



ESCB CSE Learning and Development Standards for Child Sexual Exploitation

The ESCB CSE and Missing Children sub-committee undertook an audit of CSE training across a range of organisations the responses have helped build this guidance on the expectations for organisations and their staff in relation to CSE learning and development.

This document outlines the expectation ESCB has of organisations in relation to CSE training, the level of training needed depending on the role and the support that can be expected from ESCB. This document has been informed by recommendations set out in the papers; Child Sexual Exploitation: Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation (DfE, 2017) and, Heading Back to Harm: A study on trafficked and unaccompanied children going missing from care in the UK (ECPAT UK and Missing People, 2016).

This training is in addition to the recommended levels of safeguarding children training

ESCB expectations of organisations

ESCB expects that organisations will have the following in place;

- CSE included within the organisations learning and development strategy for the workforce
- Identified CSE Champion/lead to be the ESCB contact and point of contact for staff/volunteers within the organisation
- A commitment to give the CSE Champion/lead support and time to undertake their role
- A commitment to support staff/volunteers in identifying, recognising and responding appropriately to potential and actual CSE across the organisation
- A commitment to ensure the appropriate training is offered and accessed by staff/volunteers
- Promote ESCB campaigns internally and externally
- Have CSE intranet pages to raise awareness amongst staff
- Have mechanisms in place to address the emotional impact of the work on staff/volunteers

All ESCB partners can have free membership to NWG, www.nwgnetwork.org through the ESCB gold membership, please go to the ESCB website to access this <http://www.escb.co.uk/en-gb/learninganddevelopment/childsexualexploitation.aspx>

ESCB will

- Provide free NWG membership to members of staff at agencies who are represented on the Safeguarding Children Board in Essex
- Access to CSE basic awareness online learning
- Quarterly CSE e bulletins to all on our mailing list
- Annual updates for all CSE champions
- Up to date CSE basic awareness package and Children Missing package for in-house delivery to staff
- Ensure the ESCB website has a range of resources and up to date information on the local arrangements.

The table below outlines the knowledge expected for staff groups and how that may be accessed:

Staff group	Knowledge	Method of delivery/where training can be accessed
All staff-induction (including volunteers)	Basic awareness of child sexual exploitation to include: What is CSE Spotting the signs of CSE Who to speak to if you have a concern relating to child sexual exploitation	In house delivery by CSE champion/lead CSE and should be referred to specifically within the safeguarding policy. Promote ESCB CSE Pages and I Didn't Know Campaign through utilising resources, such as posters and leaflets. Promote on organisations Intranet pages. Basic safeguarding children training

Staff group	Knowledge	Method of delivery/where training can be accessed
Universal - all staff who have contact with children/ young people including leisure services, taxi drivers, hoteliers	<p>As for all staff – induction, and also:</p> <p>Know CSE is a type of sexual abuse</p> <p>Understand the definition of CSE and implications for practice</p> <p>Awareness of how child sexual exploitation can affect children and impact on their behaviour</p> <p>Challenging perception of lifestyle choice</p> <p>Recognising risks to children that go missing</p> <p>Understanding how to report and raise concerns regarding children that go missing</p> <p>Use professional curiosity to look beyond the obvious</p> <p>Understanding the local referral pathway for concerns for a child and sharing information with Essex Police.</p> <p>How to work in a child centred way</p>	<p>For some staff it may be appropriate to consider completing the PACE (Parents Against Child Exploitation) online learning</p> <p>In house delivery of face to face training using the ESCB Basic awareness package or suitable alternative</p> <p>Safeguarding children level 1 training</p>
Staff in regular contact with children and families	<p>As for all staff (universal), and also</p> <p>Risk and vulnerability factors</p> <p>Understanding grooming and models of perpetrator behaviour and the importance of information & intelligence</p>	<p>This could be delivered through -ESCB basic awareness power point or via an in-house alternative</p> <p>ESCB Missing children basic awareness package</p>

Staff group	Knowledge	Method of delivery/where training can be accessed
	<p>sharing</p> <p>Awareness of the SET CSE Toolbox, including the CSE risk and vulnerabilities assessment.</p> <p>Understanding of which agencies can support the child and family in relation to missing episodes</p> <p>Understanding of Missing Chats (Essex Independent Return Home Interviews) and how to access these.</p> <p>Awareness of child trafficking, unaccompanied and separated children,</p> <p>Understanding consent</p> <p>Knowing who the CSE lead is in your organisation</p> <p>Working in partnership with parents/carers and families</p>	<p>NWG CSE basic awareness online learning, details to access this course on the ESCB learning and development pages.</p> <p>Safeguarding children level 2 training</p> <p>NWG Gold Membership through the ESCB.</p>
<p>Those who are working with children and young people at risk of or experiencing sexual exploitation</p>	<p>In addition to the above:</p> <p>Working knowledge of the current Essex CSE and Missing Arrangements, including the role of local MACE Groups.</p> <p>Working knowledge of the SET CSE Toolbox including reporting intelligence to Essex Police, disruption tactics and confidence in completing the CSE risk and vulnerabilities assessment.</p> <p>Recognise and respond appropriately where there are indicators or signs of actual CSE.</p>	<p>NWG CSE basic awareness online learning, details to access this course on the ESCB learning and development pages.</p> <p>NWG Gold Membership through the ESCB.</p> <p>SET CSE Toolbox training (online)</p> <p>Safeguarding children level 2 training or designated person/Safeguarding lead</p>

Staff group	Knowledge	Method of delivery/where training can be accessed
	<p>Understand the increased risk of sexual exploitation for children who are trafficked or who go missing.</p> <p>Clear understanding of multi-agency responses to missing children including trigger plans and missing prevention plans, police vulnerability checks (safe and well checks) and benefit of Independent Return Home Interviews.</p> <p>Understanding of local reporting and recording arrangements for responding to looked after children that are missing.</p>	<p>training (level 3)</p> <p>Specialist training either via an ESCB commissioned provider or external specialist provider</p> <p>Undertake the role of CSE Champion for the organisation/service area if appropriate</p> <p>ESCB CSE quarterly e bulletin</p>
<p>Experienced/specialist workers and those with case management responsibility</p>	<p>Understanding of trauma and the impact on young people</p> <p>Working in partnership with families, children and young people to promote resilience and protective factors in safety planning for victims of CSE.</p> <p>Safeguarding adolescents</p> <p>Recognising the role of gangs, county lines activity and organised networks in grooming and hooking children into wider areas of exploitation, and how this is closely associated with the sexual exploitation of children.</p> <p>Specialist knowledge and understanding of CSE working with boys and young men / children with learning disabilities / Unaccompanied Asylum Seeking Children.</p> <p>Specialist knowledge in Missing Children from Care, Home</p>	<p>Specialist training either via an ESCB commissioned provider or external specialist provider</p> <p>Undertake the role of CSE Champion for the organisation/service area if appropriate</p> <p>NWG Gold Membership – resources, research and training opportunities.</p> <p>ESCB CSE quarterly e bulletin</p> <p>SET CSE Toolbox</p>

Staff group	Knowledge	Method of delivery/where training can be accessed
	<p>and Education and assessment of risk in relation to exploitation and other hidden harms.</p> <p>Working knowledge of SET Safeguarding and Child Protection Procedures and Organised and Complex Abuse enquiries.</p> <p>Keep up to date with local and national developments in relation to CSE</p>	