



**London Borough
of Hounslow**



JOINT TRAINING PROGRAMME

2023/2024

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1. Introduction

Hounslow Children's Services and Hounslow Safeguarding Children Partnership (HSCP) are committed to ensuring that all paid staff and volunteers, who have contact with children and their parents are aware of their safeguarding responsibilities and have the required knowledge and skills to undertake these duties.

The provision of extensive and high quality single and multi-agency safeguarding training is therefore central to ensuring the safety and wellbeing of children and young people in the borough.

As such, from September 2023, there will be a full training needs analysis undertaken of the learning offer (including eLearning). As part of this process, some training courses will also be paused for review; in line with the Multi-agency Training Strategy September 2023 – 2025.

2. Agency Training Pathways

Our learning and development offer is continuously evolving with the aim of sharing both national and local, up to date, best practice via a range of learning events. These include self-directed digital learning, instructor lead courses and specific learning events, for both single and multi-agency.

3. Training for Hounslow Children's Services Staff

Hounslow Children's Services staff will be required, through the Induction process, to complete the following mandatory induction eLearning via: <https://hounslow.learningpool.com>

- General Data Protection Regulation (GDPR)
- Cyber Security Awareness Training
- Additional eLearning as required for individual roles

New social workers and social work managers will also be invited to join an induction workshop, with an overview of key areas of practice in children's social care.

Children's Social care also have access to online learning platform **Research in Practice.**

Visit: <https://www.researchinpractice.org.uk/sign-in/> to set up your account. Once registered, you will have access to a large volume of training options, direct work tools, books and journals

ASYE Programme

Hounslow Children's Social Care have created an impressive AYSE programme for newly qualified social workers, many of whom have gone forward to become managers. For more information contact: leela.clark@hounslow.gov.uk

3. Training for Hounslow Children's Services Staff

Hounslow Children's Social Care teams can access continued professional development opportunities via the West London Alliance. The training on offer is designed to support and enhance the professional skills and knowledge of Social Workers. Further details on the current courses listed below, will be available via Team Managers.

- Child Development
- Child Protection Skills
- Court Skills
- Direct Work & Use of Therapeutic Play
- Equipping Social Workers: providing Effective Support & Advocacy for the LGBTQI+ Community (currently being commissioned)
- Having Courageous Conversations
- Life Story Work
- Mental ill health and substance misuse; working with families who are resistant or difficult to engage
- Neglect
- Parental Substance Misuse and Parenting
- Parental Mental Ill Health and Parenting
- Promoting the Welfare of the Child
- Parental Mental health - Risk Assessment
- Sexual Abuse - understanding, preventing and responding to the trauma
- Working with Difficult and Evasive Behaviours

Spaces are limited, so if you are interested in attending, please email your request to LSCB@Hounslow.gov.uk

4. Multi-Agency Training

Most professional bodies have their own induction and learning requirements and statutory guidance. The learning offered within this brochure is in addition to individual professional requirements, building on shared priorities within the borough and opportunities for multi-agency learning events to share good practice.

We do not provide specific Designated Safeguarding Lead (DSL) training for schools. We would encourage those who have completed DSL training, to undertake further training, in line with HSCP priorities.

All learning offered, assumes a pre-existing basic knowledge of safeguarding & child protection (training level 1). The table on the following pages is offered as guidance, if you are unsure as to whether you meet this basic level requirement, please refer to the full competency framework in the Training Strategy 2023 – 2025.

| Training Level | Description |
|--|---|
| 1 – Provided by Individual agencies | <ul style="list-style-type: none"> • Understanding what is child abuse and being able to recognise potential signs and indicators of abuse and neglect; • Recording and sharing of information regarding concerns; • Awareness of the organisation's basic safeguarding children procedures; • Awareness of who within the organisation should be contacted regarding any concern about a child's safety or welfare (including who to contact if that person is unavailable); • Awareness of who within the organisation should be contacted regarding any concern about a colleague's behaviour towards a child or potential risk that they may present; • Awareness of the expected standards of behaviour by staff towards children. |
| 2 – Provided by individual agencies | <ul style="list-style-type: none"> • The requirements of Training level 1; • Recording and sharing of information regarding concerns; • Using the Framework for the Assessment of Children in Need and their Families; • Working together to identify, assess and meet the needs of children where there are safeguarding concerns. To identify child focused interventions and measurable outcomes; • Understanding the possible impact of parenting difficulties, such as domestic abuse, mental health, substance misuse, learning difficulties on parenting capacity; • Recognising the importance of family history and functioning; • Working with children and family members, including addressing lack of co-operation and superficial compliance within the context of role. |
| 3 – Provided by individual agencies (role specific) or HSCP | <ul style="list-style-type: none"> • The requirements of Training level 2; • Conducting section 47 enquiries, attending Child Protection Conferences and managing Core Groups; roles, responsibilities and collaborative practice; • Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer, significant harm; • Working with complexity; • Taking emergency action; • Communicating with children in line with interviewing vulnerable witness guidance; • Promoting effective, professional practice; • Supervising child protection cases and advising others. |

| Training Level | Description |
|--|---|
| 4 - Provided by individual agencies (role specific) or HSCP | <ul style="list-style-type: none"> • The requirements of Training levels 3; • Supervising child protection cases. Managing performance to promote effective inter-agency practice; • Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams; • Safer Recruitment Training. |
| 5. Provided by individual agencies (role specific) or HSCP | <ul style="list-style-type: none"> • The requirements of Training Level 4; • Section 11 expectations, roles and responsibilities; • Expectations on members in order to promote effective co-operation that improves effectiveness; • Current policy, research and practice developments; • Implementation of lessons from LCSPRs / Learning and Improvement Reviews and multi-agency audits. Specialist training to undertake specific roles, for example Independent Chair/Scrutineer; Service Manager; • Safer Recruitment Training. |

6. Hounslow Safeguarding Children Partnership

Hounslow's practice priorities for 2021 – 2023 were identified by HSCP's Executive Board as:

- Neglect
- Familial Child Sexual Abuse
- Vulnerable children in Education
- Children with Disabilities

Accessing the [HSCP website](#) will provide you with a variety of options for additional learning:

eLearning – by visiting the [Training page](#) of the website you will be able to see a link for the virtual college and links to further suggested eLearning via external agencies.

In addition, you can access the latest 7 minute briefings, reports from Local Safeguarding Child Practice Reviews (LSCPRs) and Local Learning Reviews.

The purpose of a LSCPR is for agencies and individuals to learn lessons that improve the way in which they work, both individually and collectively, to safeguard and promote the welfare of children.

You can access the website via the link below:

[Serious Case Review & Local Learning Reviews – HSCP \(\[hscb.org.uk\]\(https://hscb.org.uk\)\)](#)

7. The Virtual College

HSCP offers an extensive e-learning package to all professionals working across children's and adult's workforce, via the Virtual College.

The core offer for practitioners includes:

- Level 3 Safeguarding Children
- Level 3 Safeguarding Adults
- Safer Recruitment – Mandatory
- E Safety
- Female Genital Mutilation (FGM) & Abuse linked to Faith or Belief
- LGBTQ+ Awareness
- Hidden Harm, Parental Mental Health and Parental Substance Misuse
- Awareness of Domestic Violence and Abuse
- Gang Related Issues & County Lines
- Child Exploitation
- Modern Slavery & Trafficking
- Radicalisation & Extremism

The content is regularly reviewed and updated.

Some teams have further specific eLearning available.

You can register or log in to view [Virtual College courses](#).

8. External Learning Opportunities

The logo for the Centre of expertise on child sexual abuse features a green and blue geometric pattern in the background. The text "Centre of expertise on child sexual abuse" is written in white, with "Centre of" and "expertise" on the first line, "on child" on the second line, and "sexual abuse" on the third line.

Centre of expertise on child sexual abuse

The Centre of expertise on child sexual abuse provide multi-agency training on Familial Child Sexual Abuse. There are no dates currently planned – agencies will be alerted when any further training dates are agreed.



Brook have provided both Sexual behaviours traffic light tool training and pornography & youth produced sexual imagery training for HSCP. There are no more dates planned at this time – agencies will be updated when any further dates are agreed.

HSCP will also promote learning opportunities from external providers, including the London Safeguarding Children's Partnership. These opportunities will be shared via individual agencies with practitioners.

9. Training Expectations

So that all attendees to benefit from the instructor lead learning events on offer, it is essential that everyone feels comfortable and is able to fully contribute to the learning.

Therefore, please see below training expectations for all learning events, that you are agreeing to adhere, when you book your training:

- Attendees will attend on time and have completed any preparation required in advance of the training session
- If on TEAMS, attendees will keep cameras on and microphones on mute when not speaking
- Attendees agree to contribute to the session and discussions – only sharing such as they feel comfortable with
- Attendees will not use names or identifiable details if discussing a child, young person, family or professional, during any exercises or discussions – confidentiality is key
- Please listen to one another and be respectful of one another's experiences
- Any oppressive language or behaviour will be addressed
- If you need a break or support due to the nature of anything that has been discussed, please let the trainer know or access support from your line manager/someone within your own agency.

10. Privacy & Accessibility Statements

Privacy:

The privacy notice for multi-agency training booking can be viewed on the Hounslow Children's Safeguarding Website; under the 'Training' tab.

Accessibility:

If you have any specific requirements that we need to be aware of, in order to fully access the training. Please alert us at the time of booking.

HOUNSLOW NEGLECT STRATEGY & QUALITY OF CARE TOOL

To improve how we work with families where parental quality of care is of concern and considered inadequate. The sessions will introduce our Quality of Care tool, enable people across all agencies to use it in practice and ensure that it is widely used.

Benefits of attending

- Greater understanding of the impact of using the Quality of Care tool
- Hear and share workers 'top tips' on using the tool in practice
- Develop further insight into the importance of inter-agency collaboration to understand the nature of neglect
- Hear more detail regarding Hounslow's multi professional strategy for improving our work with families
- Be part of a shared multi-agency approach and consistency of practice and embedding the use of the Quality of Care tool in all agencies.

Designed for

Open to all within HSCP who have completed the Level 1 training requirement

04/12/2023
1 PM - 3.30 PM
MS TEAMS

To book email
lscb@hounslow.gov.uk
with header 'Neglect QoC'

PRIVATE FOSTERING

HSCP has a responsibility to ensure professionals and volunteers meet their statutory responsibility to safeguard children's welfare and safety. This includes those working for children's and adult services.

Benefits of attending

- You will have space to understand your role and responsibility to identify privately fostered children
- Have an opportunity to understand legislation and regulations, in relation to private fostering and understand why this can be a safeguarding issue
- Be able to share best practice with your colleagues
- Learn more about what to find information & support regarding private fostering

Designed for

Open to all within HSCP who have completed the Level 1 training requirement

14/11/2023

2PM - 3.30 PM

MS TEAMS

To book email
lscb@hounslow.gov.uk
with header 'Private
Fostering'

DISTINGUISHING ACCIDENTAL AND NON-ACCIDENTAL INJURY

The session builds knowledge and confidence to recognise possible non accidental injuries and supports initial decision making about when it is necessary to seek specialist medical advice about injuries to children.

Benefits of attending

- Using images familiarise you with the accidental injuries that children and young people are likely to sustain
- Compare accidental and non-accidental injuries to understand how they might be differentiated
- Likely areas of non-accidental injury – Think about which parts of the body are more likely to be injured non-accidentally
- Develop confidence in initial decision making about the need to take action
- Clarity about the action to take if concerned about a child

Designed for

Social Care, Police & Health

09/11/2023

945AM - 12:20 PM

**THE SPOT,
HOUNSLOW**

07/03/2024

930AM - 12:20 PM

HOUNSLOW HOUSE

To book email

lscb@hounslow.gov.uk

with header 'non-accidental injury'

PARENTAL SUBSTANCE MISUSE AWARENESS AND TREATMENT

Parental substance misuse is one of three major areas of known risk to children's health development and welfare. This course is provided to develop essential learning regarding Parental Substance Misuse.

Benefits of attending

- Enable practitioners to identify when there could be an issue with a parent or carer's substance misuse
- Know commonly used substances, their classes, methods of use and potential impact on parenting
- Examine personal and societal beliefs about drug and alcohol users, including stereotypes and myths
- Know and understand treatment models delivered at ARC
- Appreciate the Cycle of Change to enable behaviour change

Designed for

An introductory course for frontline staff within HSCP who have completed the Level 1 training requirement

03/10/2023

10AM - 12PM

VENUE: TBC

To book email

lscb@hounslow.gov.uk
with header 'parental
substance misuse'

YOUTH MENTAL HEALTH FIRST AID

— TWO DAY COURSE

This course aims to equip the non mental health specialists with the knowledge and skill to provide Mental Health First Aid to young people ensuring those who need it can access appropriate help quickly.

Benefits of attending

- Learn practical skills to spot the triggers and signs of mental health issues and enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help a young person recover their health guiding them to further support -through self-help sites, place of learning, the NHS, or a mix – engaging with parents, carers and external agencies where appropriate
- Tools to look after your own mental well being

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'MHFA'

MULTI-AGENCY PRACTICE & QUALITY OF CARE FOR CHILDREN LIVING WITH NEGLECT

Explore how individual practitioners can better collaborate and work together to improve work with families at all levels of concern from early help/prevention, child in need and child protection, with a focus on neglect.

Benefits of attending

- Gain a more sophisticated appreciation of the varied nature and presentation of neglectful parenting
- Have the chance to consider the use of our structured judgement Quality of Care tool to assist professional assessment
- Develop a deeper understanding of the challenges of working with neglect at a local level
- Space to think about direct work with children and young people to improve their lives
- A chance to further explore the impact of neglect on different areas of a child's care including how neglect enables other forms of harm

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'neglect
reflective practice'

SUBSTANCE MISUSE AND WORKING WITH YOUNG PEOPLE

This session is designed to provide professionals with understanding substance misuse and abuse, the risks involved and the capacity to engage young people in open and confidential conversations about substance use.

Benefits of attending

- Increase knowledge of drugs (including alcohol), the effects on one's health, the law and recognising indicators of substance use
- Discuss current trends and prevalence rates
- Develop an insight about young people's motivation for using drugs including alcohol
- Discover ways in which substance misuse is quantified and tested
- Explore associated risks such as mental health, sexual exploitation and gang involvement etc

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'YP substance
misuse'

DOMESTIC ABUSE AND VIOLENCE

AN INTRODUCTION

This course offers professionals the opportunity to explore, reflect and gain insight and understanding to be able to better connect with and help those who find themselves exposed to abuse and violence from their partner.

Benefits of attending

- Better understand the impact of being subject to relationship abuse
- Consider the dynamics of power and control
- Understand perpetrators diversionary reactions to professional's interventions
- Explore the role that alcohol and other drugs have in many abusive relationships.
- Appreciate the importance of early intervention

Designed for

Introductory course for frontline practitioners within HSCP.
To increase basic awareness.

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'Domestic
abuse '

CRIMINAL AND SEXUAL EXPLOITATION

- SAFEGUARDING YOUNG PEOPLE

Develop professional awareness of how abuse is organised and perpetuated. Consider which systems are needed to co-ordinate better detection of offenders and improved protection of children and young people.

Benefits of attending

- Develop understanding of how sexual and criminal exploitation is organised to entrap young people
- Explore common attitudes underlying professional failures to protect young people and be able to recognise these in practice
- Familiarise you with the way in which you should respond procedurally to concerns and be aware of local initiatives to combat this form of child sexual abuse
- Understand the abuse of boys who are often forgotten and explore how young people are groomed and entrapped

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'CSE/CCE'

FAMILIAL CHILD SEXUAL ABUSE

— TWO DAY COURSE

This course aims to equip professionals across the children's workforce with basic knowledge about familial sexual abuse and enhance confidence in our existing communication skills with children and young people.

Benefits of attending

- Develop an understanding of the findings from Hounslow's Audit
- Know the signs and indicators of sexual abuse
- Consider how to work with the power dynamics within the family
- Understand sexually harmful adults behaviour
- Consider the impact of sexually harmful adults behaviour on practice

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'Familial
sexual abuse'

HARMFUL SEXUAL BEHAVIOUR & SIBLING SEXUAL ABUSE — TWO DAY COURSE

This course aims to equip professionals with increased awareness and understanding of the nature of harmful sexual behaviour in children and young people, improve assessment and intervention and enable better support to the families involved.

Benefits of attending

- Improved ability to identify whether sexual behaviour is developmentally appropriate, problematic, or harmful
- Greater understanding of prevalence and possible pathways to harmful sexual behaviour and sibling sexual abuse
- Develop capacity to create robust and effective safety plans to better manage harmful sexual behaviour and sibling sexual abuse
- Improved confidence in supporting non-abusing family members in their response to and management of harmful sexual behaviour

Designed for

Open to all within HSCP who have completed Level 1 training requirement

**MORE DATES
TBC**

To book email
lscb@hounslow.gov.uk
with header 'sibling
sexual abuse'