



Bromley Safeguarding
Children Partnership

April 2021 – March 2022

Inter-Agency Training Brochure

Bromley Safeguarding Children Partnership

Updated 14th July 2021

Welcome!

This brochure provides details of Bromley Safeguarding Children Partnership (BSCP) courses for 2021-22 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.

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

At the time of publication, all our training courses are being delivered online.

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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 – Joan Keenan-O'Malley	020 8461 7266
Health	Rebecca Saunders – Designated Nurse for Safeguarding	0203 930 0188
Children's Social Care	Mary Nash 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	020 8461 7208
	(See page 33 for further details)	
Adult Safeguarding and Adult Social Care	Mary Nash 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 new 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

When we are not in a global pandemic, 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 or a person from your agency may be accompanying you in a support capacity.

During the COVID pandemic, all classroom-based training has been replaced with online webinars. These are usually on MS Teams or Zoom. We occasionally use WebEx.

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 SEL Clinical Commissioning Group (CCG)
- King's College Hospital NHS Foundation Trust (KCH)
- South London and Maudsley NHS Trust (SLAM)
- Metropolitan Police (MPS)
- London Fire Brigade (LFB)
- London Probation (National Probation Service and Community Rehabilitation Company staff working with Bromley residents)

Staff and **volunteers** working for 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: CAF, 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.

During the pandemic where courses are online and shorter, the charges are usually: £150 for the two day DSL course; £90 for one day (usually condensed to three or four hours). 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. However, for 2021-22 only BSCP is suspending charges where a participant is unable to access the webinar on the day due to technical difficulties during the COVID pandemic. If the no show rate rises, we reserve the right to reintroduce the fee this year.

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.

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 CAF.

- **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
- ✓ 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
- ✓ 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: Half day

TRAINER: Wardell Associates

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 and able to identify indicators of risk and need
- Describe the needs of children and young people from culturally and racially diverse backgrounds
- 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 skills in effective collaboration between agencies
- Contribute to the assessment model used by agencies at the different levels of intervention i.e. CAF, 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

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 11)

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: Two days

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

This training aligns with: Level 4 & 5 (Safeguarding Children & Young People: Roles & Competences for Health Care Staff – Intercollegiate Document).

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

- Demonstrate a highly developed awareness of their own roles and responsibilities, and those of others, in safeguarding and promoting the welfare of children during the assessment, planning, intervention and review processes
- 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 capacity for analysis and professional judgment 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.

Refresher Training: At least every 2 Years for Education Establishments Designated Child Protection and Safeguarding staff and 3 years for other agencies.

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

Group 4/5 Safeguarding Children Refresher: A Multi Agency Approach

DURATION: One day

AIM: To enhance and update knowledge and skills required to work with complex safeguarding issues.

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
- With professional advisers, designated, named and lead professionals Group 5
- Those who have completed the 2 Day Advanced or equivalent course within the past 2/3 years

This training aligns with: Level 4 & 5 (Safeguarding Children & Young People: Roles & Competences for Health Care Staff – Intercollegiate Document).

OUTCOMES:

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

- Demonstrate an awareness of roles and responsibilities as they apply to complex safeguarding issues
- Understand the application of children protection procedures to safeguarding issues
- Be able to demonstrate through their subsequent advice, decision making, coordination of assessments and interventions that they understand any system or procedural changes in relation to safeguarding and are aware of the latest learning and developments for managers and lead officers i.e an increased coordinated and targeted approach to the sexual exploitation of children and young people in the community
- Demonstrate an increased capacity for analysis and professional judgment 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: Has attended the Group 4/5 two-day course within the last 2-3 years.

Refresher Training at least every 2 Years for Education Establishments Designated Child Protection and Safeguarding staff - 3 years for other Agencies

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



Early Help: Understanding & Using Common Assessment Framework (CAF)

Please note that all CAF training is free of charge

DURATION: Half day

TRAINER: CAF Team, Early Intervention and Family Support, LBB

AIM: To understand local CAF 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

CAF corresponds with Level 3, 4 and 5 (Safeguarding Children & Young People: Roles & Competences for Health Care Staff – Intercollegiate Document, March 2014).

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

- Able to understand the CAF and the role of the Lead Professional
- Able to complete an assessment using the current CAF arrangements and know how to seek consent from a family/young person
- Familiar with the CAF 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 a CAF within Bromley
- Able to confidently explain to a family the benefits of a CAF
- Be familiar with the domains of the Common Assessment
- Able to understand where the CAF 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 11 for access instructions).

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

Common Assessment Framework: Developing Confidence in Chairing Team Around the Child Meetings

Please note that all CAF training is free of charge

DURATION: Half day

TRAINER: CAF Team, Early Intervention and Family Support, LBB

AIM: To enable participants to confidently and effectively chair Team Around the Child Meetings as part of the CAF 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.

This training aligns with Level 3, 4 & 5 (Safeguarding Children & Young People: Roles & Competences for Health Care Staff – Intercollegiate Document, 2014)

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

- Describe Bromley's safeguarding continuum of need and intervention and at which thresholds CAF/TAC interventions should take place
- Recognise and describe the role of the Team Around the Child Meetings in planning for the welfare of vulnerable children with additional needs
- Be confident and able to describe when to initiate a TAC
- Be confident and able to specify the aims and purpose of the TAC meeting
- Be able to set the agenda for the CAF meeting
- Be confident and effective in chairing CAF 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 CAF 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 and commissioned with BSAB and SBP partnerships.

DURATION: 3 hours on MS Teams

TRAINER: Bromley and Croydon Women's Aid (BCWA), our local provider of DV/A services

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 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 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 (BCWA), our local provider of DV/A services

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 DV 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: Roz Davison, Director of The Positive Parenting Company, National Domestic Abuse Consultant, CODA consultant and national trainer (AVA), chair of Lewisham VAWG Forum.

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 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: Roz Davison, Director of The Positive Parenting Company, National Domestic Abuse Consultant, CODA consultant and national trainer (AVA), chair of Lewisham VAWG Forum.

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 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 Sexual Exploitation

Please note that CSE training is free of charge.

DURATION: One day

AIM: To improve multi agency working in identifying and intervening at an early stage with children and young people vulnerable to child sexual 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, YOT, youth and health workers, voluntary sector, Bromley Y, JusB)

This training aligns with Level 3, 4 & 5 (Safeguarding Children & Young People: Roles & Competences for Health Care Staff – Intercollegiate Document, March 2014)

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

- Identify situations where CSE is likely to be occurring and alert appropriate agencies,
- Know what the indicators of CSE are and what approaches are available locally to help prevent and respond
- Understand the role of the Barnardo's Programme 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 CSE 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.
- 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 11 for instructions)

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

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 episode.

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 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
- Explored 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
- Bromley Threshold of Need Guidance
- Knowledge of BSCP Parental Mental ill Health procedure

PRE-REQUISITES: To have completed Group 1 and 2 Safeguarding Children via BSCP E-Learning course (see page 11 for instructions)

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

Working with Parental Substance & Alcohol Misuse

DURATION: Half day on MS Teams

TRAINER: Rahana Hussain, with local pathway input from Bromley Drug and Alcohol Service (BDAS) and Bromley Changes (YP substance misuse service) worker.

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 a knowledge of the patterns and indicators of serious parental substance misuse and be able to identify indicators of risk and need for the child/young person
- demonstrate skills in effective collaboration between child protection agencies 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 effected,
- reflect on trends from research and learning from Serious Case Reviews and the relationship between substance misuse, domestic violence and parental mental ill health.
- 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
- describe the needs of children and young people from culturally and racially diverse backgrounds who are exposed to parents with substance misuse difficulties.

PRE-REQUISITES: Basic CP Training and acquainted with 'What to Do' and Assessment Framework. E- Learning available via BSCP. See page 11 for access instructions.

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

Working with Complexity & Risk (Engaging Hard to Reach Families)

Duration: Half day

AIM: To enable practitioners to use evidence based techniques and further develop skills that assist them when working with families who are hard to engage and who present challenging and/or evasive behaviour to professionals.

TARGET GROUP: 3/4/5

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 serious case 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 hard to reach 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 hard to reach families.

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.

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

DURATION: Half day

TRAINER: Rahanna 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 3/4/5/6

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: 5 hours

AIM: The course will focus on increasing knowledge of how self-harm manifests and affects children, adolescents and adults who experience self-harm and self-injury. The course will also examine the main risks and challenges surrounding self-harming behaviour and the potential physical, psychological and cognitive impact on children, young people and adults.

TARGET GROUP 3 and above

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, social workers, residential staff, school nurses, sexual health staff, teachers, probation staff, sports welfare officers, , mental health workers, alcohol and drug misuse services, community play schemes

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

- Explore how does self harm and self injurious behaviour manifest in children and adults
- Examine the impact of the covid pandemic and lockdown on levels of anxiety, depression and self-harm on children ,young people and adults.
- Identify the nature ,characteristic and prevalence of self harm and self injury among children, young people and adults
- To Identify the individuals and groups who are more at risk of self harming
- Have greater awareness of the factors and situations and hazards that are likely to be stressors and triggers to self harm
- Identify key risks associated with self harm, including the influence of gender, sexuality, age and other social factors
- Understand the experiences of children and young people who self harm and the impact on their emotional ,social and cognitive development.
- Understand some of the cultural, religious and social factors which contribute to the high rate of self harm and suicide among Asian girls and women
- Identify strategies and interventions for managing self harm and undertaking risk assessments in an inter-agency context.

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 of five hours (two weeks apart)

TRAINER: Tailormade

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 and neglect and know how to respond
- Identify concerns specific to working with children from diverse cultural and racial backgrounds .i.e. FGM.
- Identify and implement strategies to support vulnerable children
- Provide other staff in the school with advice 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 and ensure the existence of relevant safeguarding policies and procedures
- Maintain an overview of the safeguarding policies, procedures and processes within the school
- Access further safeguarding training, information and materials and be able to share their learning with others in the workplace via workshops and training events
- Ensure staff are aware of policies and procedures and are appropriately trained to identify signs and indicators of abuse and neglect.
- Maintain an overview of and monitor all vulnerable children and young people within the school
- Monitor and evaluate the effectiveness of the safeguarding processes within the school and contribute to changes when needed

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

Safeguarding Training for Designated Teachers REFRESHER

DURATION: 5 hours

TRAINER: Tailormade

AIM: Designated teachers to continue to have a full understanding of their roles and responsibilities to assess initial incidents and concerns, confidently advising and instructing other educational staff, on specific concerns and the lessons learnt from serious case reviews and research. To be able to share 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 and who have attended the 2 day Designated Teachers course within 2 years.

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

- Identify cases of suspected abuse and neglect and know how to respond
- Identify concerns specific to working with children from diverse cultural and racial backgrounds i.e. F.G.M.
- Identify and implement strategies to support vulnerable children
- Provide other staff in the school with advice 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 and ensure the existence of relevant safeguarding policies and procedures
- Maintain an overview of the safeguarding policies, procedures and processes within the school
- Access further safeguarding training, information and materials and be able to share their learning with others in the workplace via workshops and training events
- Ensure staff are aware of policies and procedures and are appropriately trained to identify signs and indicators of abuse and neglect.
- Maintain an overview of and monitor all vulnerable children and young people within the school
- Monitor and evaluate the effectiveness of the safeguarding processes within the school and contribute to changes when needed.
- Understand lessons learnt from serious case reviews and the latest research

PRE-REQUISITES: To have attended Safeguarding Training for Designated Teachers or Group 4/5 Safeguarding Children 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

Date/Time:

- 22 July 2021, 10:00 – 12:00
- 29 September 2021, 10:00 – 12:00
- 14 December 2021, 14:00 – 16:00

Stalking Awareness Training

Please note that this Stalking Awareness training is free of charge to all.

DURATION: 2.5 hours

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Suzy Lamplugh Trust – Helen Burrows (external)

TARGET GROUP: All

LEARNING OUTCOMES:

Attendees will:

- Be introduced to the variety of stalking behaviours and recognise the complexity of this crime, including the difference between stalking and harassment
- Examine the range of impact of stalking on victims and begin to consider the support they may require (especially within London)
- Consider the different perpetrator typologies and how their motivation, behaviours, and levels of risk vary.

PRE-REQUISITES: None

DATES:

- 21 June 2021, 09:30 – 12:00
- 25 June 2021, 09:30 – 12:00

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)

DELIVERY METHOD/PLATFORM: Microsoft Teams

TRAINER: Marcia Rice BA(hons),Msc; MPhil (Cantab),CQSW

TARGET GROUP: Group 3, 4, 5, 6.

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
- 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
- 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.

What Is Sexual Violence?

Please note that What Is Sexual Violence training is free of charge.

DURATION: 3.5 hours

DELIVERY METHOD/PLATFORM: Zoom

TRAINER: Rape Crisis South London

TARGET GROUP: All - both children's and adults' safeguarding workforce

AIM: Participants in this workshop can expect to examine the myths and realities of sexual violence within a framework of violence against women and girls. Participants will develop an understanding on the law surrounding rape and sexual assault – with a focus on consent. Participants will be introduced to a model of best practice in working with sexual violence and will identify key principles in responding to disclosures of sexual violence sensitively and appropriately.

LEARNING OUTCOMES:

- Sexual Violence in Social Context
 - Exploring the impact of societal attitudes and myths around sexual violence on survivors
 - Awareness of how societal attitudes towards sexual violence can either inhibit or encourage disclosure
- Sexual Violence Facts
 - Definitions of rape and sexual assault
 - Defining consent in law and ethical practice
- Best practice when responding to sexual violence
 - Introduction to the empowerment model as best practice in supporting survivors of sexual violence
 - Name and understand key principles in responding to disclosures of sexual violence
 - Increase awareness of specialist external sexual violence support services
- Check-out, grounding and self-care

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.

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

Tuesday 12 and Wednesday 13 October (two morning sessions)

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

Course Leaders: Nicola French & Eilidh Brown

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 complete and email the attached booking forms to: SchoolServices.Training@liberata.com please note there are cancellation charges attached to course.

Booking form:



Safer Recruitment 12
and 13 October 2021.

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.

If you are unable to get a place on any of the courses, we recommend you complete the free child protection e-learning course available on the BSCP website, but you must book the next available place on the Bromley Early Years class based course.

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 following courses for **childminders** and **designated leads** are the courses recommended by the local authority:

- **Child Protection for Designated Leads in pre-schools, day nurseries and out of school provision and for pre-school committee members.**
Delivered over two half days. Bromley Early Years Team recommends that all Designated Leads and at least one committee member (if applicable) attend this training.
- **Child Protection for Childminders.**
Delivered over two half days (usually evenings) or one full day (usually Saturday).
- **Child Protection Training for childminder assistants and practitioners in pre-schools, day nurseries and out of school provision.**
One half day sessions (usually afternoon or evening).
- **Introduction to child protection**
Half day session.

Attendance at any of the above courses is a pre-requisite for attending BSCP multi-agency training.

- **INSET days**
Half day or full day bespoke safeguarding training for your full staff team.
- **Workshop to Raise Awareness of Prevent (WRAP) includes *PREVENT in an EYFS setting*.**

The Early Years Team recommends all childminders and at least one person from each early years setting attends this course.

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

All Early Years training is currently being delivered online due to Covid 19. We will keep you updated on changes. The online courses will give you the knowledge and information you need dependent on your role and your certificate will be valid for two years. There is also an expectation that Designated Leads attend the regular safeguarding updates from Early Years and keep up to date with local policies and procedures. The DSL must keep all staff updated and keep a log of all safeguarding training completed by all staff in the setting.

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, Common Assessment Framework (CAF) 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.

2021 Dates:

17 June
15 July
19 August
16 September
21 October
18 November
16 December



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](#)

The next courses will be:

[14th October 2021](#) 9.30- 12.30

[19th November 2021](#) 9.30- 12.30

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

Presentations include how to refer to Early Help Services, when to use a CAF and when to refer to the MASH.

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/onlineteachertraining/>

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.



Ending Harmful Practices

Date: 26th October 2021, 7th December 2021

Time: 10:00 – 13:00

Trainer: Dorett Jones, Women and Girls Network

Platform: Zoom delivery

Cost: Free (however cancellation charges will apply from WGN)

Only 2 people per organisation may attend.

This half day programme provides a foundational understanding of what harmful practice is and how to implement appropriate and timely responses. Participants will have an opportunity to reflect on their own practice and identify areas for improvement in providing support.

Aim:

To raise awareness of Harmful Practices and understand what constitutes appropriate support and improve responses

Learning outcomes:

Upon completion those participating in the programme will:

- Understand what harmful practice is
- Increase awareness of how harmful practice manifests as violence against women and girls (VAWG)
- Increase awareness of what constitutes timely responses
- Understand how to implement appropriate and effective support
- Improve practice responses

Target Group: Practitioners who are working directly with or are responsible for the safeguarding of women and girls in the borough. For professionals from Ealing, Bromley and Hounslow boroughs only. Only 2 people per organisation may attend.

To book

Use links to Eventbrite below to book directly

13th July 2021 COMPLETED

26th October 2021 10am-1pm(Online Training via Zoom)

<https://www.eventbrite.co.uk/e/162794060417>

7th December 2021 10am -1pm (Online Training via Zoom)

<https://www.eventbrite.co.uk/e/162794547875>

About Women and Girls Network (WGN)

WGN is a free, women-only service that supports women in London who have experienced violence, or are at risk of violence. We offer counselling, advocacy and advice for women and girls who have experienced gendered violence, including sexual and domestic violence. Our overall aim is to promote, preserve and restore the mental health and well-being of women and girls, to empower them to make a total and sustainable recovery from their experiences of violence.



WGN's Training Ethos We are unapologetically Feminist, Intersectional and Anti-Racist.

WGN's training has at its heart the Women and Girls Network ethos. Much like the services we provide to women and girls, the principles of feminism, intersectionality, holistic and creative approaches are threads that run through all of our training.

As a Black led feminist organisation, our intention and plan is to progress conversations and actions into development of programmes that address themes of oppression, provide healing for racial and identity trauma, and provide safe spaces and practical strategies to engage Black and minoritised women.

We are passionate about delivering training that influences best practice and improves and enhances the effectiveness of front-line professionals working in the field of violence against women and girls (VAWG).

Attending our training gives you a deeper understanding of and one of a kind insight into WGN's models and approaches. WGN has been working with women and girls for over thirty years and our training is packed with ancient womanist healing integrated with 21st century neuro-science. The training provides knowledge, tools, skills, and experiences for you to further enhance your practice.

You can find more information about WGN by visiting our website:

<https://www.wgn.org.uk/our-services/training-and-consultancy>

About the Trainer - Dorett Jones MA. Dorett's Womynist practice is

internationally influenced and she consults and teaches on a range of areas including; public speaking, women leadership and intersectionality, ending violence against women and girls (VAWG), mental well-being and creative resistance. Dorett previously practiced as a psychodynamic counsellor, and worked in the ending VAWG sector for over two decades; from frontline advocacy and therapeutic services to strategic leadership, management and teaching.



Dorett has designed and led on a vast amount of development and teaching programmes associated with ending violence against women and girls, including writing and developing the UK's first national standards for BME ending VAWG services. In 2015, Dorett was seconded to the Mayor's Office for Policing and Crime (MOPAC) as project lead on an ending harmful practices pilot across five London boroughs between health and social care, focusing on early prevention of female genital mutilation (FGM). Dorett continues to consult, teach and share knowledge. She is an internationally published writer and filmmaker.

PREVENTION AND ACTION THROUGH COMMUNITY ENGAGEMENT AND TRAINING (P&ACT) is a pan-London, MOPAC-funded partnership project to prevent and act against harmful practices. The partnership works with marginalised and minoritised women and communities and professionals to reduce the impact of harmful practices and improve professional responses to survivors through the provision of community engagement across diverse communities in London to increase awareness of harmful practices; early interventions with young women aged 10-24 years; specialist counselling and casework for adult women who have experienced harmful practices; working with community and statutory agencies to improve institutional responses to women affected by harmful practices through specialist training and awareness-raising.

The P&ACT partners are:

Asian Women's Resource Centre (Lead)
Iranian and Kurdish Women's Rights Organisation
Latin American Women's Rights Service
MIDAYE Somali Development Network
PLIAS Resettlement
ASHIANA Network
Southall Black Sisters
Women and Girl's Network
Kurdish and Middle Eastern Women's Organisation
IMECE Women's Centre
FORWARD
AL AMAN (DVIP)

Cancellation policy

If you do not cancel your confirmed allocated place more than 48 hours before the course commences your organisation will be charged an administration fee of £50.00 per day. Once a place on the course has been offered and accepted, failure to attend or submit course work may result in a £50.00 fee.