

Children's Social Care



MANDATORY TRAINING
FOR MASH, REFERRAL & ASSESSMENT
AND SAFEGUARDING SOCIAL WORKERS
AND MANAGERS
(FRONTLINE TEAMS)

Practice Development Programme
January - March 2017

This practice development programme provides some of the mandatory training to ensure that all social workers and early help workers within children and family service have an opportunity to learn, develop and exercise their skills to enable better service delivery and better outcomes.

Aim of the Plan

This plan is part of the overall programme of service improvement to ensure that social workers in the London Borough of Bromley receive the right kind of training in line with the policy and practice plans of Bromley. Social workers will be supported in their learning at each stage of their professional development and career pathway so that they have the necessary knowledge, skills and competence to deliver a high standard of service and to enable them to progress their own personal and career development.

The aim is to achieve the following objectives:

- Ensure social work staff have the necessary knowledge, skills, tools and experience to deliver a high standard of service.
- Help staff and teams to deliver high quality services that improve outcomes for service users.
- Promoting a culture of learning, continuous development and use of research on evidence based practice.
- Quality assurance of social work training that continually scrutinises and measures the impact of training and allows improvement of provision.
- Support individual and team training opportunities.

Priority areas for training input

Social workers in Bromley have a varied case load and when they are called on for particular tasks, they need to be confidently competent to taking that work on and able to readily access best practice information. So, for social workers in the frontline teams as indicated at the head of this report, Bromley, there is a need for mandatory training to take place between January and March 2017.

All social workers within the frontline teams are required to attend the mandatory training as part of their role and to ensure their continued professional development. The identified mandatory training represents the areas of practice expertise and standards expected of social workers working in their specific field and at that complexity.

The identified mandatory training for January - March 2017 is:

1. Assessment Training - Children and Family
2. Core Principles of Good Practice
3. Risk Identification and Assessing Harm to Children and Young People Analysis
4. Section 47/Strategy Meetings/Child Protection Procedures
5. Understanding Thresholds
6. Writing Quality Care Plans - CiN, CP Care and Pathways
7. Section 47/Strategy Meetings/Child Protection Procedures including Risk Identification and Analysis
[MANAGERS ONLY]

Details of each course are set out over the next few pages with the dates of the courses available. You only need to attend one session per course.

This training will be put into place and each staff member of the MASH, Referral & Assessment and Safeguarding Teams will have a list of the training to be completed by 31st March 2017. Progress on this will be checked as part of the individual supervision process and the training undertaken will be recorded and sent to the Heads of Service and Director of Children's Social Care Services.

There is also refresher training available and opportunities to follow through exercises to ensure social workers are ready to respond as and when the need arises.

How to book a place on this training

As a member of the MASH, Referral and Assessment and Safeguarding teams, you are required to book a place on each of the 6 mandatory courses above.

If you do not attend, your Head of Service and the Director of Children's Social Services will be informed.

To book a place on these training courses –

1. Choose the best date for you for each course

2. E-mail:

Learning&DevelopmentforC&YPS@bromley.gov.uk
or call **020 8461 7972**.

COURSE 1:

Assessment Training - Children and Family Assessments

[full day]

This training will equip social workers with a better understanding why assessments need to take place and the best way to gather the necessary information from both the child and the family in an effective manner.

The course will enable social workers to:

- Understand the background and policy framework for assessments
- Understand the process of assessment
- Develop confidence in engaging with families in the assessment process and gathering information
- Ensure assessments are child focussed
- Recognise any parenting capacity issues and its impact when making assessments
- Develop skills in developing effective plans which measure change and improve outcomes for the child

Trainer:

James Blewett

Dates:

26th January 2017 – 9.30 - 4.30

at Devonshire House, Elmfield Road, Bromley

1st March 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

30th March 2017 – 9.30 - 4.30

at Devonshire House, Elmfield Road, Bromley

COURSE 2:

Core Principles of Good Practice

[full day]

This training course is designed to enable participants to gain a clear understanding of the core principles of good practice when working with children and families.

Participants will be refreshed in understanding that the child must shine through everything we do in social care.

By the end of the course staff will gain a clear understanding and be refreshed in:

- Writing good care plans
- Ensuring professional duty when writing care plans
- Effective assessing skills
- Thresholds
- Risk Analysis - including vulnerability and safety factors
- Being Child focused at all times
- Chronology and why it is so important
- Taking into account the child's wishes and feelings

Trainer:

James Blewett

Dates:

5th January 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

16th February 2017 – 9.30 - 4.30

at Devonshire House, Elmfield Road, Bromley

13th March 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

COURSE 3:

Risk Identification and Assessing Harm to Children and Young People Analysis

[full day]

The purpose of this training is to enable professionals to assess a child or young person's level of risk, taking into account each child's individuality and own circumstances and how to use effective methods for the changes that may occur to the child or young person over time.

- To explore thresholds in relation to risk assessment, to explore what informs professional judgement and how inter agency collaboration supports the analysis of risk.
- To develop critical thinking in analysing risk - how do we work out how worried we need to be?
- To provide a theoretical framework for understanding harm to children and young people and how to create change.
- To consider effective methods of practice when interviewing and talking to families - how to involve them in improving parenting.
- To understand the experience for the child and what they want to have improved in their lives.
- To use research and theoretical models to support critical thinking in making professional judgements about making safe plans, which are change plans, for the family.

Trainer:

Janet Lee

Dates:

10th February 2017 – 9.30 - 4.30
at Committee Rooms, Civic Centre

27th March 2017 – 9.30 - 4.30
at Committee Rooms, Civic Centre

COURSE 4:

Section 47/Strategy Meetings/ Child Protection Procedures

[full day]

Safeguarding children is a key responsibility for social care professionals. This course is designed to give staff a comprehensive introduction to child protection and safeguarding children.

This course will help social workers to:

- Understand the current practice in relation to section 47 enquiries, from initial enquiry to the child protection case conference.
- Gain skills and knowledge investigating risk and harm to children and young people.
- Consider the impact of the enquiry on the child, young people and the family.
- To understand what is 'significant harm' and likelihood of continuing harm.
- Explore the challenges when undertaking risk analysis in child protection work and the complexity of the multi-agency approach to the assessment for children who may be suffering significant harm.
- Understand the importance for working in a anti discriminatory way when engaging with children, young people and their families.
- Appreciate the role of the criminal investigation in protecting children and how it can assist child care proceedings.

Trainer:

Janet Lee

Dates:

2nd February 2017 – 9.30 - 4.30
at Community House, Bromley

9th March 2017 – 9.30 - 4.30
at Committee Rooms, Civic Centre

COURSE 5:

Understanding Thresholds

[half day]

The aim of this training is for staff to understand and how to work through thresholds especially when working with other teams, ensuring the same standards are maintained across all teams involved.

They also will learn when to refer cases and respond and deal with critical responses.

Trainer:

James Blewett

Dates:

7th February 2017 – 2.00 - 5.00

at Devonshire House, Elmfield Road, Bromley

28th February 2017 – 2.00 - 5.00

at Devonshire House, Elmfield Road, Bromley

20th March 2017 – 9.30 - 12.30

at Committee Rooms, Civic Centre

COURSE 6:

Writing Quality Care Plans, CiN, CP Care and Pathways

[full day]

The aim of this training is for social workers to develop the skill and competence to produce good quality care plans that are meaningful, child centred and which make a difference to the long term needs of children and young people

Social workers will learn to write appropriate plans for different purposes and gain a clear understanding of legal processes and requirements relating to care planning - national and local .

Trainer:

David Goosey

Dates:

30th January 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

24th February 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

24th March 2017 – 9.30 - 4.30

at Committee Rooms, Civic Centre

COURSE 7: MANAGERS ONLY

Section 47/Strategy Meetings/ Child Protection Procedures including Risk Identification and Analysis [full day]

This course is designed for managers to establish a consistent approach in applying Section 47 legal mandates within strategy meetings and whilst carrying out child protection procedures.

It will look at the manager's responsibilities to supporting their staff when they carry out Section 47 procedures and strategy meetings in relation to child protection and safeguarding children.

Trainer:

Janet Lee

Dates:

24th January 2017 – 9.30 - 4.30
at Committee Rooms, Civic Centre
MANAGERS ONLY



To book a place

Email:

Learning&DevelopmentforC&YPS@bromley.gov.uk

Call:

020 8461 7972

The following courses have also been commissioned which you may wish to attend, subject to gaining your manager's permission.

Information for the courses below can be found on the Bromley Learning Hub.

January 2017			
Date	Course	Trainer	Target Group
12th	BSCB - SG Group 3	Training in Practice	LBB staff & Multi Agencies
18th	ASYE Workshop NQSW's	Etre Training	NQSW's
23rd	BSAB/BSCB Domestic Abuse - Intermediate	Bromley & Croydon Women's Aid	LBB staff & Multi Agencies
24th	BSCB - Child Sexual Exploitation	Barnardo's	LBB staff & Multi Agencies
25th	ASYE Workshop -Managers/assessors	Etre Training	Managers/assessors
25th	Parental Substance Misuse - Tackling the Impact on C&YP Safety	Talking Life	LBB staff & Multi Agencies
31st	Statements & Care Planning - staff	Ron Shockness	CSC Staff
31st	Report Writing	Ron Shockness	CSC Staff

February 2017			
Date	Course	Trainer	Target Group
2nd	Intro to Children's Legislation	Ron Shockness	CSC Staff
3rd	PREVENT	LBB	CSC Staff
7th	BSCB Effective Practice Working with Families & Children - Complex Needs: Analytical Approach	Janet Lee	LBB staff & Multi Agencies
8th	BSCB SG Group 3 Refresher	Training in Practice	LBB staff & Multi Agencies
15th	ASYE Workshop NQSW's	Etre Training	NQSW's
16th	BSCB - Intro to Parental Mental Illness	Training in Practice	LBB staff & Multi Agencies
24th	BSCB Designated Teachers - Day 1	Training in Practice	LBB staff & Multi Agencies

March 2017

Date	Course	Trainer	Target Group
2nd	BSCB Intro to SG Children	Edify	LBB staff & Multi Agencies
3rd	BSCB Designated Teachers - Day 2	Tailormade Training	LBB staff & Multi Agencies
6th	BSCB - Intro to Neglected Children	Training in Practice	LBB staff & Multi Agencies
7th	BSCB - Teenagers Self Harming - Responding to Risk	Talking Life	LBB staff & Multi Agencies
7th	Recent Developments in Law/ Practice	Ron Shockness	CSC Staff
7th	Care Proceedings - Best practice	Ron Shockness	CSC Staff
8th	BSCB - SG Group 4/5 Refresher	Training in Practice	LBB staff & Multi Agencies
9th	BSCB Designated Teachers - Refresher	Tailormade Training	LBB staff & Multi Agencies
15th	BSAB/BSCB Domestic Abuse - Advance	Bromley Women's Aid	LBB staff & Multi Agencies
15th	ASYE Workshop NQSW's	Etre Training	NQSW's
16th	BSCB - SG Group 4/5 Day 1	Training in Practice	LBB staff & Multi Agencies
17th	BSCB - SG Group 4/5 Day 2	Training in Practice	LBB staff & Multi Agencies
23rd	BSCB - Child Sexual Exploitation	Barnardo's	LBB staff & Multi Agencies
27th	Assessment of Connected Person	Ron Shockness	Targeted Staff - CSC
27th	BSCB - Facilitating Reflective Supervision - Experienced Supervisors/ Managers: Critical Thinking Approach	Janet Lee	LBB staff & Multi Agencies
29th	Legal Induction	Ron Shockness	CSC Staff

To book a place

Email:

Learning&DevelopmentforC&YPS@bromley.gov.uk

Call:

020 8461 7972

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London Borough of Bromley
Civic Centre
Stockwell Close
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