



London Borough
of Hounslow



MULTI-AGENCY TRAINING PROGRAMME 2024-25

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1. Introduction

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 multi-agency safeguarding training is therefore central to ensuring the safety and wellbeing of children and young people in the borough.

The training offer aims to be responsive and needs led, therefore, adding and promoting new courses, will continue throughout 2024/2025.

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.

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

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

5. Hounslow Safeguarding Children Partnership

Hounslow's practice priorities have been identified by HSCP's Executive Board as:

- Safeguarding Adolescents - with a focus on mental health, suicide prevention and self harm
- Online harm
- Vulnerable children in Education

There are also active workstreams with a focus on:

- Neglect
- Child Sexual Abuse

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

eLearning - by visiting the Learning and Development section of the website you will 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](#), [Practice 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.

6. 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
- Awareness of Domestic Violence and Abuse
- Gang Related Issues & County Lines
- Child Exploitation
- Modern Slavery & Trafficking
- Radicalisation & Extremism
- Working with children with learning difficulties and learning disabilities
- Safer Sleep for babies
- Child Poverty
- Understanding the impact of Hate Crime
- Self Harm awareness
- Supporting teenagers and young people
- Sexual Health
- Self - neglect
- Understanding young minds

The content is regularly reviewed and updated.

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

7. External Learning Opportunities

HSCP will also promote learning opportunities from external providers, including the London Safeguarding Children's Partnership. These opportunities can be found on the [HSCP website](#)

HSCP works with external providers offering instructor lead training, to track and monitor attendance at these events.

8. Evaluation

When when registering for a training event, you will be asked to support HSCP business support team, by completing surveys as part of the evaluation process.

This process provides a mechanism for you to provide feedback and helps to ensure the quality, impact and effectiveness of the training offer.

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:

Please see the [privacy notice](#) for booking multi-agency training.

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.

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

- 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 you colleagues
- Learn more about where to find information & support regarding private fostering

Designed for

All professionals and organisations working with children and families.
To increase awareness.

TUES 23 APR '24
10AM-11.30AM

WED 13 NOV '24
2PM - 3.30PM

MS TEAMS

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

CHILDREN MISSING EDUCATION (CME)

The function of identifying and preventing CME falls on the support from many service areas and is not solely the responsibility of the CME officer. Partnership working is imperative, to ensure that no child is missing education, and there is a whole system approach when trying to track children missing education.

Benefits of attending

- Develop further knowledge of the risks for pupils who are missing education
- Ensure professionals are aware of their duties regarding pupils who are missing education
- Build confidence in recognising and responding to concerns for children missing education
- Have the opportunity to learn about the referral process for CME and the role of the Child Missing Education Officer in Hounslow
- Enable practitioners to reflect on current practice and build awareness of CME

Designed for

All professionals and organisations working with children and families who have not received previous CME training.
To increase awareness.

**THURS 14 MAR '24
11AM - 12.30PM**

**THUR 21 NOV '24
11AM - 12.30PM**

MS TEAMS

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

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

Frontline practitioners and managers
to increase awareness.

THURS 26 SEPT '24
9.30AM - 12.30PM

THURS 5 DEC '24
9.30AM - 12.30PM

HOUNSLOW HOUSE

To book email
lscb@hounslow.gov.uk
with header 'non-accidental injury'

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
- Develop a better understanding of the impact on children

Designed for

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

TUES 4 JUN '24
9AM - 1PM

TUES 8 OCT '24
9AM - 1PM

JAN 2025 - DATE TBC

HOUNSLOW HOUSE

To book email

lscb@hounslow.gov.uk
with header 'Domestic
abuse '

MULTI-AGENCY RISK ASSESSMENT CONFERENCE (MARAC)

This course offers professionals the opportunity to have a better understanding of the need for a multi agency response to safeguard victims of domestic and sexual abuse.

Benefits of attending

- Understand the impact of domestic abuse.
- Understand the purpose of MARAC
- Clarify the referral pathway and why and how to refer.
- Understand how partners contribute to MARAC
- How MARAC can assist you
- How to risk assess a victim.

Designed for

All professionals who support victims of domestic and sexual abuse.

**MON 20 MAY '24
10AM - 12.30PM**

**FRI 12 JUL '24
10AM - 12.30PM**

**FRI 15 NOV '24
1PM - 3.30PM**

MS TEAMS

To book email

lscb@hounslow.gov.uk
with header 'MARAC '

LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

All agencies must have reference to London child protection procedures regarding managing allegations against professionals who work with children. The guidance is clear but applying it in practice can be challenging due to the complex nature of concerns or allegations in the workplace.

Benefits of attending

- This briefing will allow you to meet Hounslow's LADO'S and consider the circumstances when you are required to follow the guidance
- Develop further understanding of how decisions are made and to meet members of the team who are there to support you
- This session will give you the opportunity to ask questions that you have faced within your organisation and what support can be offered if the safeguarding matter does not meet LADO threshold.

Designed for

These sessions are for Voluntary sector organisations, faith groups, extra curriculum activity clubs and any other community setting that has not received LADO training.

WED 22 MAY '24
1.30PM - 2.30PM

WED 2 OCT '24
10AM - 11AM

HOUNSLOW HOUSE

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

ADOLESCENT AWARENESS - AN INTRODUCTION

Adolescents are exposed to a wider range of risks than younger children. As such, there needs to be an improved focus on how young people can be better protected and supported by a wider range of individuals and bodies in a wider variety of contexts.

Benefits of attending

- Develop a broad understanding of Extra Familial Harm; the differing terminology and types of risk
- Consider what are indicators of risk and how to respond
- Develop strategies for working with adolescents where there are concerns about risk and how to safety plan

Designed for

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

**WED 22 MAY '24
1PM - 2.30PM**

**THURS 19 SEPT '24
1PM-2.30PM**

**TUES 5 NOV '24
10AM - 11.30AM**

MS TEAMS

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

HONOR BASED ABUSE AND FORCED MARRIAGE TRAINING

This course offers professionals the opportunity to gain a better understanding of so called Honour Based Abuse (HBA) and Forced Marriage.

Benefits of attending

- Explore the intricacies of so called Honour Based Abuse and Forced Marriage
- Understand how it occurs and who are the perpetrators
- Consider your statutory duty and safeguarding options.
- Discuss safe practice and responding to disclosure.

Designed for

An introductory course for all frontline practitioners working with adults, young people and children.

TUES 14 MAY '24
10AM - 12PM

FURTHER DATES TBC

HOUNSLOW HOUSE

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

FEMALE GENITAL MUTILATION AWARENESS TRAINING

This course offers professionals the opportunity to have a better understanding of Female Genital Mutilation, the impact on victims and responding to disclosures.

Benefits of attending

- A better understanding of FGM
- Consider cultural reasons for the practice
- Explore the negative health consequences of FGM
- Learn about the Law and FGM in UK
- Understand statutory guidance and your safeguarding role

Designed for

An introductory course for all frontline practitioners working with women and girls

**TUES 2 APR '24
10AM - 12PM**

FURTHER DATES TBC

HOUNSLOW HOUSE

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

MENTAL HEALTH FIRST AID (MHFA)

Non-mental health specialists are increasingly encountering people in need of basic mental health support. This course aims to equip the non-specialist with the knowledge and skill to provide Mental Health First Aid, ensuring those who need it can access appropriate help quickly. .

Benefits of attending

- Practical skills to spot the triggers and signs of mental health issues
- Enhanced interpersonal skills such as non-judgemental listening
- Confidence to reassure and support someone in distress
- Develop an in depth understanding of factors that affect wellbeing

Designed for

Frontline practitioners within HSCP

TBC

**GUMLEY HOUSE SCHOOL
FCJ, ST JOHNS ROAD,
ISLEWORTH, TW7 6P**

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

WORKING WITH NEGLECT & THE 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

- Develop your skills and knowledge in recognising and responding to neglect concerns
- Explore the impact of differing forms of neglect on a Childs' care and gain an understanding of how neglect an enable other forms of harm
- Consider how to use the structured judgement, Quality of Care tool, in response to concerns about neglect
- Improve professional understanding of factors that can impact care givers and can contribute to families experiencing neglect.

Designed for

Frontline practitioners and managers

MON 24 JUN '24
TUES 6 AUG '24
TUES 22 OCT '24
ALL 9.30AM - 4PM

HOUNSLOW HOUSE

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

QUALITY OF CARE TOOL - MUTLI-AGENCY

OVERVIEW FOR PRACTITIONERS

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, using the Quality of Care tool.

Benefits of attending

- Hear an overview of Hounslow's neglect strategy, recent audit feedback, and the context of why the Quality of Care tool was created
- Have a opportunity to view the brief Quality of Care tool and the chance to use the tool alongside case studies
- Share good multiagency practice for using the QoC tool

Designed for

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

WED 29 MAY '24

10AM - 11.30AM

THURS 11 JULY '24

12PM - 1.30PM

WED 9 OCT '24

10AM - 11.30AM

TUES 3 DEC '24

12PM - 1.30PM

MS TEAMS

To book email

lscb@hounslow.gov.uk

with header 'QoC'

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

THURS 26 SEPT '24
1PM - 4PM

FURTHER DATES TBC

HOUNSLOW HOUSE

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 and their families.

Benefits of attending

- Develop skills and confidence in recognising and responding to familial child sexual abuse
- Build skills in talking to children and young people about child sexual abuse
- Understand the barriers to children sharing their experiences of sexual abuse
- Reflect on and develop your practice in working with the non-abusing parent/carer and perpetrators
- Hear examples of good practice and outcomes for children and families

Designed for

Practitioners and managers working with children and young people

MON 22 & TUES 23 JULY '24
MON 16 & TUES 17 SEPT '24
THURS 7 & FRI 8 NOV '24

ALL 9.30AM - 4PM

HOUNSLOW HOUSE

To book email

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

SERIOUS YOUTH VIOLENCE

This course aims to equip professionals with increased awareness and understanding of serious youth violence, improve recognition and intervention and enable better support to the young people involved.

Benefits of attending

- Developing an understanding of the national legislation and local context of working with SYV
- Explore indicators in recognising and responding where there is a concern a young person is at risk of Serious Youth Violence
- Consider links with other forms of extra familial harm.
- Reflect in approaches to working with adolescents, where this is a risk of gang involvement and/or SYV

Designed for

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

THURS 16 MAY '24
1PM - 4PM

WED 20 NOV '24
9.30AM - 12.30PM

HOUNSLOW HOUSE

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

WORKING WITH CHILDREN AND YOUNG PEOPLE WHO GO MISSING

This course aims to equip professionals with increased awareness and strategies for working with young people at risk of going missing.

Benefits of attending

- Develop an understanding of what is meant by 'missing' and the risks associated with missing young people and adolescent safeguarding
- Have an overview of local and national systems in place to support missing young people
- Improved confidence in responding to concerns regarding missing young people
- Reflect on opportunities to intervene to prevent missing episodes

Designed for

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

TUES 15 OCT '24
1PM - 4PM

HOUNSLOW HOUSE

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