer Recruitment and to recognise why this is important with regards to the safeguarding and welfare of children and whilst it is directed to those working with children, the main principles apply to safeguarding adults.)*

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## Other Learning and Development Opportunities

Further opportunities will be offered throughout the year

As any of these opportunities come up they will be advertised on our website [escb.co.uk](http://escb.co.uk) and on Twitter: [@EssexSafeguards](https://twitter.com/EssexSafeguards)

The training offered by the ESCB in this brochure is multi-agency training. Single agency training can be accessed by approaching the relevant organisation directly.



This brochure was produced by the Essex Safeguarding Children Board.

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