



North Ayrshire
Child Protection Committee
Multi-Agency Training Plan

2010-2011

Promoting Good Practice in Child Protection



Care Protection Commitment to North Ayrshire's Children

CONTENTS	PAGE
Introduction	3
Principles of Child Protection Training	4
Training Audit & Review	5
The Child Protection Training Sub – Group	6
Training & HMle Quality Indicators	7
Multi-Agency Child Protection Training	8
Current Programme 10 – 11	10
Our Partners in Child Protection Training	12
Booking a Course	13
Charging Policy	13
Single Agency Training	14
Website Information	17
Future Developments	17
External Training Requests	17



Introduction

On behalf of North Ayrshire Child Protection Committee I would like to thank you for acknowledging the importance of Child Protection Training and for your interest in this. The latest training plan produced considers key training issues for single agencies in North Ayrshire and offers a multi—agency training programme for the period April 2010 – March 2011. This extends beyond the inter-agency focus to include all our partners in child protection working with children and families in North Ayrshire.

With the support of the Child Protection Development Team and the Training sub-group, this training plan aims to demonstrate the significant progress that has been made since the Child Protection Training & Development Co-ordinator post was created in August 2005. The plan will also describe the many high quality single agency and multi-agency training opportunities that exist in this fast and ever changing environment. This progress was recognised by the HMle Inspection in 2007 in the verbal feedback session when it was stated that North Ayrshire Child Protection Committee training was 'Outstanding' and a 'Model of Best Practice'. We look forward to the findings of the next inspection this year.

The commitment of staff within North Ayrshire to learning together to protect North Ayrshire's children is high and the training vision of Promoting Good Practice in child protection in this way is a view shared by most.

Thanks are therefore extended to you in helping us fill around 7000 training places from Social Services, Education, Housing, Health, Police, Procurator Fiscal, Scottish Reporter's Administration and Voluntary Organisations as well as our other partners in child protection since 2004. I hope this level of interest in all multi-agency child protection training continues and develops further in the year ahead.

Please note the our BRAND NEW interactive **Child Protection Training Programme** is available now from the Training page of our website:

www.childprotectionnorthayrshire.info

We welcome you to future training events and thank you for your interest in multi-agency child protection training in North Ayrshire.

Child Protection Training & Development Co-ordinator
North Ayrshire Child Protection Development Team
Tel: 01294 324738 or email: cpc@north-ayrshire.gov.uk

Principles of Child Protection Training

Within North Ayrshire the principles and purpose of child protection training is to ensure that we offer high quality training in a single agency and multi-agency way that enhances the opportunity for staff and volunteers to learn about new developments appropriate to their learning needs in a structured environment.

By promoting good practice in this way we aim to leave workers feeling confident and competent in practice from their learning whether as a professional member of staff or as a volunteer protecting children and young people within our communities.

By taking these new or enhanced skills forward into practice the children and young people within North Ayrshire will be better protected. The key principles that apply in all we aim to achieve are:

- All children have the right to be protected from abuse and neglect
- All adults have a responsibility to protect children from harm

All those working with children, young people and their families in North Ayrshire are encouraged to see the importance of child protection training to support their current child protection policies and procedures. The role of the Child Protection Training & Development Co-ordinator is to support all statutory, voluntary and where possible, private organisations in this process.

Whether staff or volunteers have limited or extensive involvement with children and young people, the aim is always to ensure that practical skills are up-to-date and fit for purpose. This is supported by all agencies represented on North Ayrshire's Child Protection Committee and many more.



Care Protection Commitment to North Ayrshire's Children

Training Audit & Review

All multi-agency training is informed by research, public enquiries and published protocols. Child Protection training is also guided by local audits and national objectives. The Scottish Government took this forward by setting up a National Inter-Agency Steering Group in 2005, which would assess the need, availability, consistency and quality of inter-agency child protection training throughout Scotland. The focus for the steering group since then has been on:

- A multi-disciplinary child protection training framework
- A national suite of child protection training materials

To date the National Steering Group also established a child protection training framework, which is based on a 4-step/tiered approach:

Step 1 - Awareness Raising

Step 2 - Foundation, Investigation and Assessment

Step 3 – Prevention, Recovery

Step 4 – Advanced & Specialist, Managing Child Protection

North Ayrshire Child Protection Committee has adopted this model using Levels 1-4 in the training programme and has extended its use to link training to the Children's Charter, the Framework for Standards, Inquiry Reports, HMle Quality Indicators, GIRFEC agenda and local need. The Committee are also delighted that the Training & Development Co-ordinator currently recently took up the role of Chair to the National Child Protection Training Group which meets four times a year to improve the protection of children in Scotland.

To assist us review, measure and evidence the effectiveness of child protection training, each participant is asked to ensure the course is appropriate for their needs prior to a nomination being made. Those who do attend are asked to complete an evaluation sheet at the end of every event. The overall scores are collected and reviewed regularly to monitor course content and usefulness of materials for future practice.

The Training & Development Co-ordinator recently upgraded the training evaluation and review process to best reflect what participants take from their learning and how it impacts on their practice. As a result you may find you are asked to complete review forms some time after any course you attend or attend a focus group. Managers will also be asked to participate. Those attending courses are asked to support us in this process, as it is this evidence that informs future practice and leads to positive change.

The Child Protection Training Sub-Group

All training provided by North Ayrshire Child Protection Committee is managed by the Child Protection Training Sub –Group. The Child Protection Training & Development Co-ordinator, Lead Officer & Child Protection Advisor from this group also attend the Ayrshire Wide Training Group to promote consistency and where possible standardise practice.

The current sub-group members are:

Caren McLean (Chair)
CP Training & Development Co-ordinator
North Ayrshire Child Protection Committee
01294 324738

Sandra Winton
Child Protection Advisor (CHP)
NHS Ayrshire & Arran
01294 322028

Louise Baird
Senior Clerical Assistant (T&D)
Child Protection Development Team
01294 324738

Carol Nelson
Divisional Housing Manager
North Ayrshire Council
01294 324873

Sandra Ewart
Senior Practitioner
Barnardo's
01294 550400

Adelle Still
Prevention Officer
Addiction Services (NHS)
01563 826180

Carol McGlashan
Service Manager
Learning & Development (SS)
North Ayrshire Council
01294 475987

DI David Summerhill
Public Protection Unit
Strathclyde Police
01563 505092

Ian Mitchell
Authority Reporter
SCRA
01294 278151

Cathy Gilius
Head Teacher
Educational Services
01294 211914

Jillian Russell
CP Lead Officer
North Ayrshire CPC
01294 324738

The above sub-group members meet six-weekly to discuss training issues. The meeting is chaired by the Child Protection Training & Development Co-ordinator. It aims to ensure all training is relevant, effective, increases staff confidence and competence and is;

- ❑ Child-centred
- ❑ Meets national objectives
- ❑ Supports single agency need
- ❑ Promotes anti-discriminatory practice
- ❑ Reflects the diversity of the local community and;
- ❑ Promotes good practice and partnership working in all agencies

Training & HMIE Quality Indicators

HMIE Joint Inspection of Services to Protect Children and Young People inspected the work carried out by all agencies protecting children and young people in North Ayrshire in January 2008. The final report published in May 2008 shows that we are effectively protecting North Ayrshire's children and young people. A 2nd Inspection is planned for May 2010.

The first HMIE guide was published in 2005 and provided us with a framework to evaluate the effectiveness of help children got when they needed it. Part of this was evaluating staff development. Since then HMIE has updated this quality improvement framework to further support continuous improvement within the context of inter-agency provision to protect children. To link with other processes such as GIRFEC & Integrated Children's Services Planning there are now 9 Quality Indicators. As part of the new requirements of the self-evaluation process the following need to be measured:

1. Key performance outcomes
2. Impact on children and families in need of protection
- 3. Impact on staff ***
4. Impact on the community
5. Delivery of services to children and families in need of protection
6. Policy development and planning
7. Management and support of staff
8. Partnership and resources
9. Leadership and direction

In 2008 the HMIE Inspection process found the Inter-Agency training provided by North Ayrshire Child Protection Committee a key strength. Thanks are extended to all those who helped us achieve this.

The training sub-group is committed to maintaining these standards in the training period 2010 – 2011. For more information on HMIE Self-evaluation visit the professionals page of our website:

www.childprotectionnorthayrshire.info

** The extent to which staff within and across services improve their practices through training and development activities.*

Multi-Agency Child Protection Training

North Ayrshire Child Protection Committee's multi-agency integrated training programme aims to offer staff and volunteers in North Ayrshire a range of free training to meet individual and organisational requirements. All agencies are encouraged to keep staff training opportunities up-to-date and varied. North Ayrshire Child Protection Multi-agency training is not intended to replace single agency training but to support and enhance it.

All multi-agency training in North Ayrshire is informed by research, public enquiries and published protocols. It is also guided by local and national objectives and some courses are as a direct result of practitioner requests. Our aim is always to promote good practice in child protection and to encourage staff to take their learning and apply it in their professional capacity to protect children and young people in North Ayrshire.

Demand for multi-agency training is always high and attendance rates are excellent. As a result all those who apply for a course are not always successful. When this happens it is our aim to get them on the next available course and where possible they will be offered an alternative date. Due to the popularity of the courses run, we often get requests to train staff groups together in their own workplace. Whilst it is best practice to learn with other agencies, this can sometimes be a problem due to staffing cover and other key issues. Where this is the case, the Child Protection Training & Development Co-ordinator will discuss this with that agency in more detail and offer further advice and support to get round the problem, a resolution is always offered.

The April 2010- March 2011 Child Protection Training Programme is based on four levels. The programme recommends that staff and volunteers complete training at one level before moving onto the next. This is always at the discretion of the single agency managers who should be aware of staff developmental and training needs.

Self-learning Pack

Our Self-learning pack - Understanding Child Protection continues to be a popular workbook. It offers essential information on child protection issues for those who may not need to attend a training event, only require foundation level information, or are waiting to start their training with us. It should always be treated as first step information for those with an interest in this area. Professionals, volunteers and members of the local community can access this Induction Pack by visiting our website www.childprotectionnorthayrshire.info

Level 1

Level 1 training sets out to offer staff /volunteers awareness raising sessions, that will give workers the foundation skills needed to ensure they have an understanding of the key issues in child protection. There are 8 different courses are currently available at level 1.

Training to meet some or all elements of HMIE Quality Indicators 1, 2, 3, 5, 7 & 8 are within this level. Full description available in course details.

Level 2

Level 2 training is specifically aimed at workers who need to know more about the roles and responsibilities of their organisation in the child protection referral process and who may have a role in the investigation and /or assessment of children who may have been abused. Anyone wishing to access Level 2 training must have completed at least two courses from the previous level. There are 5 different courses currently available at Level 2.

Training to meet some or all elements of HMIE Quality Indicators 1, 2, 3, 5, 7 & 8 are within this level. Full description available in course details.

Level 3

Level 3 events are for those workers who have a role in the prevention of recurrence of abuse and who may assist children and young people in the recovery process. It is recommended that anyone wishing to undertake training at this level has completed essential training at level 1 and Level 2. There are 5 different courses currently available at level 3.

Training to meet some or all elements of HMIE Quality Indicators 1, 2, 3, 5, 6, 7, 8 & 9 are within this level. Full description available in course details.

Level 4

Level 4 training should be considered advanced training for specialist workers, managers or supervisors in all agencies involved in child protection. This level of training is usually specific to single agency and the opportunity for multi-agency training is therefore reduced. Those considering the courses being offered should note that participants must have completed training in Levels 1 – 3 before attending. There are 2 courses currently available at Level 4.

Training to meet some or all elements of ALL HMIE Quality Indicators are within this level. Full description available in course details.



Multi-Agency Training Programme (April 10 – March 11)

All agencies currently represented on the North Ayrshire's Child Protection Committee can access FREE multi-agency child protection training, this includes Social Services, Education, Health, Strathclyde Police, Voluntary Organisations, Housing, the Scottish Reporter's Administration and the Procurator Fiscal Office. We also encourage interest from all other agencies that work with children and families in North Ayrshire and will try to meet their training needs where possible. **To book please refer to full interactive training programme available from our website** or by phoning our office on 01294 324738. Current courses available are:

Level 1

Child Protection Awareness

Delivered by – Child Protection Committee

Adult Services & Child Protection

Delivered by - Child Protection Committee

Assessment Skills – Seeing the Signs

Delivered by - Child Protection Committee

Listening to Children & Young People

Delivered by – Reconstruct

Protecting Children Procedures in Community Groups

Delivered by – Children 1st

Protecting Children Confidence in Community Groups

Delivered by – Children 1st

Information Sharing & Confidentiality

Delivered by – Children 1st

Disability Awareness in Child Protection

Delivered by – Child Protection Committee

Cultural Awareness in Child Protection

Delivered by – Child Protection Committee

Level 2

Child Protection & Substance Misuse

Delivered by – Child Protection Committee

Case Recording & Chronologies

Delivered by – Child Protection Committee

Children Living with Parental Mental Health Issues

Delivered by – Child Protection Committee

Child Protection Practitioner Forums

Delivered by – Child Protection Committee

Dealing with Disclosure

Delivered by – Child Protection Committee

Child Sexual Abuse Awareness

Delivered by – Women's Support Project

Multi-Agency Roles in Child Protection

Delivered by – Child Protection Committee

Child Trafficking & Exploitation

Delivered by – Child Protection Committee

Emotional Abuse & Neglect

Delivered by – Children 1st

Level 3

The Law & Child Protection

Delivered by – Child Protection Committee

Dangers of the Internet

Delivered by – Child Protection Committee

Understanding Children's Sexual Behaviour

Delivered by – Change Project (Children & Young People Service)

Participating in Child Protection Conferences

Delivered by – Child Protection Committee

Working with Unco-operative / Challenging Families

Delivered by – Child Protection Committee

Level 4

Parents Who Kill or Significantly Harm their Children

Delivered by – Child Protection Committee

Senior Management Roles in the Protection of Children

Delivered by – Child Protection Committee

Manager Skills in Child Protection Work & Supervision

Delivered by – Bridget Rothwell

Our Partners in Child Protection Training

North Ayrshire Child Protection Committee have established positive links with other key agencies who deliver training relevant to those working in situations where children and young people may be at risk of harm. To support the work of these agencies, the training sub-group considers them our Partners in Child Protection Training and has integrated the training on offer into our new programme, also advertising them on our website. Further training available includes:

Getting it Right for Every Child

North Ayrshire Child Protection Committee supports GIRFEC process. This integrated multi-agency approach to assessment, care planning, action & review is now embedded in all child protection training events within the 09-10 Programme as well as being offered by the GIRFEC Team as separate training. Those requiring further information on how to access this training should contact the GIRFEC Team on 01294 317779 or contact the Child Protection Training & Development Co-ordinator.

Domestic Abuse Training

North Ayrshire Women's Aid in conjunction with North Ayrshire Child Protection Committee offer training to staff in all agencies working with children and families affected by Domestic Abuse. Those requiring further information on how to access this training should contact the Training Resource Worker on 01294 602300 visit our website for available dates, or contact the Child Protection Training & Development Co-ordinator.

Addiction / Substance Misuse Training

Ayrshire Addiction Training Forum are supporting North Ayrshire Child Protection Committee by offering additional training for those working with children and families affected by substance misuse in North Ayrshire. Those requiring further information on how to access this training should phone 01563 851338, visit the Training Section of our website for available dates, or contact the Child Protection Training & Development Co-ordinator.

What about other training opportunities?

Quite often other specialist training opportunities become available. When this happens we post the information in the Training section of our website and circulate the information to the Training sub-group members who represent your agency. We also produce new courses throughout the calendar year and advertise these in the same way. Please contact the Child Protection Training & Development Co-ordinator on 01294 324738 if you require further information.

Booking a Course

Our BRAND NEW interactive training Programme is available from our website: www.childprotectionnorthayrshire.info. You can simply book a course at the click of a button. You can also book as shown below. Always give us your full details including name, job title, phone number, line manager details, and email address when you contact us.

Click to Book via our website - www.childprotectionnorthayrshire.info
Contact us by phone- 01294 324738
Email your nomination to cpc@north-ayrshire.gov.uk

Charging Policy

All our training events are FREE. All those who apply for training will be advised whether they have a place or not around two weeks before any course. This is usually by email. In the unlikely event that you have not received confirmation please phone and check whether you have been successful 3-5 days before the event. Those unable to attend **must** advise us on 01294 324738 at least 48 hours in advance. A **£30** administration fee applies to all those who fail to attend without notice.

Practitioners should note that the introduction of a charging policy has reduced waiting lists and raised attendance at our training events from 63% – 95%. **We don't want to charge you – we want to fill those training places!**

Thank you very much for your help continued help with this.

Single Agency Child Protection Training

Health, Education, Social Services, Housing, Children's Reporter, Procurator Fiscal, Police and Voluntary Organisations are the key single agencies represented by the Child Protection Committee. The single agency child protection training available / provided in the last 12 months is as follows, and is part of an ongoing commitment to offer programmes of training for staff within these agencies.

Health

In 10-11 NHS Ayrshire & Arran will provide mandatory training all staff who require to complete it. The training available is:

- Tier 1a – for all staff who come in contact with the general public
- Tier 1b – for all staff who manage others
- Tier 2a – for all staff who work with children & families
- Tier 2b – Inter-agency Child Protection training

Staff are also eligible to apply for advanced / specialist training from their own agency. This includes courses such as Certificate in Child Protection, Risk Assessment & ASSIST Training.

All Health staff working with children and families in North Ayrshire are eligible to access any Child Protection Committee training event relevant to their current position. This includes staff from Addiction Services.

Police

During 10-11, eligible staff may attend:

- 1 Day Initial Child Protection Course
- 10 Day Foundation Course for CID
- 15 Day Child Protection Course
- 1 Day Constable Investigation Course (Sexual Assault)
- 1 Day Child Protection & Domestic Abuse
- 5 Day Domestic Abuse Liaison Officer Course
- 5 Day Joint Investigative Interview Course (JIIT)
- 1 Day Joint Investigative Interview Managers Course

All Police staff coming into contact with children and families in North Ayrshire are eligible to access any Child Protection Committee training event relevant to their current position. The CPC has supported Police within North Ayrshire with specialist training events for local officers.

Education

In the year 2010 / 2011 all Educational establishments will receive regular updates and an updated Child Protection Induction Slideshow to commence the new term. This includes Teachers, Classroom Assistants, Nursery and Clerical staff. Foundation training will also be offered to School Janitors. Regular training / networking sessions for Child Protection Co-ordinators

All Education & Nursery staff working with children and families in North Ayrshire are eligible to access any Child Protection Committee training event relevant to their current position, taking positive steps to encourage more staff to participate.

Housing

In 10-11, North Ayrshire Housing staff will receive all their training from North Ayrshire Child Protection Committee and will be represented at all courses relevant to their professional role and child protection responsibilities. All levels of staff can access training as required. Attendance is seen as a priority.

Social Services

As part of an on going programme and through the period 10-11, Social Services staff can attend the following training through their own Learning and Development Section;

- Certificate in Child Welfare and Protection
- HNC Social Care – James Watt College
- Child Protection Awareness
- Basic Child Protection for Social Workers
- Joint Investigative Interview Training for Social Workers and Managers
- Child Protection Awareness for Mentor Project staff
- Applied Suicide Intervention Training (ASIST)
- Understanding Drug Use and Misuse
- Scottish Mental Health First Aid
- Case Recording and Report Writing
- Youth Level of Service
- Child Development
- Understanding Supervision

SCRA

In the period 10-11, any new members of the Scottish Children's Reporter Administration will be given Child Protection Awareness training in terms of the SCRA Child Protection Policy. This training is designed to raise awareness of child protection issues in SCRA, to set a clear framework for action for all those employed by the organisation, provide an understanding of local inter-agency child protection procedures and highlight roles and responsibilities all staff have in ensuring the safety of children. Staff will also have access to all Child Protection Committee training events as appropriate.

Procurator Fiscal

All Fiscal staff in contact with children and families in North Ayrshire are eligible to access any Child Protection Committee training event relevant to their current position.

Voluntary Organisations

Some voluntary organisations provide foundation level training, others prefer to send their staff to multi-agency events offered by North Ayrshire Child Protection Committee.

In 10-11 all staff are eligible to apply for training from North Ayrshire Child Protection Committee and can attend any course relevant to their professional role and child protection responsibilities.

Other Groups

Members of the public, community groups and other organisations, such as the Fire Service, North Ayrshire Leisure, the Private Sector and Community Learning & Development are aware of the need to know more about protecting children in North Ayrshire

North Ayrshire Child Protection Committee acknowledges this need and offers support, training and advice as required.

Our new Self-learning pack can be printed to meet this need from the Training Page of our website.

Website Information

North Ayrshire Child Protection Committee website has a number of pages offering a range of information for staff / volunteers, the local community and children, young people and their families. Staff should consider this a significant learning resource and are encouraged to visit the **Professionals** and **Training** pages regularly as well as the **What's New?** Section.

Remember you can book your course place via our website!

Future Developments

Always looking for ways to improve what we do and extend staff knowledge, the Training & Development Co-ordinator also represents North Ayrshire Child Protection Committee on the Ayrshire Wide Training Group and the West of Scotland Training and National Groups where many new ideas are developed and shared. The aim in the next year is to reflect on what practitioners have gained from this current Programme of events and from the gaps identified through inspection and audits and what staff tell us they need. Any new developments are always added to our website.

External Training Requests

We often get requests from Private Agencies who want staff trained in Child Protection within their own premises as a single agency. You should contact us directly to discuss further.

For further information on any aspect of training please contact the Child Protection Training & Development Co-ordinator - 01294 324738 or email cpc@north-ayrshire.gov.uk

Thank you for your interest in Child Protection Training in North Ayrshire

April 2010 – March 2011