



April 2023 – March 2024

Inter-Agency Training Brochure

Bromley Safeguarding Children Partnership

Updated July 2023

Welcome!

This brochure provides details of Bromley Safeguarding Children Partnership (BSCP) courses for 2023-24 designed to assist agencies to meet their responsibilities in respect of safeguarding children.

Audiences for our training include the whole of the children and young people's workforce in Bromley and those working with adults who are parents or carers (for example, adult psychiatrists and probation staff). It includes paid staff and volunteers working in the statutory, voluntary, community and independent sectors.

Training together can make a significant contribution to a shared understanding of roles and responsibilities, enhancing communication between professionals and others working with children and families, as well as improving effective working together based on sound relationships.

The BSCP depends on everyone, whether professionals or volunteers, parents or members of the public having an understanding of their own personal or professional responsibility to safeguard children and being alert and active in carrying this out. The priorities are set out in the BSCP Pledge which is available at www.bromleysafeguarding.org.

Each agency in Bromley is responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. This includes ensuring staff have access to appropriate training and that the training is regularly updated at least every three years.

The BSCP monitors and evaluates the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children. In Bromley, this responsibility is devolved to the BSCP Training Subgroup which is accountable to the BSCP's main board.

The Training Subgroup monitors the uptake of training and regularly evaluates the BSCP training offer to ensure that it addresses local need and emerging local and national issues. We do this in a number of ways. Everybody attending one of our courses will be asked to complete an evaluation at the end of the session rating their experience of the content, the trainer and the learning environment. The BSCP will also send out a 2 month post evaluation form to the attendee and (informing his/her manager) for feedback on what has been learnt and applied in practice in the workplace. The manager will be asked to send an explanation in writing if this is not completed for our records. We also contact some attendees six months after a course to evaluate impact.

The BSCP Training Programme, booking guidance and other key information can be found in the 'Training and Resources' section of our website www.bromleysafeguarding.org

We have started to deliver training face to face at the Civic Centre again but not every session. We are monitoring take up carefully to see what is more popular. Please check the [Diary of Events](#) or Evolve to see whether the specific session you are booking is online or in person.

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• Race, Culture and Spirituality : Improving practice with children and families from Black and minority ethnic communities	

- **Relevant Courses Provided by Other Agencies**

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- Safer Recruitment in schools
- Early Years Safeguarding Training Courses
- Early Intervention and Family Support Information Sessions
- MAPE (Multi Agency Partnership Events)
- An Introduction to Speech, Language and Communication
- Tackling Sexism and Sexual Harassment in Schools
- Young People and Substance Misuse
- Gambling and Gaming Harms
- Tackling Loneliness Workshops in Bromley
- Suicide Awareness
- A Carers Guide to Fire Safety (LFB)
- Modern Day Slavery NRM First Responder Training (Home Office)
- Non-Fatal Strangulation (SafeLives)

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- **Recorded learning briefings**

- The impact of trauma on executive function and brain development

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Information for Course Participants

Before you book a BSCP course

A **prerequisite** for attending any of our training is that participants have received basic single-agency child protection training through their own agencies/or previous employment. If you have not received basic training you need to contact your agency's Safeguarding Team. If it is not offered by your agency, you should complete the Me Learning Safeguarding Children online learning modules, details below.

If you are unsure who your agency safeguarding lead is, you can contact the following:

Education	Safeguarding in Education Officer	020 8461 7266
Health	Rebecca Saunders/ Lynda Bartlett – Designated Nurse for Safeguarding	0203 930 0188
Children's Social Care	Mary King Workforce Development, L B Bromley	020 8313 4255
Community & Voluntary Sector	Bromley Children and Families Voluntary Sector Forum	07917 221475
Early Years & Childcare	Yasmin Ahmed, Education & Care Services, LB Bromley (See page 39 for further details)	020 8461 7208
Adult Safeguarding and Adult Social Care	Mary King Workforce Development, L B Bromley	020 8313 4255

Basic Level 1 safeguarding children awareness training and Level 2 Safeguarding Children is available **free of charge** to everybody working in Bromley from our e-learning programme. Please click on the link below to self-register and access this training.

E-Learning https://bromley.melearning.university/course_centre

Applying for BSCP Courses

Before applying for a course, you need to ensure that you have checked the course aim, learning outcome, target audience, and any entrance requirements/pre-requisites, in order to ascertain whether the course is appropriate for you. There are various levels of training need across our partnership. Please see pages 7- 8 'Training that meets learning needs' (groups/levels). This will offer some guidance on what courses are best for you.

You also need to talk it through with your manager and if they agree, then book a place via Evolve, our Learning Management System. You will need to register for an account, once only. Please follow the instructions in the [Evolve User Guidance](#). **This User Guidance explains all you need to know about Evolve.**



Remember, you cannot book a place until you have ticked two boxes – confirmation that you have completed any pre-requisite, and agreement to the terms and conditions.

If a course is full, you can join the waiting list via Evolve. If there are no dates set yet, you can 'declare an interest' for the course via Evolve, to ensure you receive notification as soon as a date is set. The Evolve website is <https://evolve.bromley.gov.uk/>

Our courses are filled on a first-come, first serve basis, whilst ensuring that there is a good mix of agencies.

Once you have secured a place via Evolve you will receive confirmation and information about any pre-course reading via email. Evolve is a self-service platform and you can make changes, cancel your place, complete the post-course evaluations and print your own certificate of attendance.

If your confirmation email does not come through, check your junkmail/ spam.

If you are unsure about anything, please call Workforce Development on 020 8313 4910 or email on safeguarding.training@bromley.gov.uk

Accessibility

In person training is usually provided at the Civic Centre, Stockwell Close, Bromley BR1 3UH (unless otherwise stated). Please notify Workforce Development 020 8313 4910 if you have any special requirements.

Attendees with communication needs or a disability are asked to make Bromley Workforce Development aware if additional equipment is required or if a person from your agency may be accompanying you in a support capacity.

Who pays for courses?

Courses are **free** to staff working in agencies in Bromley that have contributed financially to the BSCP. These are staff from:

- London Borough of Bromley (LBB)
- Oxleas NHS Foundation Trust
- Bromley Healthcare (BHC)
- NHS South East London Integrated Commissioning Board (SEL ICB)
- King's College Hospital NHS Foundation Trust (KCH)
- South London and Maudsley NHS Trust (SLAM)
- Metropolitan Police (MPS)
- London Fire Brigade (LFB)
- Probation Service (Lewisham and Bromley)

Staff and **volunteers** working for Bromley Y or local Bromley organisations, charities and groups which have an annual turnover of under £500k will not be charged for any BSCP courses.

The following courses are free to all, regardless of agency: EHA, domestic violence/abuse, Prevent, Private Fostering Awareness, Use of Chronologies and the LADO's Managing Allegations training. Where we can secure free training from a provider, we will not charge you.

For all other agencies including, private organisations, companies, consultancies, schools and colleges, large charities/voluntary organisations with a turnover of over £500k pa, there is a cost

for training, where we have paid an external trainer. Usually the cost for live classroom based training is £250.00 per two day course, £150.00 per day course and £90 for a half day course. However, this may vary depending on the course so please check flyers/Evolve.

- Significant discounts are available to registered early years providers such as nurseries, pre-schools and childminders. Courses cost £50 for a half-day/day course, £100 for a two day course
- There is a 10% discount for Bromley LA maintained schools

Cancellations and No-Show Fees

Since 2017, there has been a late cancellation/no show fee applied to all of our courses, even if you have received the place for free. This is because the BSCP has incurred costs for your place. Since introducing a cancellation/no show fee, we have seen a huge rise in attendance (to 89%) therefore we have continued with this policy.

It is essential that you inform Workforce Development if you are unable to attend. **Two working days' notice** is required. Cancellations **must** be confirmed by you in writing (e.g. email). This enables us to offer a place to someone on the waiting list. If you booked on Evolve, you can cancel your place yourself.

If you fail to attend without giving two working days' notification, your agency will be charged £50 for a half-day course, £100 for one day and £150 for a 2 day course. This also applies to individual applicants.

Certification and Evaluation of Training

A Certificate of Attendance will only be issued to participants who are **present for the entire course** and who have completed the two post training evaluations. In face-to-face training sessions, candidates must sign the register, as without this, the attendance certificate cannot be issued. Trainers will not allow you to join the course if you arrive late and they have begun the training.

The Evolve system will send out a link to the two short evaluations – one short questionnaire immediately after the course, and another 2-month post evaluation form to the attendee for feedback on what has been learnt and applied in practice in the workplace. The manager will be asked to send an explanation in writing if this is not completed for our records.

Attendees can print off their own certificate from Evolve once the two evaluations are completed. This should be kept with your own CPD evidence.

BSCP may contact you six months after training as part of a randomly selected sample to check what impact training is having on local practice and whether it is improving outcomes for the children and families we work with.

Competence Still Matters

The London Safeguarding Children Board produced guidance for agencies in 2014 on safeguarding training for employees and volunteers setting out responsibilities for all organisations

in Competence Still Matters: safeguarding training for all employees & volunteers a guide to the responsibilities of all agencies.

The framework has been designed to assist all employers, voluntary organisations and LSCPs to meet the minimum requirements for the provision of safeguarding children training. It provides a framework for single and multi-agency training to enable professionals, volunteers, agencies, organisations and services to acquire the skills and knowledge to work effectively. It promotes consistency across the London boroughs for the delivery of such training whilst allowing for the degree of flexibility required to meet locally identified needs. Whilst the implementation of Competence Still Matters is not mandatory, it represents a standard of good practice and helps BSCP and our partner organisations fulfil our responsibilities as outlined in Working Together to Safeguard Children.

Training Levels

What training courses best meet your learning needs?

BSCP has developed its training courses to be tailored to meet your professional workplace needs based on the amount and nature of your working involvement with children and young people. Every training course advertised stipulates which group (1-8) it is suitable for to ensure that you are able to identify a course to meet your work needs. This is in line with Competence Still Matters. We have also labelled these BASIC, INTERMEDIATE and ADVANCED for ease.

The following groups are provided for:

BASIC TRAINING

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

- **Examples of Jobs:** If you are a librarian, GP receptionist, a community advice centre staff, a parks & premises staff, a recreation assistant, an environmental health officers or any other similarly involved professional then a course graded level 1 will meet your needs
- **Content of Courses:** The courses will tend to focus on Basic Child Protection: child abuse and neglect, signs and indicators of abuse and neglect and what is normal child development. Most of these courses are delivered by BSCP e-Learning.

Group 2- Staff in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers who may be in a position to identify concerns about maltreatment including those that might arise from the use of EHA.

- **Examples of Jobs:** If you are a pre-school and day nursery worker, housing officer, staff member in a hospital, a YOS worker, or secure settings worker, Police officer (not in a specialist child protection role), a sports & leisure development officer, a disability specialist, a member of a faith group, a community youth worker, a play scheme volunteer or any other similarly involved professional then a course graded level 2 will meet your needs
- **Content of Courses:** The courses will tend to focus on Basic Child Protection, Information Sharing, effective multi-agency working, and models for the assessment of children's welfare and safety needs

INTERMEDIATE TRAINING

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

- **Examples of Jobs:** If you are a paediatrician, GP, youth worker, early years staff, residential worker, midwife, school nurse, health visitor, sexual health staff, teacher, probation officer, sports welfare officer, workers in a community play scheme, those working with adults in, for example, learning disability, mental health or alcohol and drug misuse services or any other similarly involved professional then a course graded level 3 will meet your needs
- **Content of Courses:** The courses will tend to focus on effective multi-agency working, the impact of parenting issues like domestic abuse, mental health problems and substance misuse, the importance of family history functioning, working with families; the difficulty engaging and superficial compliance with professionals, managing thresholds for need and risk engaging in the child protection process.

ADVANCED TRAINING

Group 4 - Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries.

- **Examples of Jobs:** If you are a professional from health, education, police or children's social care; and you work with complex cases or are a social worker with responsibility for coordinating assessments of children in need then a course graded level 4 will meet your needs.
- **Content of Courses:** The courses will tend to focus on Section 47 enquiries & collaborative practice, using professional judgement, taking emergency action, working with complexity of need and risk communicating with children.

Group 5- Professional Advisors, named and designated lead professionals

- **Examples of Jobs:** : Designated Safeguarding Lead (DSL) in a school or early years setting, Named Nurse, Named Doctor, Designated Nurse, Designated Doctor
- **Content of Courses:** The courses will tend to focus on promoting effective professional practice, supervision and advice, managing performance, and other specialist training

Group 6- Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units.

- **Content of Courses:** The courses will tend to focus on promoting effective professional practice, supervision and advice, managing performance, and other specialist training.

SENIOR STRATEGIC STAFF

Group 7- Senior Managers responsible for Strategic management of services for children, young people

Group 8- Members of Local Safeguarding Children Partnership Board 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.

- **Content of Courses:** Specialist training will be commissioned for Groups 7 and 8.

Pathway to BSCP Child Protection Training

STEP 1- BASIC LEVEL-SINGLE AGENCY

Complete the Basic Child Protection Training provided by your own agency.

All work organisations and agencies have a responsibility to provide basic child protection training for appropriate staff.

The **aim** of this training: To recognise and respond appropriately to a 'child in need' and a child at risk of 'significant' harm.

The BSCP has agreed that basic single agency training should cover the following areas:

Content:

- **Signs and symptoms of abuse and neglect**
- **Categories of abuse**
- **Normal child development**
- **Basic safe practice**
- **Key guidance and legislation**
- **How to make a referral**
- **Importance of inter- agency working.**

The **Target Groups** for this training should be staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect **or** Staff in regular contact or who have a period of intense but irregular contact with children, young people and/or parents/carers who may be in a position to identify concerns about abuse and neglect.

Groups 1 & 2 identified in this BSCP Inter-Agency Training Brochure.

If you have any doubts about your suitability for this internal training discuss it with your manager / supervisor who will ultimately need to agree and authorise your attendance.

STEP 2 - INTERMEDIATE LEVEL TRAINING

This could be:

a) Training provided by your own Single Agency to address your child protection responsibilities in relation to particular work you carry out with children

Entrance requirements: Normally completion of your internal basic child protection training and/or the BSCP E Learning Course **or**,

b) Multi-Agency-Safeguarding Children Training provided by the BSCP .-

Entrance Requirements: You will normally need to have completed your internal basic child protection training and the BSCP e-learning basic child protection course. Groups 3 & 4 will also need knowledge of the Framework for the Assessment of Children.

This training is targeted to meet the particular training needs of different groups (see [‘What training courses best meet your learning needs’](#)).

STEP 3 - SPECIALIST LEVEL TRAINING

This could be:

a) Specialised Training provided by your own Single Agency to update or explore in more depth a particular subject/practice area, to enhance knowledge or competence in this area.

Target group and Entrance requirements: to be determined from within your agency **or,**

b) Multi-Agency Specialist Child Protection Courses provided by the BSCP to update or explore in more depth a particular area of child protection to enhance competence and capacity to work together with other agencies.

These Courses are aimed at training Groups from 3 and above. Some are targeted at managers, those with responsibilities for leading or contributing to Section 47 Investigations/ child in need assessments, and named lead/ designated/ professionals.

Please read the published details for each course carefully and discuss the appropriateness of attending a course with your manager/supervisor to ensure that the course you apply for is best suited to your learning needs.

BSCP Multi-Agency Safeguarding E-Courses (online learning)



You can access safeguarding training courses on Me Learning's easy-to-use website – ideal as a refresher or as an induction for new staff and as a supplement to other types of learning.

These courses are aimed at professionals and volunteers who work or have contact with children, young people and their families and/or adults at risk within the London Borough of Bromley.

Most courses take between 60 to 90 minutes to complete – but you can dip in and out multiple times and it will remember where you left off. You can log in at work or at home.

Successfully complete the simple quiz at the end of a course to gain your certificate, (you can have more than one go to try to get a higher score!). The best bit is these courses are available **FREE** to all within Bromley.

E-Learning Courses

- ✓ Autism Awareness
- ✓ Care Act
- ✓ Child Sexual Exploitation Level 1 & 2
- ✓ Data Protection Law, Definitions and Principles
- ✓ Deprivation of Liberty Safeguards
- ✓ Domestic Abuse
- ✓ Female Genital Mutilation (FGM)
- ✓ Gangs and Youth Violence
- ✓ Gypsy and Traveller Cultural Awareness
- ✓ Handling Violence and Aggression at Work
- ✓ Hate Crime
- ✓ Hoarding and Scamming
- ✓ Honour Based Violence & Forced Marriage
- ✓ Human Trafficking & Modern Day Slavery
- ✓ Information Sharing & Consent
- ✓ Mental Capacity Act 2005
- ✓ Mental Health, Dementia & Learning Disability (Awareness) - for Health & Social Care
- ✓ Multi-Agency Working
- ✓ Online Safety - Risks to Children
- ✓ Online Safety for Parents and Carers
- ✓ Personal Safety – Lone working
- ✓ Safeguarding Adults Level 1 & 2
- ✓ Safeguarding against Radicalisation: the Prevent Duty
- ✓ Safeguarding Awareness
- ✓ **Safeguarding Children Level 1 & 2**
- ✓ Safeguarding Children with Disabilities
- ✓ Suicide Awareness
- ✓ Unconscious Bias



HOW TO REGISTER

- 1) Make sure you have access to your email before you register
 - 2) Type in this address or click on link:
https://bromley.melearning.university/course_centre
 - 3) Click on the blue 'self-register' button
 - 4) Enter all of your details, including a username.
 - 5) Enter the correct information in all of the fields using the drop down arrow to select.
 - 6) Click 'Send log-in request'
 - 7) You will then receive a welcome email to your registered email account. Please select the link within the email to confirm your email address. You will then receive another email with your username and temporary password.
 - 8) Bromley has to validate all accounts.
 - 9) Once registration is complete you will be able to log on to complete courses in future with your username and password.
 - 10) On the home screen select **Course Library** (this will show you all courses available)
 - 11) Under options select **details** of the course you wish to complete
 - 12) Complete equal opportunities form
 - 13) Enrolment details – select **'enrol'**
 - 14) Select **Launch** – this will take you to the course to begin the training
- If you have any general queries or problems accessing the site please email:
safeguarding.training@bromley.gov.uk providing your name, contact phone number and username. You can also email this address for details on face to face training.





BSCP Multi-Agency Safeguarding Courses (live learning)

Group 3 Safeguarding Children: A Multi Agency Approach

DURATION: Full day (9.30 – 4.30)

TRAINER: Rahana Hussain Training & Consultancy

AIM: To develop knowledge, skills and the ability to work together on the processes for safeguarding and promoting the welfare of children, including those who are suffering, or at risk of suffering, significant harm.

TARGET GROUP 3: Professionals/Staff working predominantly with children, young people and/or their parents/carers and who could 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, early years staff, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports welfare officers, adult workers learning disability, mental health, alcohol and drug misuse services, community play schemes.

OUTCOMES:

By the end of the training session training participants will be able to:

- Demonstrate knowledge of patterns and indicators of child maltreatment (neglect and abuse, both familial and extra-familial) and able to identify indicators of risk and need.
- Describe the importance of understanding the context of a child's life and how vulnerabilities can lead to pathways to harm
- Describe, and contribute to, the processes outlined in What To Do If You're Worried A Child Is Being Abused, including the purpose of inter-agency activities and the decisions required at each stage
- Demonstrate understanding Working Together 2018 and agencies' roles in safeguarding
- Understand that all practitioners in Bromley use the London Safeguarding procedures and pan-London Child Exploitation Protocol.
- Demonstrate knowledge of local referral process through the Children and Families Hub and ability to make a high quality referral
- Demonstrate knowledge of London Threshold of Needs Guidance and be able to apply this to own practice
- Demonstrate skills in effective collaboration between agencies;
- Contribute to the assessment model used by agencies at the different levels of intervention i.e. Early Help, Child In Need, and Child Protection.
- Refer to and use the guidance and procedures to be followed, including the ways in which information will be shared across professional boundaries, within and between agencies, and how that information will be recorded;
- Specify the precise roles and responsibilities of different interagency professionals involved, including the way in which children and other family members will be involved;
- Outline the timescales set down in the regulations and guidance that govern the completion of assessments, making plans and timing of reviews;
- Be able to respond appropriately and raise concerns if they are unhappy with the response given by agencies following a referral or if they have further worries about a child and feel confident to use the BSCP Escalation procedure

PRE-REQUISITES: Completion of Multi-Agency or Single Agency basic/introduction Safeguarding Training and/or the BSCP e-Learning for levels 1 and 2 (see page 12). Attendees for Group 3 should be aware of the [Framework for the Assessment of Children](#) (triangle diagram).

Refresher Training: At least every 3 years

Please see the Diary of Events on the website for dates, time and venue.

Group 4/5 Safeguarding Children: A Multi Agency Approach

DURATION: Full day (9.30 – 4.30)

TRAINER: Rahana Hussain Training & Consultancy

AIM: To enhance knowledge and skills and the ability to work together on the processes for safeguarding and promoting the welfare of children in complex and challenging situations.

TARGET GROUP Professionals with:

- 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. Group 4
- Professional advisers, designated, named and lead professionals and those with managerial responsibility at an operational level such as recruitment of staff, supervision and advice, team management and decision making
Group 5

OUTCOMES: By the end of the training session training participants will be able to:

- Demonstrate a highly developed awareness of their own roles in identifying vulnerable children who are in need of early intervention support
- Demonstrate knowledge of the expectations, roles and responsibilities as stated in the Children Act 2004
- Describe, and be able to advise others on, when and how to share information on a child about whom they have concerns, with due regard to consent and confidentiality
- Describe the factors that may inhibit the recognition of concerns
- Recognise the impact of anxiety on effective inter-agency working
- Demonstrate skills in inter-agency communication and consultation to promote positive outcomes for children and their families in all circumstances, including those where there is a difference of opinion
- Understand any timescales set down in guidance that govern completion of actions pertaining to children
- Demonstrate an understanding of evidence-based decision making, safe uncertainty and the role of professional curiosity.
- Demonstrate capacity for analysis and professional judgement through explaining the purpose and rationale for decision making and helping others to analyse and evaluate concerns, information and assessments when contributing to inter-agency judgments and decision making.

PRE-REQUISITES: Multi-Agency or Single Agency Training at Group 3 level.

Training should be refreshed every 3 years.

Please see the Diary of Events on the website for dates, time and venue.

Introduction to Intra-familial Child Sexual Abuse for multi-agency professionals

DURATION: Full Day, 10am -5pm

TRAINER: The CSA Centre

AIM: Enable participants to be confident to identify a child who may have or is being sexually abused and know how to respond.

TARGET GROUP: Group 2 and above

AGENDA:

- Understanding the scale of child sexual abuse
- The challenges and obstacles
- The impact of child sexual abuse
- Signs and Indicators
- A multi-agency response
- Children's disclosures
- What we know about those who sexually abuse children
- How sexual abuse happens in families
- A multi-agency response
- Final thoughts and top tips

PRE-REQUISITES: Completion of multi-agency or single agency basic/introductory Safeguarding Training and/or the BSCP e-Learning for safeguarding children levels 1 and 2 (see page 12).

Please see the Diary of Events on the website for dates, time and venue.

Identifying and responding to intra-familial child sexual abuse (e-learning)

90 min e-learning course from the Centre of Expertise on Child Sexual Abuse

Book directly on this link: [eLearning - CSA Centre](#) Free to all.

A short, introductory eLearning course to support professionals working with children to have the knowledge, skills and confidence to act.

Designed to complete in under 90 minutes - or in convenient shorter bursts - it's for professionals at all stages of their career; for those new to safeguarding, or as a helpful refresher.



Early Help: Understanding & Using Early Help Assessments

Please note that this training is free of charge

DURATION: Half day

TRAINER: TBC, Bromley Children and Families Hub

AIM: To understand local Early Help Assessment arrangements, the key role of the Lead Professional, and how agencies will work together at an early preventative stage of intervention.

TARGET GROUP 3/4/5 –

- 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 to identify when there is a concern about the welfare of a child. Group 3
- With 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. Group 4
- With professional advisers, designated, named and lead professionals. Group 5

OUTCOMES: By the end of the training session training participants will be:

- Able to understand the Early Help Assessment and the role of the Lead Professional
- Able to complete an assessment using the current EHA arrangements and know how to seek consent from a family/young person
- Familiar with the EHA and relevant legislation
- Familiar with the role of the Lead Professional and be able to take on this role
- Aware of the process for undertaking an EHA within Bromley
- Able to confidently explain to a family the benefits of an EHA
- Be familiar with the domains of the EHA
- Able to understand where the EHA sits in relation to Bromley's Safeguarding Continuum of Need and Intervention

PRE-REQUISITES: Completion of Multi-Agency or Single Agency basic/introduction Safeguarding Training. The BSCP E-Learning for levels 1 and 2 is available free of charge (see page 12 for access instructions).

Please see the Diary of Events on the website for dates, time and venue.

Early Help: Developing Confidence in Chairing Team Around the Child/Family Meetings

Please note that this training is free of charge

DURATION: Half day

TRAINER: Early Intervention and Family Support, LBB

AIM: To enable participants to confidently and effectively chair Team Around the Child Meetings as part of the Early Help Assessment process.

TARGET GROUP 3, 4 & 5: - Those who work regularly with children and young people and adults who are parents/carers and those with a particular responsibility for safeguarding children.

OUTCOMES: By the end of the training session training participants will be able to:

- Recognise and describe the role of the Team Around the Child/Family Meetings in planning for the welfare of vulnerable children with additional needs
- Be confident and able to describe when to initiate a TAC / TAF
- Be confident and able to specify the aims and purpose of the TAC /TAF meeting
- Be able to set the agenda for the TAC/ TAF meeting
- Be confident and effective in chairing TAC/ TAF meetings
- Take appropriate action, including reporting concerns to Children Social Care if a safeguarding/child protection concern is identified
- Keep appropriate records of what was discussed and decided at meeting
- Act in accordance with key guidance and legislation.
- Work in a fair and anti-discriminatory way with children , young people and families from culturally and racially diverse backgrounds

PRE-REQUISITES: To have attended the Early Help: Understanding & Using the EHA Course within the last 3 years.

Please see the Diary of Events on the website for dates, time and venue.

Domestic Abuse Intermediate

Please note that DV/A training is free of charge to all and commissioned with BSAB and SBP partnerships.

DURATION: 3 hours on MS Teams

TRAINER: Bromley and Croydon Women's Aid

AIM: To improve participants' skills and build on their knowledge of the issues surrounding domestic abuse enabling them to support victims and their families effectively in a multi-agency environment.

TARGET GROUP 2/3/4/5

Staff who regularly work with victims and their families, such as housing, education, voluntary agencies, staff working with at risk adults, probation, CPS, substance misuse teams, children's services.

Staff who regularly work with families where there is domestic abuse and who already have a basic awareness of domestic abuse and have completed the basic pre-requisite learning.

OUTCOMES - By the end of the course participants should:

- Carry out routine enquiry with relation to domestic abuse and respond effectively to disclosures
- Carry out a MARAC risk assessments and advise victims on safety planning
- Understand the importance of record keeping, information sharing and legal responsibilities
- Recognise the links between substance misuse, mental health and domestic abuse
- Gain an understanding of the particular issues that victims in different community groups may face.
- Be aware of the criminal and civil remedies that are available to victims of domestic abuse
- Be familiar with the support services that are available in Bromley and referral pathways

PRE-REQUISITE – Attendees must have completed the 30 min Domestic Violence/Abuse module on Me Learning and seen the Bromley DV/A Co-ordinator's slides on MARAC, DAPP and DASH.

Please see the Diary of Events on the website for dates, time and venue.

Domestic Abuse Advanced

Please note that DV/A training is free of charge and commissioned with BSAB and SBP partnerships.

DURATION: 4 hours online

TRAINER: Bromley and Croydon Women's Aid

AIM: To promote a common, shared understanding of the roles and responsibilities of different professionals working closely with victims of domestic abuse and their children. To achieve effective working relationships and consistency in assessments and responses to families.

TARGET GROUP 3/4/5/6:

Practitioners who are key agencies in the core support group for domestic abuse victims and their families, such as social workers, family liaison workers, designated staff for child protection, teachers, housing caseworkers, domestic violence specialists and CAFCASS.

OUTCOMES - By the end of the course participants should:

- Increase their understanding of the impact of domestic violence on children and young people by revisiting some of the child developmental theories and recent research evidence
- Be able to carry out level 2 risk assessments and advise on safety planning with both parents and children
- Become familiar with the range of options for intervention in order to improve safety for victims and their families
- Understand the BSAB and BSCP procedures (Adults Safeguarding Board and Children's Safeguarding Partnership) with relation to domestic violence and Bromley guidelines for implementation.
- Be able to define their own responsibilities within the legal and procedural framework
- Have a clear understanding of the legislation and guidance with respect to information sharing
- Have a good knowledge of the criminal and civil law in relation to domestic abuse
- Provide and understanding of engaging with perpetrators and how to refer perpetrators to our local DRIVE Perpetrator programme

PRE-REQUISITE – Attendees must have completed the DA Intermediate training.

Please see the Diary of Events on the website for dates, time and venue.

Domestic Violence and the Impact on Children

Please note that DV/A training is free of charge and commissioned with BSAB and SBP partnerships.

DURATION: 4 hours on MS Teams

TRAINER: Bromley and Croydon Women's Aid

CONTENT:

- Definition of Domestic Abuse
- Typologies
- Children's Beliefs
- The Impact of Trauma
- How Does Domestic Abuse Affect Children
- Traumatized Children
- Prevent-Protect-Repair
- How Do I Support A Child?
- Appropriate Planning for Children
- Professional Curiosity
- Information Sharing
- The Community Groups Programme
- Being Trauma Informed
- 'Iceberging' - Activity
- Serious Case Reviews
- 'The Timekeeper' – Film produced for CADA Home Office Funding
- The Voice of the Children – Videoscribes
- Followed by a Q&A Session

TARGET GROUP: All groups

OUTCOMES: By the end of the course attendees will be able to:

- To understand the impact of domestic abuse on children
- How to appropriately respond to children experiencing domestic abuse
- Local and national information regarding services appropriate for children experiencing domestic abuse

PRE-REQUISITES: Attendees must have completed the 30 min Domestic Violence/Abuse module on Me Learning and seen the Bromley DV/A Co-ordinator's training on MARAC, DAPP and DASH.

Please see the Diary of Events on the website for dates, time and venue.

Domestic Violence and Coercive Control

Please note that DV/A training is free of charge and commissioned with BSAB and SBP partnerships.

DURATION: 4 hours on MS Teams

TRAINER: Bromley and Croydon Women's Aid

CONTENT:

- Definition of Domestic Abuse
- What is Coercive Control
- Universal Declaration of Human Rights
- Professor Evan Stark
- The Four Major Tactics of Coercive Control
- Coercive Control – The Rules
- Difference between Emotional and Psychological abuse
- The Toxic Trio
- Power and Control/Cycle of Abuse
- Love bombing
- Gaslighting
- The Process of Coercive Control
- Tactics that enforce control
- How to recognise the signs
- Effects on a victim
- Assessing for Coercive Control
- Biderman's Chart of Coercion
- Stalking and Harassment
- Digital Control
- Coercive Control and Children
- Trauma Informed Approaches
- Coercive Control and the Law
- Appropriate interventions

TARGET GROUP: All groups

OUTCOMES: By the end of the course attendees will be able to:

- To understand the difference between Emotional and Psychological abuse
- To understand the tactics that enforce control
- To understand how coercive control is used via the children
- To understand the legalities around Coercive control

PRE-REQUISITES: Attendees must have completed the 30 min Domestic Violence/Abuse module on Me Learning and seen the Bromley DV/A Co-ordinator's training on MARAC, DAPP and DASH.

Please see the Diary of Events on the website for dates, time and venue

Child Exploitation

DURATION: Half day

TRAINER: In-house staff from Atlas Team, CSC and/or Police

AIM: To improve multi agency working in identifying and intervening at an early stage with children and young people vulnerable to child exploitation in the community and ensuring that the general workforce is aware of how to alert and refer to other professionals both within and outside of their own organisations.

TARGET GROUP 2 & above: Multi-agency professionals (social workers, teachers, Police, YJS, youth and health workers, voluntary sector, Bromley Y, JusB)

OUTCOMES: By the end of the course attendees will be able to:

- Identify situations where exploitation is likely to be occurring and alert appropriate agencies,
- Know what the indicators of child exploitation are and what approaches are available locally to help prevent and respond
- Understand the role of the various specialist teams in Bromley and be able to share with them information when appropriate and assist them with their interventions
- Have a full understanding of the family environmental factors which increase vulnerability.
- Work in partnership with other professionals to prevent exploitation and safeguard children and young people currently being exploited.
- Identify and support trafficked young people
- Understand how perpetrators and organised groups of individuals groom and attract children and young people and avoid professional attention.
- Understand the Bromley Child Exploitation Strategy and be able to use the Pan London Child Exploitation Strategy
- Use the Escalation Procedure
- Understand and use the referring pathway

PRE-REQUISITES: To have completed Group 1 and 2 Safeguarding Children via BSCP E-Learning course (see page 12 for instructions). It would be useful to have completed the online CSE levels 1 and 2 in Me Learning also.

Please see the Diary of Events on the website for dates, time and venue

Parental Mental ill Health: Working Better Together to Safeguard the Child & the Adult

DURATION: One day (9.30 – 4.30)

TRAINER: Rahana Hussain Training & Consultancy

AIM: Understanding the impact of parental mental ill health on children. Ensuring participants understand the child and adult safeguarding principles behind working with parents with mental health conditions and their children.

Enabling professionals to intervene appropriately with children and adults and equipping them with the skills to keep them safe by alerting others to oncoming mental health episodes.

TARGET GROUP: 2 and above. Staff who are in regular contact with children and young people or who have irregular but intensive contact.

OUTCOMES: By the end of the Course participants should be able to:

- Be aware of the major diagnosed conditions of mental ill health and the behaviours and presentations associated with them
- Describe the risks that are posed to children and adults from deteriorating parental mental ill health
- Describe the principles behind approaches to working with children and parents/carers where there are adult mental health concerns
- Describe which approaches are more and less successful in achieving sustained improvements in safety for both children and adults in home environments where one or more parent has a mental health condition
- Intervene with multi agency professionals in a safe and non-blaming way to help children and adults feel confident about alerting others and seeking help
- Help children and parents to learn how to notice when they are becoming mentally unwell and how to identify the triggers and alert others promptly
- Explore how mental illness can effect parenting capacity and the child's development
- Examine their own practice of assessing risk to children whose parents experience mental ill health
- Discuss how professionals from adult and children's services can work together to ensure the best outcomes for children affected by parental mental ill health
- Describe the referral pathway to alert agencies to deteriorating parental mental health and child safety /welfare concerns
- Describe and signpost to local and national support services are available for children and adults, including Early Help services
- Understand London Threshold of Need Guidance

PRE-REQUISITES: To have completed Group 1 and 2 Safeguarding Children via BSCP E-Learning course (see page 12 for instructions)

Please see the Diary of Events on the website for dates, time and venue

Parental Substance Misuse: Tackling the Impact on Children and Young People's Safety

DURATION: One day (9.30 – 4.30)

TRAINER: Rahana Hussain

AIM: To develop professional knowledge and skills to enable professionals to effectively intervene with children who experience neglect and abuse as a result of having parents/carers who misuse alcohol and drugs.

TARGET GROUP: 3 and above. May be suitable for some Group 2 who work with parents, discuss with your Safeguarding Lead.

OUTCOMES: By the end of the training session training participants will be able to:

- Demonstrate knowledge of the patterns and indicators of parental substance misuse and be able to identify indicators of risk and need for the child/young person.
- Demonstrate skills in effective collaboration between agencies working with children and those involved in addressing parental substance misuse,
- Describe how substance misuse can affect parenting capacity and the key stages of a child's development that may be affected,
- Reflect on trends from research and learning from Child Safeguarding Practice Reviews and the relationship between substance misuse, domestic violence and parental mental ill health.
- Understand the concept of Hidden Harm and how to engage with parents
- Explore the process of assessing risk and be able to describe ways to intervene effectively
- Awareness of local services for parents with substance abuse difficulties and referral pathways, including Early Intervention Services
- Describe the needs of children and young people who are exposed to parents with substance misuse difficulties, including those from culturally and racially diverse backgrounds

PRE-REQUISITES: Basic CP Training and acquainted with 'What to Do' and Assessment Framework. E- Learning available via BSCP. See page 12 for access instructions.

Please see the Diary of Events on the website for dates, time and venue

Working with Complexity & Risk and How to Engage All Families

Duration: One day (9.30 – 4.30)

Trainer: Rahana Hussain

AIM: To enable practitioners to use evidence-based techniques and further develop skills that assist them when working with families who present challenging and/or evasive behaviour to professionals, and to reach those families who are seldom heard.

TARGET GROUP: 3 and above. May be suitable for some Group 2 who work with parents, discuss with your Safeguarding Lead.

OUTCOMES: By the end of the course attendees will be able to:

- Understand the reasons why some families are either indifferent or hostile to professional involvement and describe the contribution that attachment disorders, mental ill health, substance misuse and learning difficulties can make in presenting barriers to effective engagement; using learning from research and safeguarding practice reviews
- Explore developmental concepts, childhood attachment, and cycles of abuse in order to develop skills of risk formulation
- Understand the risks of losing sight of the child when dealing with complex family issues
- Describe disguised compliance and the impact on children
- Have an increased knowledge of effective methods to engage with a diverse range of families
- Use team around the child meetings, conferences and core groups as meetings where challenge and critical thinking can be demonstrated
- Use the local referring pathways
- Have better awareness of the impact of their own emotions and behaviour and be more effective in their approach.
- Have increased awareness of looking after oneself whilst engaging with difficult cases.

PRE-REQUISITES: To have attended Safeguarding Children Group 3 multi-agency course or equivalent.

Please see the Diary of Events on the website for dates, time and venue

Effective Practice in Working with Families where Children and Young People are living with Complex Neglect

DURATION: One day (9.30 – 4.30)

TRAINER: Rahana Hussein

AIM: To ensure professionals from a range of agencies have a shared understanding about the complexity of neglect. To improve multi-agency working in identifying and intervening at an early stage with children and young people vulnerable to neglect in the community.

TARGET GROUP 3 and above

OUTCOMES: By the end of the course attendees will be able to:

- Understand why neglect is so complex
- Gain knowledge about different types of neglect including neglect in affluent families, neglect of teenagers, hidden emotional neglect
- Develop new skills for working with parents/caregivers to improve parenting capacity
- Understand the impact of neglect on the child and the seriousness of this on the growing child's ongoing development including how neglect can be a catalyst of future harm if not tackled effectively
- Explain how neglect often co-exists with other forms of abuse and adversity
- Demonstrate the importance of accurate recording of evidence and information sharing
- To use tools for analysis in working out what the child's lived experience is and to use a theoretical model to help practitioners work with parents to 'hold their children in mind'
- To develop ideas for creative plans that make a difference to children's lives and create change in families where neglect is present
- To set out the legal and procedural framework for responding to neglect with reference to the Bromley Thresholds document and the Bromley Neglect Strategy and Toolbox
- Understand and use the local referring pathways
- Understand and be able to apply early and effective intervention, assessment and support

PRE-REQUISITES: To have attended Safeguarding Children Group 3 equivalent multi-agency course.

Please see the Diary of Events on the website for dates, time and venue

Teenagers Self-Harming: Responding to Risk & Managing Professional Anxiety

DURATION: One day (9.30 – 4.30)

TRAINER: Talking Life

AIM: Enable participants to recognise deliberate self-harming behaviours and respond appropriately and proportionately to risk in a way that does not escalate the behaviour further. Manage professional and public anxiety.

TARGET GROUP 3 and above

OUTCOMES: By the end of the training session training participants will be able to:

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

PRE-REQUISITES: To have attended Safeguarding Children Group 3 or equivalent course

Please see the Diary of Events on the website for dates, time and venue

Safeguarding Training for Designated Teachers

DURATION: Two days

TRAINER: Safe 4 Schools

AIM: Designated teachers to have a full understanding of their roles and responsibilities to assess initial incidents and concerns, confidently advising and instruct other educational staff and sharing information appropriately with children social care and other agencies.

TARGET GROUP 5 & 6 SCHOOL/COLLEGE STAFF ONLY

All staff working with children and young people in schools, academies and colleges who have a designated responsibility for child protection and safeguarding.

OUTCOMES: This includes being able to:

- identify cases of suspected abuse (emotional, physical, sexual) and neglect and know how to respond
- Identify concerns specific to working with children from diverse cultural and racial backgrounds .i.e. particular harmful practices, adultification
- Identify concerns relating to extra familial harm and know how to respond
- identify and implement strategies to support vulnerable children
- provide other staff in the school with advice and guidance on safeguarding matters
- Understand the role of other agencies in safeguarding children and contribute to risk assessments working in partnership with families and multi-agency professionals in delivering subsequent interventions.
- Have knowledge of relevant safeguarding legislation, policies and national and local procedures, including local thresholds and KCSiE 2021
- Have full knowledge of/input into the safeguarding policies, procedures and processes within the education establishment
- Access further safeguarding training, information and materials and be able to disseminate knowledge to others in the workplace via workshops and training events
- Ensure staff are aware of legislation, policies and procedures and are appropriately trained to identify signs and indicators of abuse and neglect
- Maintain an overview of and actively monitor all vulnerable children and young people within the school with the purpose of safeguarding children
- Monitor and evaluate the effectiveness of the safeguarding processes within the school and contribute to changes when needed
- Understand lessons learnt from recent child safeguarding practice reviews and the latest research

Please see the Diary of Events on the website for dates, time and venue

Safeguarding Training for Designated Teachers REFRESHER

DURATION: One day

TRAINER: Safe 4 Schools

AIM: Designated teachers to have a full understanding of their roles and responsibilities to assess initial incidents and concerns, confidently advising and instruct other educational staff and sharing information appropriately with children's social care and other agencies.

Target Group 5 & 6 SCHOOL/COLLEGE STAFF ONLY - All staff working with children and young people in schools, academies and colleges who have a designated responsibility for child protection and safeguarding and who have attended the 2 day Designated Teachers course within the last 2 years.

OUTCOMES: At the end of the training attendees should be being able to:

- identify cases of suspected abuse (including sexual abuse, peer on peer abuse and other extra familial harm) and neglect and know how to respond
- Identify concerns specific to working with children from diverse cultural and racial backgrounds i.e. particular harmful practices, adultification
- identify and implement strategies to support vulnerable children, including using Early Help Assessment and accessing early help support services
- provide other staff in the school with advice and guidance on safeguarding matters
- Understand the role of other agencies in safeguarding children and contribute to risk assessments and decision making, working in partnership with families and multi-agency professionals in delivering subsequent interventions.
- Have knowledge of relevant safeguarding legislation, policies and national and local procedures
- Have confidence in understanding current safeguarding issues and emerging risks to children and young people in Bromley and how to prevent harm/ mitigate risk
- Have full knowledge of and input into the safeguarding policies, procedures and processes within the education establishment
- Access further safeguarding training, information and materials and be able to disseminate knowledge to others in the workplace via workshops and training events
- Ensure staff are aware of legislation, policies and procedures and are appropriately trained to identify signs and indicators of abuse and neglect
- Maintain an overview of and actively monitor all vulnerable children and young people within the school with the purpose of safeguarding children
- Monitor and evaluate the effectiveness of the safeguarding processes within the school and contribute to changes when needed
- Understand lessons learnt from recent safeguarding practice reviews and the latest research

PRE-REQUISITES: To have attended Safeguarding Training for Designated Teachers within the past 2 years.

Please see the Diary of Events on the website for dates, time and venue

PREVENT

Please note that Prevent training is free of charge.

DURATION: 2 hours

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Robert Vale, Head of Trading Standards and Commercial Regulation, LBB

TARGET GROUP: LBB & Multi Agency Staff; any frontline workers working with vulnerable adults or children

LEARNING OUTCOMES:

Attendance at this workshop will give you:

- An understanding of the Prevent agenda and your role within it
- The ability to use existing expertise and professional judgement to recognise potentially vulnerable individuals who may be susceptible to messages of violence.
- The confidence to know when an intervention may be necessary.

PRE-REQUISITES: None

Please see the Diary of Events on the website for dates, time and venue

Using Chronologies

Please note that Chronologies training is free of charge.

DURATION: 2 hours

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Thomas Kpaamah, Team Manager, Connected Persons LBB

TARGET GROUP: Groups 3,4,5. Including: SWAs, Social Workers, CSC Senior Practitioners & Team Managers, QI-IROs, School Teachers, School and EY Designated Safeguarding Leads, Health visitors, School Nurses, Early Help, Children Centres.

LEARNING OUTCOMES:

Attendance at this workshop will give you an understanding of:

- Why chronology is important in professional practice
- Why chronology is important for social work records
- What is chronology in social work and the impact on care/ action plans
- What is the essence of chronology in determining/ assessments & outcomes
- How chronology impacts social worker performances
- Determining chronology framework

PRE-REQUISITES: Level 1 and 2 Safeguarding Children or equivalent single agency training which covers threshold for S17 and S47, assessment process, understanding of cumulative harm e.g. in neglect cases

Please see the Diary of Events on the website for dates, time and venue

Private Fostering Awareness

Please note that Private Fostering training is free of charge.

DURATION: 2 hours

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Tracey Webb, Education, Care & Health Services Social Worker
LBB

TARGET GROUP: Groups 2 and above. Suitable for school staff, GPs, health visitors, early years staff, SENCOs, police officers, school nurses, third sector staff, any staff who may identify that a child is not living with their parents or close relatives.

LEARNING OUTCOMES:

Attendance at this workshop will give you an understanding of:

- Have a better understanding of the child's journey from 'front door' to permanence
- Have gained awareness of the expectations and requirements of the referral process
- Be able discuss care plans and Post SGO/Support Plans
- Understand what a Private Fostering arrangement is
- Understand key legislation, guidance and publications
- Understand the Private Fostering processes and procedures

PRE-REQUISITES: Level 1 Safeguarding Children or equivalent single agency training which covers basics of child protection and safeguarding.

Please see the Diary of Events on the website for dates, time and venue

Managing Allegations Against Professionals

Please note that Managing Allegations training is free of charge.

DURATION: 2 hours

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Gemma Taylor, LADO (Local Authority Designated Officer)

TARGET GROUP: Groups 2 and above. Particularly useful for managers of frontline staff who have interaction with children and young people. Suitable for school and early years DSLs and senior management, GPs, health visitors, police officers, school nurses, third sector staff, any managers in Bromley.

AIM:

These briefings are designed to provide an understanding of what constitutes an allegation, how allegations arise, and the process of allegation management. The aim is to enable delegates to deal effectively with allegations against staff in accordance with the Bromley Safeguarding Children Board procedures.

LEARNING OUTCOMES:

Attendance at this workshop will give you an understanding of:

- What to do if an allegation is made against you or someone you work with
- What not to do if an allegation is made against one of your staff
- The role of the LADO and what the law says in this area
- The procedure for investigating allegations and possible outcomes
- Where to seek guidance and information
- Raise awareness of the thresholds for reporting allegations
- Provide an understanding the role of the LADO
- Provide an overview of allegations against staff in Bromley

PRE-REQUISITES:

Level 1 Safeguarding Children or equivalent single agency training which covers basics of child protection and safeguarding.

Be aware of the Managing Allegations webpage and resources on the BSCP website: <http://www.bromleysafeguarding.org/articles.php?id=604>

Please see the Diary of Events on the website for dates, time and venue

Race, Culture and Spirituality : Improving practice with children and families from Black and minority ethnic communities

DURATION: Full day (5 hours)

TRAINER: Rahana Hussain

TARGET GROUP: Group 3 and above

AIM: This course will support practitioners in developing a culturally sensitive approach, being able to think with children and families about their cultural identity and heritage and consider the meaning of this as part of the case work task. The course will examine the importance of holistic risk assessments and interventions for effective work with Black and minority children and families.

LEARNING OUTCOMES:

Attendance at this workshop will give you an understanding of:

- Examine the impact of local demographic, cultural and social issues experienced by Black and minority ethnic local communities
- Demonstrate an understanding of disproportionality, both locally and nationally, in the social care system, education system and criminal justice system
- Explore concepts of culture, ethnicity, discrimination and different forms of racism - Personal, Professional, Institutional, structural and historical legacy of oppression, including how these experiences impact on individuals and professional practice
- Understand the challenges of racial discrimination faced by black and minority ethnic communities and the impact on children and families
- Consider the elements that make up culturally sensitive assessment and how they can be applied in practice
- Develop skills in engaging children and families in discussion about the role of ethnic, cultural and religious identity on life experiences and practice
- Ensure that any assessments include and analyse relevant issues of culture, ethnicity and religion including the family's strengths
- Demonstrate best practice in recording relevant issues of culture, ethnicity and religion
- Identify relevant and appropriate interventions for safeguarding children and families from BME communities.

PRE-REQUISITES:

Levels 1 and 2 Safeguarding Children or equivalent single agency training which cover basics of child protection and safeguarding.

Please see the Diary of Events on the website for dates, time and venue

Child Protection Courses Provided by Other Agencies

**These are not BSCP courses.
See individual course details for
booking information. The following
courses are not booked via Evolve.**

Safer Recruitment Training: A Guide to the Safer Recruitment of School Staff

Remote Learning

Course fee £195.00 per delegate (SLA Customers) / £225.00 per delegate

Course Leaders: Carly Eames & Eilidh Brown, Liberata

This is an accredited course and all trainers have attended the Lucy Faithfull programme. Bromley Local Authority recommend that participants attend this course every 3 years.

- Identifying the key features of staff recruitment that help deter or prevent the appointment of unsuitable people.
- Considering policies and practices that minimise opportunities for abuse or ensure its prompt reporting.
- Helping participants begin to review their own and their organisations' policies and practices in recruitment with a view to making them safer.
- Those attending the course will receive a certificate of accreditation. It is a recommendation of the **Children's Safeguarding Board (Keeping Children Safe Act)** that the course is undertaken every three years.

If you have any questions regarding the course please do not hesitate to contact Eilidh Brown on 020 8603 3569 or Christine Clark on 020 8603 3570.

If you wish to make a booking for the above course please email: SchoolServices.Training@liberata.com to request a booking form. Please note there are cancellation charges attached to course.

Please see the Diary of Events on the website for dates, time and venue.

DBS Training for all professionals: DBS- Playing a part in safer recruitment

Tue, 18 July 2023, 10:00 – 13:00. No charge.

Aims and Objectives of the session is to gain an understanding of:

- The different levels of DBS checks
- Regulated activity for children
- DBS Update Service
- Filtering Rules
- Barring and Duty to Refer
- What makes a good referral

Delivered by Kiran Rehal, the DBS Regional Outreach Adviser for Greater London

Please book using this link: <https://www.eventbrite.co.uk/e/db-s-playing-a-part-in-safer-recruitment-tickets-667007506407?aff=oddtcreator>

Child Protection Training for Bromley Early Years staff

These courses are for early years and out of school providers in Bromley. The content of these training courses meets the standards required by the Bromley Safeguarding Children Partnership (BSCP), the requirements from the Early Years Foundation Stage (EYFS) and Ofsted.


The EYFS states that 'the lead person must attend a training course that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect. **Taking advice from the local authority on appropriate training courses**'

The courses for **childminders, designated leads and other staff in early years settings** recommended by the local authority are in the table on the following page.

You should also attend any **INSET days** (half day or full day bespoke safeguarding training for your full staff team.)

For information on course content and to book a place on any of the above courses, visit: <http://www.bromleyeducationmatters.co.uk>

For any queries relating to child protection training e-mail: eytraining@bromley.gov.uk or the manager yasmin.ahmed@bromley.gov.uk

What is your ROLE	Early Years Courses (✓ means recommended to do, X means no requirement to do)												BSCP
	bookable on: www.bromleyeducationmatters.uk												
	Understanding the role of the DSL in group settings for new DSLs	Understanding the role of the DSL for Newly registered Childminders	Introduction to Child Protection	CP refresher for Practitioners & Childminder Assistants	Managing Allegations (LADO)	Professional Curiosity	PREVENT Online & the EYFS Incl. FBV's Face to face	Chronologies	FGM Online Link below	EY Safeguarding Forums	Early Help (Previously CAF)	* Online Safeguarding level 1 / level 2 link below	
	CHARGE	CHARGE	CHARGE	CHARGE	FREE	FREE	FREE	FREE	FREE	CHARGE	FREE	FREE	
Newly appointed DSL in a group setting	Only do once when newly appointed ✓	Not applicable X	Knowledge is assumed	Knowledge is assumed	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Every term ✓	When appointed and thereafter every two years	Do every two years	
NEW Childminder	Not applicable X	Only do once when newly registered ✓	You should have completed this pre-Ofsted registration	Optional if you feel you need to refresh your knowledge	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Every term ✓	When registered and thereafter every two years	Do every two years	
Current DSL or Childminder	Can do if you feel you need the knowledge but not essential	Can do if you feel you need the knowledge but not essential	X	X	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Do every two years ✓	Every term	Every two years	Do every two years	
Practitioner in group settings	Not applicable	Not applicable		Do every three years ✓	Optional	Optional	Optional	Optional	Do every two years ✓	Optional	Optional	Do every three years	
Childminder Assistant	X	X	X	✓			Do every three years ✓					✓	
Newly qualified /unqualified Practitioner in group settings	Not applicable	Not applicable	Attend as soon as possible after employed	Do every three years after you have completed the introduction ✓	Optional	Optional	Do initially then every three years thereafter ✓	Optional	Optional	Optional	Optional	Alternative to the EY course Do every three years after you have completed the introduction ✓	
New Childminder Assistant	X	X	✓						✓			✓	

*BSCP Courses: <https://media.inzu.net/0e9b37b8c44a338fc4ae38c6dd1e267/mysite/articles/642/Safeguarding%20e-learning%20river%20-%202022-2023.pdf>
 FGM online: <https://onlelearning.vc-enable.co.uk/Register/>
 Prevent online: <https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/>

Early Intervention and Family Support Information Presentations

- **Do you know what Early Intervention & Family Support Services are?**
- **Are you new to the Children's workforce in Bromley?**
- **Do you need a refresher on Early Intervention & Family Support?**

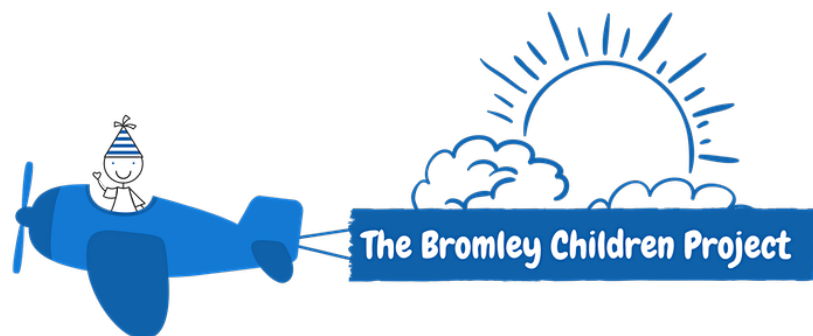
By attending this online session, you will discover the wide range of support, activities and courses available for parents, carers, grandparents, children and young people that are available.

The session will cover the Bromley Children Project (BCP), Children and Family Centres, Early Help Assessment (EHA) and Information and Support Service (IASS) and will also include contact information and referral options.

The Early Intervention and Support Service are holding monthly information sessions for any member of the children's workforce across Bromley. These sessions are free and will contribute to your continuous professional development. Attendance certificates can be provided upon request.

Space is limited, so **book now** to avoid disappointment or delay.

Book via **Eventbrite**. Each session is FREE and starts at 10am.



Multi Agency Partnership Events (MAPE) : Understanding Safeguarding: It's Everybody's Business

The very successful Multi-Agency Partnership Events for those working with children and young people in Bromley continue with the next session – 'Understanding Safeguarding; it's everybody's business!' for new members of staff and those who might have been unable to attend previously.

These events are informative presentations, offering you and your staff the opportunity to network with up to 40 colleagues from across the wider children's workforce.

Places must be booked on [Eventbrite](#)

Courses are free.

This is an exciting opportunity where you can contribute by improving your knowledge of practice and services in Bromley as well as networking with colleagues you do not often see or whom you have never met.

Training Objectives:

1. Understand more about Bromley's thresholds
2. Learn about the services available for families
3. Improve our understanding of safeguarding pathways
4. Improve our knowledge of how other partners work

Duration: 3 hours

Presentations include how to refer to the Children & Families Hub to access support, information and to access services for a child.

Got a question? Contact Rachel Dunley, Head of Service for Early Interventions and Family Support, via rachel.dunley@bromley.gov.uk

An Introduction to Speech, Language And Communication

ICAN's CPD online short course is **free** and a great place to start learning about children and young people's speech, language and communication development. It looks at how you can support the development of these skills on a day-to-day basis in your setting, and how to spot children and young people who might be struggling to develop these important skills.

We have re-developed this course so it is now tailored for the needs of practitioners working across all ages. You have the option to access four different pathways depending on the age of the children you predominantly work with – early years, primary, secondary or further education so you can choose which pathway is most relevant to your area of work.

If you work across more than one educational phase, you will only need to complete the phase which you predominately work in as the key principles are transferable across all the age ranges. **The course takes approximately 3 hours to complete.**

<https://ican.org.uk/i-cans-talking-point/cpd-short-course/>

Why should I learn about speech, language and communications needs of children? Isn't that just for teachers and therapists to know?

The impact of speech and language needs is huge. Did you know...

10% of children have long-term and persistent SLCN.

Speech, language and communication skills are closely linked to behaviour. We need language to exercise self-control, follow rules and understand cause, effect and consequences, and deal with conflict.

60-90% of young offenders have poor communication skills.

Two thirds of children at risk of being excluded from school have language difficulties.

Good speech, language and communication skills are also very important in emotional wellbeing and good mental health. It affects confidence and self-esteem, resilience, empathy and an ability to understand and control emotions.

You need to do this course!

Once a number of practitioners have completed this course, we will follow up with some short webinars run by our [Bromley Speech and Language Therapy team from Bromley Healthcare](#) where you can ask questions and learn about local services and pathways to support.

Tackling Sexism and Sexual Harassment in Schools

UK Feminista's online training course equips school staff and trainee teachers with the knowledge, tools and confidence to challenge sexism and sexual harassment in the classroom.

Target Group: suitable for all school staff

Format: Online

Cost: Free

Duration: 90 minutes in total – an interactive, three session format. The course provides flexibility, allowing teachers to complete the training all in one go, or over a series of sessions.

What does the course cover?

In this course, teachers will learn:

- practical tools for preventing sexual harassment, sexist language and gender stereotyping in the classroom
- how schools can take a strategic, 'whole school' approach to tackling sexism
- what impact sexism has in schools and society

<https://ukfeminista.org.uk/resources/online teacher training/>

The online training course includes interactive activities, case studies, video content and classroom resources for teachers to utilise in their teaching practice. The course enables teachers to meet their legal duty to challenge sexism and discrimination in schools. At the end of the course, you will be asked to complete a personal action plan outlining how you will put your learning into practice.

"This online resource is a vital tool in creating a more equitable society for everyone. The user is clearly guided through the ideas and challenged to unpack the maintenance of sexism within schools and society. The resources also contain practical advice and plenty of examples of positive current practice that should readily support students and teachers in taking direct action in schools. I would recommend this to both trainee and current teachers." - **Dr Anna Llewellyn, Programme Director, Education Studies – Durham University**

Young People and Substance Misuse

If you're a professional that works with young people and children in Bromley, Bromley Changes is here to help. Here's our new training menu delivered fresh to you and your team!

- Light bites - addressing the basics of what you need to know working with a child or young person who is using drugs and alcohol
- The mains - hungry for more learning? These workshops are a more in-depth look at the issues of substance use
- A little something extra - additional sessions that will compliment people who have already attended our other courses

[For professionals - Bromley Changes Young People's Drug and Alcohol Services \(changegrowlive.org\)](https://www.changegrowlive.org)

If you'd like to learn more and book any of these sessions, please contact Esme, our Service Team Leader: esme.jalla@cgl.org.uk

Target Group: Suitable for all, depending on course selected

Format: Online

Cost: Free

Duration: 90 minutes, 3.5hrs or a full day depending on the course selected

What is covered: 8 different online courses created by local experts at Bromley Changes. Topics include: hidden harm; impact of adult substance misuse on children both at home and by other adults; updates on common substances taken and dealt by young people; A look at child drug dealing, identity, mindset, experience, new technologies, the business model, the modern drug marketplace and the issues of child criminal exploitation; An opportunity to look at the differences in the impact on children and young people of drugs and alcohol within the home and its links between parental conflict and domestic violence; explore risk communication strategies that work with teenagers when we are trying to keep them safe.



Young People Gambling and Gaming Harms

YGAM, an award-winning education charity, is offering **FREE** online training on the topics of gaming and gambling harms including the blurred lines between the two.

Younger generations now grow up entwined in the digital world, always just a few clicks away from the online galaxy of gaming and gambling. This training will equip you with the knowledge, resources, and confidence to spot the signs of harm, start informed safeguarding conversations and signpost to support when needed.

Join YGAM's growing network of trained professionals! [click here](#) to select your profession and date.

Any questions regarding these sessions, please email training@ygam.org

The London Safeguarding Children Partnership are working with Ygam, an award-winning charity, to offer fully funded, free online training on gaming and gambling harms in children and young people. They run several programmes that cover a multitude of different roles, including volunteers - find the one that best suits you and sign up. There are bespoke short courses for education staff, social care staff, health staff, volunteers, faith and community leaders, FE/HE staff and youth workers. Courses are between 90 minutes and 2.5 hours.

<https://www.ygam.org/book-a-workshop/>

Tackling Loneliness Workshop

Do you work with, assist, or help residents who may benefit from connecting with others in Bromley?

The London Borough of Bromley are pleased to present this free, 1 – 1.5 hour Tackling Loneliness Workshop for all professionals working with residents across all age groups, backgrounds and in all stages of life who may be at risk of loneliness.

The aim for the Tackling Loneliness workshop is to give individuals who work with residents of all ages within Bromley an understanding of what loneliness is, who is affected by it and the resources available to support residents who may be experiencing this emotion.

Target Audience: LBB staff, Metropolitan Police Service, London Fire Brigade, NHS South East London Clinical Commissioning Group, Local health services, including community services and hospitals, Voluntary organisations and charities, Care providers

To find out more information and to book onto this course, go online to:
<https://www.eventbrite.co.uk/e/535803732387>

Please email any queries to Loneliness@bromley.gov.uk to contact the LBB Principal Loneliness Champion, Helayna Jenkins.

See  [attached flyer](#)



Suicide Awareness Training

There are several available online courses for professionals and residents in Bromley who are aged over 16 years. These vary in length, depth and cost. Please look at Papyrus and Zero Suicide Alliance sites to see which course is best for your needs.



Thrive LDN is leading a campaign to get 100,000 Londoners to take the **FREE online suicide prevention training**.

[Thrive London](#) have partnered with the [Zero Suicide Alliance](#), who have created a training program to help people to be able to identify warning signs and to feel comfortable having conversations about suicide.

Access this training [here](#). Courses range from 5 – 20 mins and are aimed at a variety of different groups of people, including taxi drivers, university staff and the general public.



A Carers Guide to Home Fire Safety

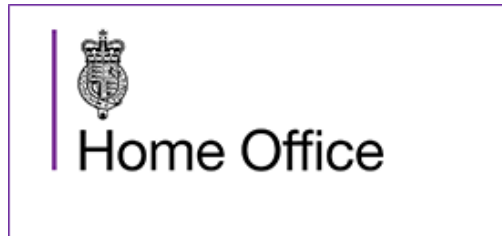
London Fire Brigade (LFB): A Carers Guide to Home Fire Safety - Learn how to keep people that receive care safe from fire



Sadly, around one third of people who die or are severely injured by fire were in receipt of some form of care or support. If you are a formal (e.g. domiciliary care worker, support worker or clinician) or informal carer (e.g. family member, friend or neighbour) and are caring for someone in their own home, our Carers Guide to Home Fire Safety will help you identify fire risks and show you what you can do to reduce them.

Find out more [here](#).

Modern Day Slavery: The Home Office Training Module for NRM First Responders



As a First Responder you are from an organisation authorised to refer potential victims of modern slavery into the National Referral Mechanism (NRM). Your role is to identify and refer potential victims of modern slavery into support, where appropriate. Doing so will often be challenging and you may have to deal with complex situations.

This programme provides guidance on how to spot the signs of modern slavery, and what to do when you come across a potential victim of modern slavery. This programme aims to give you confidence to follow procedures swiftly and with compassion.

To access the training please click this [link](#).

The impact of trauma on executive function and brain development

The lunchtime learning session held in April 2023 was recorded and an edited 43 minute version is available on the BSCP website along with a slidepack, handouts and other relevant materials.

The session was delivered by Dr David Osoba, Neurodevelopmental (Community) Paediatrician and the Designated Doctor for Safeguarding Children in Bromley.

Go to the [Training Programme page on the BSCP website](#) and scroll to the bottom.

Domestic Abuse: Non-Fatal Strangulation (NFS)

Non-fatal strangulation is a known way for perpetrators of domestic abuse to control and intimidate their victim. It is an insidious form of domestic abuse which recently became a standalone criminal offence in the Domestic Abuse Act 2021. Despite the strong link between non-fatal strangulation and domestic homicide, it can be difficult to identify due to a lack of visible injury.

It is vital that professionals understand non-fatal strangulation and the risk it poses.

SafeLives are working with the Institute for Addressing Strangulation and are currently in the process of developing training for a range of professionals who encounter victims and survivors of non-fatal strangulation.

Upcoming non-fatal strangulation training

Non-Fatal Strangulation webinar for Probation Services and those working with perpetrators of Domestic Abuse - Wednesday 19th July on Zoom, 10.30am -1pm (2.5 hours)

This webinar will introduce learners to the following:

- NFS as a stand-alone criminal offence
- Risk levels and prevalence of NFS
- Link between NFS and coercive controlling behaviour
- Risk assessing perpetrators of NFS

Book by clicking [here](#).

Non Fatal Strangulation webinar for Health Services - Wednesday 13th September

Non Fatal Strangulation webinar for Social Care Services - Monday 6th November

If you are interested in attending on the above dates, please complete an expression of interest form be kept up to date when applications open:

[Expression of interest in SafeLives' new non-fatal strangulation training for professionals \(office.com\)](#)

or see [Non-fatal strangulation training for professionals | Safelives](#) for more details

To keep up to date with the progress of our non-fatal strangulation training programme, [**please fill out this expression of interest form**](#) or email [**training@safelives.org.uk**](mailto:training@safelives.org.uk).