



# Surrey Safeguarding Children Partnership Learning Offer

2023/24

# CONTENTS

- [Introduction](#)
- [List of Instructor Led Courses](#)
- [List of e-Learning Courses](#)
- [Course Information](#)
- [Training Pathways - What do I need to know for my role?](#)
- [How to access the training and e-Learning](#)



# INTRODUCTION

Welcome to the Surrey Safeguarding Children Partnership (SSCP) learning offer. This brochure highlights the learning available to all existing practitioners, as well as those who are new to their profession or new to Surrey, and those who have Designated Safeguarding Lead (DSL) responsibilities. The core offer enables DSLs to meet their compliance criteria and focuses on the child protection process in Surrey.

Identified needs of practitioners and the SSCP priorities have been considered when developing these courses, as has learning emerging from local and national case reviews, audits and peer reviews, and the child death review process.

There are e-Learning courses which provide a chance to learn at a time and place which suits you, while instructor led sessions provide opportunities to reflect with others from a range of agencies and organisations. The training pathways at the end of this document offer suggestions for the learning which may be useful to you, depending on your role.

We are confident that together these learning opportunities will support you and your development, help to consolidate your skills and knowledge, and contribute to better outcomes for Surrey's children and families.



# List of Instructor Led Courses

## A

[Advanced Safeguarding in Surrey \(previously Foundation Module 2\)](#)

[An introduction to Care Knowledge for New Starters](#)

[An Introduction to Harmful Sexual Behaviour: Young Children and Adolescents](#)

## B

[Building Professional Confidence in Responding to Self-Harm](#)

## C

[Care Knowledge Refresher Workshop](#)

[Child Exploitation Workshop](#)

[Contextual Safeguarding \(Extra-Familial Harm\): An introduction for professionals in Surrey](#)

[Contextual Safeguarding: Masterclass](#)

## D

[DA: Male Survivors](#)

[DA: Safely Engaging with Perpetrators](#)

[DA: Dynamics within the LGBTQ+ Population](#)

[DA: The Care Act](#)

[DA: Impact on Children & Parenting Capacity](#)

[DA: Legal Framework and the Domestic Abuse Act 2021](#)

[DA: Understanding Coercive Control & the Multi-agency Framework](#)

[DA: Young People \(Peer\)](#)

## D

[Dealing with Dual Allegations of Domestic Abuse](#)

[Designated Safeguarding Lead \(DSL\): New to Role and Refresher Training for in Surrey](#)

[Domestic Abuse Reviews/ SARS/ Homicide/ Suicide Timelines Domestic Abuse, Stalking, Harassment and Honour Based Abuse \(DASH\)/Domestic Abuse Risk Assessment \(DARA\)/MARC](#)

## E

[Economic Abuse](#)

[Effective Family Resilience incorporating Early Help Assessment](#)

[Engagement of Fathers and Significant Males in Child Protection](#)

## F

[Foetal Alcohol Spectrum Disorder Partnership Workshop](#)

[Foundation Module 3 - Information sharing and consent](#)

## G

[Graded Care Profile 2 \(NSPCC GCP2\) workshop](#)

## H

[Harmful Sexual Behaviour: A brief Introduction of how Autism, ADHD and sensory processing impact sexualised behaviour](#)

[Healthy Outcomes for Children who are Looked After](#)

## I

[Introduction to Domestic Abuse \(DA\)](#)

## M

[Managing Allegations against Staff and Volunteers](#)

## N

[Neglect: Partnership Workshop](#)

[Non fatal strangulation/suffocation](#)

## R

[Raising Awareness of SARC \(Sexual Assault Referral Centre. The Solace Centre in Surrey\)](#)

[Ritual Abuse Workshop](#)

## S

[Safer Recruitment Multi-Agency Training](#)

[Safeguarding Disabled Children \(Generic\)](#)

[Safeguarding Disabled Children - focus on Children with Autism \(Partnership\)](#)

[Safeguarding in Surrey \(previously Foundation Module 1\)](#)

[Stalking](#)

[Substance Use \(in Young People\)](#)

## T

[Time for Kids Induction Session](#)

[Train the Trainers: Working Together to Safeguard Children](#)

[Trainers Update - Working Together to Safeguard Children](#)

## U

[Understanding and supporting young people who have experienced sexual violence](#)

## W

[Working in complexity \(Parents showing resistance, evasion, or hidden compliance\)](#)

# List of e-Learning Courses

## A

[An Introduction to Neglect and the GCP2 Tool](#)

## B

[Bullying & Cyberbullying](#)

## C

[Child Sexual Exploitation Level 1](#)

[Child Sexual Exploitation Level 2](#)

## F

[Family Network Meetings](#)

## G

[Gangs & Youth Violence](#)

[Graded Care Profile 2 \(GCP2\) Neglect Tool Refresher Session](#)

[Graded Care Profile \(GCP2\) Neglect Tool – Using ECINS](#)

[Gypsy & Traveller Awareness](#)

## H

[Honour Based Violence and Forced Marriage](#)

[Human Trafficking & Modern Day Slavery](#)

## M

[Motivational Interviewing: Online Toolkit and App](#)

## N

[Neglect](#)

## O

[Online Safety – Risks to Children](#)

## S

[Safeguarding Children with Disabilities](#)

[Self Harm](#)

[Sexual Abuse & Recognising Grooming](#)

[Suicide Awareness](#)

## T

[Trauma Informed Practice & Domestic Abuse](#)

## U

[Unconscious Bias](#)

## W

[Working Together to Safeguard Children](#)



## Course Information

The Surrey Children's Services Academy (SCSA) learning offer aligns with the Surrey Safeguarding Children Partnership (SSCP) priorities. It is composed of a core offer that explores the journey of the child through the child protection system in Surrey, and a developmental offer that addresses the learning needs of practitioners in relation to the priorities of the SSCP. There is also an opportunity for professional development for practitioners via the Train the Trainer courses.

The courses currently on offer and their descriptions can be found on the following pages.



# Instructor Led Courses



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# Advanced Safeguarding in Surrey (previously Foundation Module 2)

## Brief outline:

This workshop builds on the learning from Safeguarding in Surrey (previously Foundation Module 1). It aims to support participants to understand the legislation and processes 'beyond referral', including strategy meetings, Child in Need and Child Protection meetings, and working with Children who are Looked After.

## Who is the course for?

This workshop is aimed at practitioners and managers in the voluntary, independent and statutory sector who work with children, young people & their parents/carers in a supervisory role, who have (or will have) responsibility for safeguarding within their organisation.

Please ensure you have reviewed the [exemption documents](#) before booking onto this course.

## How long will it take?

1 day

## What will I learn?

- An opportunity to think about your role in supporting children & young people identified as being at risk of significant harm, including points of transition and risk.
- Build your confidence in both attending and contributing to statutory meetings.
- Develop your understanding of multi-agency roles and responsibilities.
- The opportunity to meet with a Case Conference Chair or Independent Reviewing Officer (where possible).

## What are the benefits?

- Preparation for attendance at statutory meetings.
- Work collaboratively with others for best outcomes for children and families at this level of need.

Health safeguarding level: 3

## Prerequisites:

- Working Together to Safeguard Children (e-Learning)
- Safeguarding in Surrey (previously Foundation Module 1) OR SCSA/SSCP [Exemption](#) if you have already completed an equivalent course or hold equivalent knowledge.



# An Introduction to Care Knowledge for New Starters

## Brief outline:

Access to CareKnowledge; a CPD-certified information resource that provides its members with up-to-date information across Children and Adult Social Care.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families. to working in Surrey.

## How long will it take?

1 hour

## What will I learn?

As a member of Surrey County Council or its partner agencies you have access to CareKnowledge; a CPD-certified information resource that provides its members with up-to-date information across Children and Adult Social Care.

- This online information resource can be used to search for information to support practice, log learning to a CPD account, access the bestselling book titles in social care via the Bookshelf (Pav Publications) and be part of the Community Groups to share information with colleagues to support one another around a subject area.
- Information is categorised into research, legal, special reports, analysis and journal articles.
- Twice weekly email bulletins alert users to the latest important information (key government departments, charities and research organisations) and provides direct links to ensure users can find and access all the information they need in one place.

## What are the benefits?

- Access to industry content and updates
- Access to Community Groups
- Access to the Pav publications bookshelf
- CPD-certified
- A place to log CPD and learning

## Prerequisites:

None



# An Introduction to Harmful Sexual Behaviour: Young Children and Adolescents

## **Brief outline:**

It is natural for children and adolescents to display a range of sexualised behaviours throughout their early childhood and primary years through to adolescence. However, some children may display problematic or abusive sexualised behaviour which may raise concerns and as a result may present a risk to themselves and others.

This workshop aims to support practitioners identify what is healthy, problematic and abusive sexualised behaviour and focus on the underlying causes and triggers. There is a focus on therapeutically supporting the child and family and managing risk. This training will help you to respond appropriately and provide children and young people with the right protection and support.

## **Who is the course for?**

Ground level staff and practitioners working in the voluntary, independent, and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families. to working in Surrey.

## **How long will it take?**

6 hours

## **What will I learn?**

Develop a knowledge base in relation to the recognition and response to children and young people who display harmful sexual behaviour (HSB).

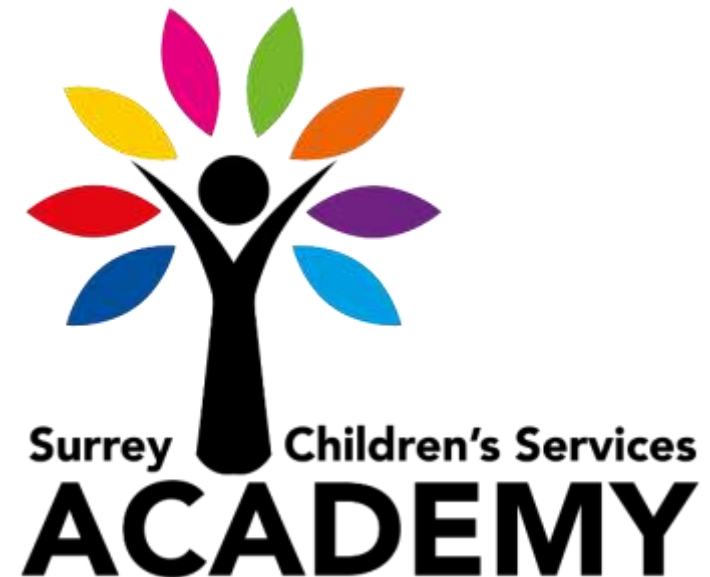
## **What are the benefits?**

- Knowledge of tools for working with children and young people with HSB
- Gain an understanding of when and how to involve other agencies
- Increased awareness of ACT

**Health safeguarding level: 3**

## **Prerequisites:**

None



# Building Professional Confidence in Responding to Self-Harm

## **Brief outline:**

Patterns of self-harm in children and young people are evolving with the explosion of digital communication. This course will allow participants to develop an understanding of why young people self-harm and consider a multi-agency response. Areas that will be considered include: how do we recognise the warning signs?; What action do we need to take?; and how do we assess risk?

## **Who is the course for?**

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families.

## **How long will it take?**

6 hours

## **What will I learn?**

By the end of the course participants will have:

- An understanding of why young people self-harm
- Developed strategies for responding to a disclosure of self-harm
- Developed questioning skills with young people who self-harm
- Consider alternative coping strategies for young people who self-harm and the key steps to help them reduce their harming

## **What are the benefits?**

- Increase awareness and develop confidence in responding and supporting young people and their families
- Enhance partnership working

**Health safeguarding level: 3**

## **Prerequisites:**

Working Together to Safeguard Children (e-Learning)



# CareKnowledge Refresher Workshop

## Brief outline:

A monthly online refresher session on how to access to CareKnowledge; a CPD-certified information resource that provides its members with up-to-date information across Children and Adult Social Care.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families. to working in Surrey.

## How long will it take?

1 hour

## What will I learn?

- How to access the information available on CareKnowledge
- How to share learning and information to colleagues in the community groups
- An update on the latest books to be added to the Bookshelf
- How you can log your learning on the CPD log

## What are the benefits?

- How to get the best from Care Knowledge to support practice and learning.
- Access to Community groups
- Access to their Pav publications bookshelf .
- Access to regular alerts relating to a wide range of social care topics

## Prerequisites:

None



# Child Exploitation Workshop

## Brief outline:

Protecting children from abuse and exploitation is a key part of our safeguarding role within different settings. The local Surrey picture around child sexual exploitation, county lines and drug dealing can see children from the age of 12 years old being groomed and exploited. Child criminal exploitation has increased in Surrey and schools and further education settings are identifying the problems associated with peer-on-peer abuse, drug dealing and risk of violence. This workshop will cover the key themes and topics around contextual safeguarding to increase your confidence within your role.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families. to working in Surrey.

## How long will it take?

2 hours

## What will I learn?

This workshop will cover:

- Different types of child exploitation including county lines and youth violence
- Signs and identifying child exploitation
- Contextual safeguarding and helpful scenarios.
- Case examples in the different settings.
- Helpful resources

## What are the benefits?

- Increase awareness in recognising child exploitation
- Develop confidence in supporting affected young people and their families
- Understand your role in contextual safeguarding

**Health safeguarding level: 3**

## Prerequisites:

None



# Contextual Safeguarding (Extra-Familial Harm): An Introduction for Professionals in Surrey

## Brief outline:

When young people experience sexual and criminal exploitation, and other forms of harm beyond their family homes, safeguarding partnerships need to assess and intervene with extra-familial contexts and relationships. This full day training session will give practitioners and managers an opportunity to build a contextual understanding of extra-familial harm and identify ways in which they can respond .

Using interactive case study activities, participants will have the opportunity to practice using contextual safeguarding resources and will be supported to identify the opportunities to integrate them in both their individual practice and local partnerships.

## Who is the course for?

Practitioners and managers within the Surrey Safeguarding Children Partnership.

## How long will it take?

6 hours

## What will I learn?

- A detailed understanding of the contextual dynamics of extra-familial harm and how these interact with adolescent development
- Experience of using 'Context Weighting' activities to assess the welfare of young people at risk of harm beyond their homes
- Understand and be able to describe the core features of a Contextual Safeguarding approach
- Know how to access key resources from the Contextual Safeguarding network to support the development of responses to extra-familial harm
- Be able to identify opportunities for implementing a Contextual Safeguarding approach in Surrey

## Health safeguarding level: 3

## What are the benefits?

- Summarize the key evidence underpinning Contextual Safeguarding
- Support participants to identify how key resources or approaches common to Contextual Safeguarding could be integrated into their everyday practices and wider systems and partnerships
- Identify actions they can take away to commence implementation of the approach

## Prerequisites:

None



# Contextual Safeguarding: Masterclass

## Brief outline:

When young people experience sexual and criminal exploitation, and other forms of harm beyond their family homes, safeguarding partnerships need to assess and intervene with extra-familial contexts and relationships. This masterclass introduces how organisations can adopt a Contextual Safeguarding approach in response to extra-familial harm, including key ways in which this can be implemented in both individual practice and whole systems.

## Who is the course for?

Practitioners working at a senior level, who have already completed the introductory course.

## How long will it take?

3 hours

## What will I learn?

- Understand the contextual dynamics of extra-familial harm and how these interact with adolescent development
- Recognise the core features of a Contextual Safeguarding approach
- Identify key resources they can use to develop Contextual Safeguarding approaches through their individual practice and in their teams

## What are the benefits?

- Summarize the key evidence underpinning Contextual Safeguarding
- Introduce the Contextual Safeguarding Framework and its key practice features
- Illustrate how a Contextual Safeguarding approach has been implemented
- Share some first steps for integrating into individual practice

**Health safeguarding level: 3**

## Prerequisites:

Contextual Safeguarding: An introduction for professionals in Surrey





# DA: Male Survivors

## **Brief outline:**

This course focuses on the experience of male domestic abuse (DA) survivors, barriers to reporting and how to improve our response when supporting male victims-survivors.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

2 hours

## **What will I learn?**

- Why there is a different set of barriers faced by male victims in disclosing abuse
- The different nature of risk posed to male victims
- How to improve responses and encourage reporting from male victims of abuse

## **What are the benefits?**

- A better awareness of male experiences of domestic abuse and the challenges they face in reporting, help-seeking and being heard.
- A more informed working practice in identifying male victims, understanding their needs and supporting them to access appropriate and relevant support.

## **Health safeguarding level: 3**

## **Prerequisites:**

Introduction to Domestic Abuse (DA)



# DA: Dynamics within the LGBTQ+ Population

## **Brief outline:**

This course explores the experience of the LGBTQ+ population living within a hetero-normative culture and the barriers they may face when accessing agency support in relation to domestic abuse.

## **Who is the course for?**

All Surrey professionals

## **How long will it take?**

4 hours

## **What will I learn?**

- The experience of the LGBTQ+ population living within a hetero-normative culture
- The statistics and the historical development of LGBTQ+ rights and freedoms
- The attitude and power of the press in influencing prejudice and increasing LGBTQ+ isolation and barriers to engagement
- How perpetrators in same sex relationships can harness additional tactics of abuse
- The areas of legal vulnerability and redress for same sex parents and their parental rights, where one party is abusive

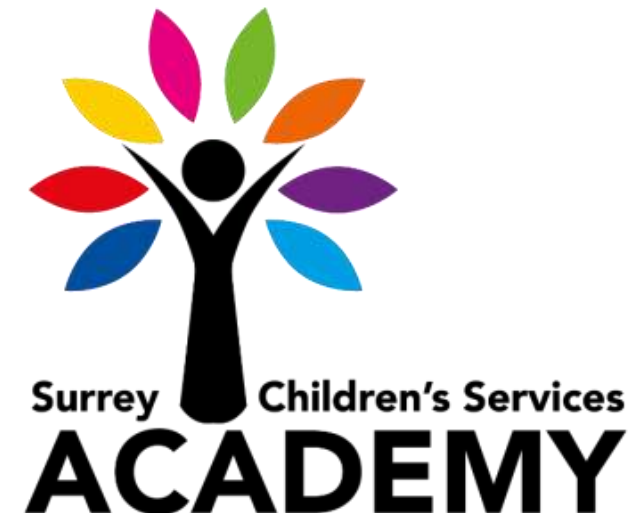
## **What are the benefits?**

Professionals are empowered and informed about how best to make their professional practice and agencies accessible to the LGBTQ+ population.

**Health safeguarding level: 3**

## **Prerequisites:**

Introduction to Domestic Abuse (DA)



# DA: Impact on Children & Parenting Capacity

## **Brief outline:**

This course explores the impact of controlling or coercive behaviour (CCB) and domestic abuse (DA) on child development and the parenting capacity of the non-abusive parent.

## **Who is the course for?**

All Surrey professionals

## **How long will it take?**

1 day

## **What will I learn?**

- The impact of CCB on child development and the parenting capacity of the non-abusive parent.
- The dynamics of post-separation abuse, particularly the use of child contact and parental alienation in the context of domestic abuse.
- An understanding of resilience and recovery post-abuse and how professional practice can aid or hamper this.
- We explore the importance of early intervention and increasing the 'space for action' of the non-abusive parent, and how vital this is for the outcomes of children.

## **What are the benefits?**

Professionals are empowered and safeguarded in their work with families.

## **Health safeguarding level: 3**

## **Prerequisites:**

Introduction to Domestic Abuse (DA)



# DA: Legal Framework and the Domestic Abuse Act 2021

## Brief outline:

This course explores all the protection available for survivors under the law.

## Who is the course for?

Surrey practitioners working or likely to work with families who have experienced or are likely to experience domestic abuse.

## How long will it take?

1 day

## What will I learn?

- The criminal justice process and the victim's right within that
- The civil powers that the police can use
- The role of the CPS. Sentences explained
- Remedies and injunctions that the survivor can utilise within the civil courts
- Developments within the family courts; specifically, the DA Bill 2020 and Practice Directions 12j
- Main provisions of the DA Bill 2020
- Mental capacity and capability in relation to domestic abuse
- Legal aid and access to it.
- Destitution Domestic Violence concession (DDV)
- Concession and immigration rights

## What are the benefits?

Professionals will feel equipped to outline legal and protective options to survivors of domestic abuse.

## Health safeguarding level: 3

## Prerequisites:

Introduction to Domestic Abuse (DA)



# DA: Safely Engaging with Perpetrators

## Brief outline:

This course explores perpetrator psychology and how to guard against collusion with perpetrators of Coercive Control.

## Who is the course for?

All Surrey professionals

## How long will it take?

1 day

## What will I learn?

- The psychology of perpetrators of abuse, their motivations and typologies of violence.
- How to guard against collusion and grooming of professionals.
- The learning from local and national Domestic Homicide Reviews (DHRs) that illustrate the outcomes when manipulative perpetrators of CCB present positively to services.
- Some practical reflection tools for working with perpetrators.

## What are the benefits?

Professionals are empowered and safeguarded in their work with families. Professionals hold perpetrators accountable for their behaviour, while appropriately signposting them to appropriate behaviour change programmes.

## Health safeguarding level: 3

## Prerequisites:

- Introduction to Domestic Abuse (DA)
- DA: Understanding Coercive Control & the Multi-Agency Framework



# DA: The Care Act

## **Brief outline:**

This course examines the links between the Care Act 2014 statutory duties and domestic abuse, focusing on older people experiencing domestic abuse.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

2 hours

## **What will I learn?**

- How to challenge unconscious bias and recognise domestic abuse in settings where other factors or vulnerabilities may also be present.
- How to recognise, record and respond to domestic abuse when working with adults at risk.

## **What are the benefits?**

An enhanced confidence of recognising indicators of domestic abuse in care settings, particularly those affecting older people and those with learning disabilities or reduced capacity.

## **Health safeguarding level: 3**

## **Prerequisites:**

None



# DA: Understanding Coercive Control & the Multi-agency Framework

## Brief outline:

This course explores the dynamics of domestic abuse (DA), with a focus on Coercive and Controlling Behaviour (CCB), and its impact on survivors and their children.

## Who is this course for?

Surrey practitioners working or likely to work with families who have experienced or are likely to experience domestic abuse.

## How long will it take?

1 day

## What will I learn?

- Dynamics of abuse
- Trauma responses & psychological processes of survivors
- Impact on children
- Brief exploration of perpetrator typologies
- Needs assessment skills and case recording that reflects the reality of Coercive Control
- Information about the remit and support provided by Domestic Abuse services, locally and nationally.

## What are the benefits?

- Awareness of the prevalence of DA and its impact on society
- Increased confidence in working with DA cases
- A commitment to holding perpetrators accountable for their behaviour
- Improved professional recognition of some of the more covert and subtle manipulative tactics perpetrators use.

## Health safeguarding level: 3

## Prerequisites

Introduction to Domestic Abuse (DA) or equivalent



# DA: Young people (Peer)

## **Brief outline:**

This course considers the experiences, challenges and risks of domestic abuse amongst younger people.

## **Who is this course for?**

Surrey practitioners working or likely to work with families who have experienced or are likely to experience domestic abuse.

## **How long will it take?**

2 hours

## **What will I learn?**

How to identify, respond to and support young people who are experiencing domestic abuse as a victim-survivor or perpetrator.

## **What are the benefits?**

A better understanding of the experiences of young people when it come to relationships and abuse. An enhanced confidence in responding to young people reporting abuse.

## **Health safeguarding level: 3**

## **Prerequisites**

Introduction to Domestic Abuse (DA)





# Dealing with Dual Allegations of Domestic Abuse (DA)

## Brief outline:

This training will equip participants with a thorough understanding of domestic abuse dynamics, perpetrator presentations, typologies of domestic abuse, and increase their confidence in encouraging and supporting best practice in multi-agency work where dual allegations are involved.

## Who is this course for?

Surrey professionals working with people affected by domestic abuse, who would like more confidence in identifying the primary perpetrator at assessment or in multi-agency meetings, and to understand complex domestic abuse dynamics.

## How long will it take?

1 day

## What will I learn?

- Increased confidence in working with dual allegations.
- Become confident in understanding the impact of wrongly identifying the primary perpetrator.
- Be able to identify the primary perpetrator during assessments
- An understanding of the different presentations and typologies of domestic abuse (DA).
- Be confident in advocating and encouraging professionals to hold perpetrators to account.
- The dynamics and intentionality of domestic abuse.
- The impact of gender norms on experience of DA and DA perpetration.

## What are the benefits?

The course will improve professionals' knowledge and confidence in dealing with dual allegations of domestic abuse and identifying the primary perpetrator.

**Health safeguarding level: 3**

## Prerequisites:

Introduction to Domestic Abuse (DA) or equivalent knowledge



# Designated Safeguarding Leads (DSL): New to Role and Refresher Training (for non-education settings/staff)

## Brief outline:

This course is an introduction for DSLs and DDSLs to develop an understanding of their role in taking the lead responsibility for safeguarding and child protection. The workshop will enhance knowledge and skills to enable delegates to lead a culture of safeguarding and promoting the welfare of children within their provision.

## Who is the course for?

The course is for staff who are recently appointed or will soon be appointed to the role of DSL or Deputy DSL who work directly in a safeguarding capacity with children and young people in non-education settings. This may be in standalone after school clubs, charity settings, sports or activities, respite care settings and other sectors working with children who would benefit from further support in this area of practice. We also welcome those who would like to refresh their knowledge.

## How long will it take?

3 hours

## What will I learn?

By the end of the course participants will:

- Understand how to undertake operational DSL work within their provision including the referral/request for support process.
- Understand how to develop and maintain good quality safeguarding records and systems.
- Have developed an understanding of their responsibility in leading a safeguarding culture within their provision.

## What are the benefits?

- The course will enhance knowledge and skills to enable delegates to lead a culture of safeguarding and promoting the welfare of children within their provision.
- Understand Surrey's policies, good practice, and models including Family Resilience and Family Safeguarding.
- Improve safeguarding of children across settings and ensure a consistency of response.

**Health safeguarding level: 3**

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)



# Domestic Homicide Reviews, Safeguarding Adult Reviews, and the Homicide/Suicide Timeline

## **Brief outline:**

This course examines the various statutory processes following the death of, or serious harm caused to, an individual or family where Domestic Abuse may have been a factor.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

4 hours

## **What will I learn?**

- What each of the processes is, how they work and why they are undertaken.
- An understanding of the temporal sequencing tools that can help identify the stages towards homicide/suicide in a domestic abuse context.

## **What are the benefits?**

- An awareness of the various review processes and what their purpose and function is.
- Awareness of how to review a perpetrator/victim's journey through the lens of risk in relation to homicide/suicide, based on academic research, empirical evidence and real-life testimony.

**Health safeguarding level: 3**

## **Prerequisites**

Introduction to Domestic Abuse (DA)



# Domestic Abuse, Stalking, Harassment and Honour Based Abuse (DASH) / Domestic Abuse Risk Assessment (DARA) / Multi-Agency Risk Assessment Conference (MARAC)

## **Brief outline:**

This course explores the DASH Risk Assessment and extra risk considerations that inform professional judgment.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

4 hours

## **What will I learn?**

- Risk assessment skills, including the Stalking DASH & the HBA DASH.
- Stalking typologies and guidance.
- Risk management within the multi-agency framework and the MARAC process.

## **What are the benefits?**

- Increased confidence in completing the DASH and escalating cases based on personal judgement.
- Knowledge about the process of referring to the MARAC and increased professional efficiency in communicating risk at the MARAC and other multi-agency meetings.

## **Health safeguarding level: 3**

## **Prerequisites**

- Introduction to Domestic Abuse (DA)
- DA: Understanding Coercive Control & the Multi-agency Framework



# Economic Abuse

## **Brief outline:**

This course explores the nature, extent and impact of economic abuse on survivors, and the local and national support services that are available.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

2 hours

## **What will I learn?**

- What the term 'economic abuse' encompasses, how it is perpetrated and how it can affect survivors.
- How to respond to reports of economic abuse and where to refer individual/families for specialist support and practical guidance.

## **What are the benefits?**

A more informed professional understanding of this type of abuse, better recognition of the indicators and impact of economic abuse and more confidence in the ability to direct survivors to the most appropriate sources of support.

## **Health safeguarding level: 3**

## **Prerequisites**

Introduction to Domestic Abuse (DA)



# Effective Family Resilience incorporating Early Help Assessment

## Brief outline:

This workshop informs practitioners of the appropriate responses and support available to children and families experiencing different levels of need.

## Who is the course for?

Those working in Surrey in the voluntary, independent and statutory agencies who work with children, young people and/or their parents/carers.

Practitioners and managers who could contribute to supporting and developing resilience in children and families.

## How long will it take?

5 hours

## What will I learn?

- Understand and be able to effectively implement Surrey's levels of need (Effective Family Resilience) and Family Safeguarding models.
- Understand how these models of practice support and protect children.
- Learn about the Helping Families Early approach.
- Understand and be able to complete or support an Early Help Assessment and/or Team Around the Family (TAF) meeting
- Understand the role of the Child's Champion in coordinating, monitoring and reviewing to ensure outcomes are met.
- Understand the range of support available from Local Authority, Health, Education and community and voluntary sectors to help families early.

## What are the benefits?

Feel confident in helping families early and knowing who to turn to for support for children and families who need Early Help support.

## Health safeguarding level: 3

## Prerequisites:

None



# Engagement of Fathers and Significant Males in Child Protection

## Brief outline:

This workshop aims to increase confidence of practitioners in engaging fathers and significant males in children's safeguarding work, and to raise and reinforce awareness of the importance of engaging fathers to secure better outcomes for children.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding and/or supporting and developing resilience in children and families.

## How long will it take?

6 hours

## What will I learn?

- An enhanced understanding/knowledge of the issues for both professionals and fathers in children's safeguarding work.
- A firmer grasp of the research/theory base on the benefits (or otherwise) for children of being 'father inclusive'.
- An idea of the ways services and organisations could be adapted to secure better professional practice in this area.
- Increased awareness of the skills, qualities, support and 'tools' professionals need to develop to work successfully with fathers.
- A reminder that best practice has a statutory base in recent case law involving 'parental responsibility' and 'engaging men' fairly in safeguarding and other processes.

## What are the benefits?

Greater confidence in working with fathers or male carers when supporting families and children.

## Health safeguarding level: 3

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)



# Foetal Alcohol Spectrum Disorder Partnership Workshop

## Brief outline:

Foetal Alcohol Spectrum Disorder (FASD) is the leading known preventable intellectual disability and is only caused by prenatal alcohol exposure. Recent international studies have suggested that between 3% and 6% of people may have this condition. This would mean that there could statistically be between 21,000 and 42,000 babies born a year with this condition in the UK, though it is unlikely that many would be diagnosed. A recent screening prevalence has shown an even higher prevalence. Naturally, these babies grow up and will require support throughout their lives. This workshop raises awareness of FASDS and suggests ways to support children and families.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding and/or supporting and developing resilience in children and families.

## How long will it take?

3 hours

## What will I learn?

- Identify the causes and the long-term effects of FASD.
- Explain the difference between FAS (Foetal Alcohol Syndrome) and FASD.
- Identify the behaviours and needs of someone with FASD throughout their different life stages.
- Explore the possibility that some of their clients may be affected by FASD.
- Understand how to get a diagnosis.
- Assess how clients can best be supported and identify strategies to achieve this.

## What are the benefits?

- Increased awareness and confidence in responding and supporting children, young people and families affected by FASD.
- Enhanced partnership working.

**Health safeguarding level: 3**

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)





# Foundation Module 3 – Information Sharing and Consent

## Brief outline:

Through case studies and discussion, we will consider information sharing within and between partner agencies and the requirements relating to consent from parents and young people.

## Who is the course for?

Practitioners and managers in the voluntary, independent, and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting, and developing resilience in children and families. Those who may work with partner agencies at Early Help levels and/or make requests for support to the Children's Single Point of Access.

## How long will it take?

3 hours

## What will I learn?

- Understand what is meant by 'information sharing' and 'consent' in relation to child protection and safeguarding.
- Understand C-SPA protocols for information sharing and consent and consider what a 'good' request for support looks like.
- Explore problems and potential barriers.
- Share best practice.
- Explore consent in relation to young people.
- The 7 golden rules of information sharing and common myths.
- The importance of good recording.

## What are the benefits?

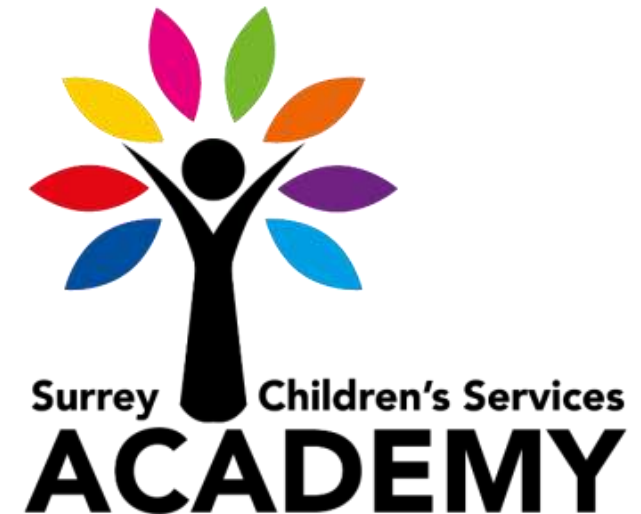
Confidence building relating to:

- Requesting support for families and children
- Applying information sharing protocols with partner agencies, families, and children
- Knowing when consent is required and how best to gain consent from parents and young people over the age of 15 years

Health safeguarding level: 3

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)



# Graded Care Profile 2 (NSPCC GCP2) Workshop

## Brief outline:

GCP2 is an assessment and planning tool for working with families where there are concerns about the quality of care offered. Users need to be licenced before using the tool and this workshop offers an opportunity to learn about the tool and become licenced to use it.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families. to working in Surrey.

## How long will it take?

2 days

- During the first day you will be given access to a case study and be asked to complete a GCP2 assessment .
- In order to provide the training course to you, it will be necessary for your name and email address to be shared with the third-party training provider so that they can invite you to the sessions and send you the training resources .

## What will I learn?

- Understand the background, underpinning theory and purpose of the tool.
- Become licensed to use the GCP2.
- Learn how to work directly with families using the tool to identify worries and improve outcomes for children and young people.
- Consolidate knowledge in relation to neglect.
- Know how it fits in with local practice.
- How to use the tool to improve outcomes for children and young people.

## What are the benefits?

The Graded Care Profile 2 tool will help you evaluate family strengths and areas of concern. It will support you in measuring the quality of care being given to a child, helping you to identify neglect and concerns that are putting that child at risk of harm. It is designed to provide an objective measure of the care of children, based on the qualitative measure of the commitment shown by parents or carers in meeting their children's developmental needs. It will support your work with families in terms of assessment and planning, leading to improved outcomes for children. It can also support any Request for Support to Childrens Single Point of Access.

**Health safeguarding level: 3**

## Prerequisites:

Neglect (e-Learning or Instructor Led course)



# Harmful Sexual Behaviour: A brief understanding of how Autism, ADHD and Sensory Processing Disorder impact Sexualised Behaviour

## Brief outline:

This workshop provides an insight into Autism (ASD), Attention Deficit Hyperactivity Disorder (ADHD) and sensory processing, and the various symptoms linked to sexualised behaviour. This workshop looks at the common dominators and the impact it has on one's neurological activity and emotional regulation.

## Who is the course for?

Ground level staff and Practitioners working in the voluntary, independent, and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting, and developing resilience in children and families, including those new to working in Surrey.

## How long will it take?

6 hours

## What will I learn?

- Knowledge and skills to identify and respond effectively to young people and adolescents presenting with ASD, ADHD and/or SID, who are displaying sexual behaviour.
- A brief insight into the impact of neurodevelopmental disorders on children and their behaviour.
- Consider how to provide support and improve outcomes for children and young people and their families who display HSB.

## What are the benefits?

- To develop a brief insight into neurodevelopmental disorders.
- To recognise links between neurodevelopmental disorder and HSB.
- Increase knowledge and skills when working with children and families.
- Understanding of available support.

- **Health safeguarding level: 3**

## Prerequisites:

None



# Healthy Outcomes for Children who are Looked After

## Brief outline:

Research and practice tell us that Children who are Looked After have higher rates of physical, emotional, social, and educational need than their peers. This is due to their pre-care and sometimes in-care experiences. Adults with care experience are over-represented in our prison system and adult mental and emotional health services. Most children who enter care have suffered significant harm, neglect, and trauma, and some are children who have travelled alone from their country of origin to seek asylum in UK.

This course aims to provide staff with an opportunity to develop knowledge, skills and ability to improve health outcomes (both emotional and physical) for Children who are Looked After, who depend on partnership working across health, education, social care, police and other partners.

## Who is the course for?

Practitioners who currently, or may in the future, work with Children who are Looked After.

## How long will it take?

4 hours

## What will I learn?

- Increased understanding of why Children who are Looked After have additional health vulnerabilities.
- Develop an awareness of relevant legislation, guidance and procedures including promoting health and wellbeing of Children who are Looked After.
- Improved understanding of roles and responsibilities for assessing and meeting the health needs of Children who are Looked After within a multi-agency framework.
- Develop an understanding of the Care Review Process and how multi-agency working can contribute to improve health outcomes of Children who are Looked After.

## What are the benefits?

To provide staff with an opportunity to develop knowledge, skills and ability to improve health outcomes (both emotional and physical) for Children who are Looked After, who depend on partnerships working across health, education, social care, police and other partners.

**Health safeguarding level: 3**

## Prerequisites:

None



# Introduction to Domestic Abuse (DA)

## **Brief outline:**

This course explores the dynamics of domestic abuse (DA), with a focus on Coercive and Controlling Behaviour (CCB), and its impact on survivors and their children. It also outlines multi-agency risk management frameworks.

## **Who is the course for?**

Surrey practitioners working or likely to work with families who have experienced or are likely to experience domestic abuse.

## **How long will it take?**

4 hours

## **What will I learn?**

- Dynamics of abuse.
- Trauma responses & psychological processes of survivors.
- Impact on children.
- Needs and risk assessment skills.
- Domestic Abuse, Stalking, Harassment and Honour Based Abuse (DASH) training.
- Risk management within the multi-agency framework and the Multi-Agency Risk Assessment Conference (MARAC) process.
- How to effectively contribute to the MARAC process.

## **What are the benefits?**

- Awareness of the prevalence of DA and its impact on society.
- Increased confidence in working with DA cases.
- A commitment to holding perpetrators accountable for their behaviour.

**Health safeguarding level: 3**

## **Prerequisites:**

None



# Managing Allegations against Staff and Volunteers

## **Brief outline:**

To advise those employing adults to work with children, in a paid or unpaid capacity, of their duties in respect of dealing with child protection allegations against staff or volunteers. This is a generic training session for managers across a range of settings.

## **Who is the course for?**

The course is aimed at managers and supervisors in voluntary, independent and statutory agencies who manage staff who are working (predominantly) with children, young people and/or their parents/carers.

## **How long will it take?**

3 hours

## **What will I learn?**

By the end of the course participants will have:

- Gained an understanding of national and local guidance in relation to managing allegations.
- Considered the employers' role and responsibilities and be clear about what to do if an allegation or concern is received about a member of staff or volunteer.
- Understood the role of the Local Authority Designated Officer (LADO).
- Explored how the three processes of social care enquiries, police criminal process, and the employers' responsibilities work together.

## **What are the benefits?**

- Be more aware of and confident in using the LADO processes.
- Better able to safeguard children in your setting.

**Health safeguarding level:** 3

## **Prerequisites:**

None



# Neglect: Partnership Workshop

## Brief outline:

Neglect is a feature of many case reviews with the impact of poverty being more apparent than previously. It is associated with more accidents, poor long-term outcomes for children, mental ill-health in adolescents and vulnerability to exploitation. Incident-led approaches result in exposure to long term harm from neglect which has a cumulative impact and hence is more difficult to recognise. This is particularly apparent for adolescents who may have received poor parental care for several years. In Surrey we want to identify concerns and support families early. This workshop considers how we might recognise and respond to poor care in a timely way and work effectively together to ensure good outcomes for children and young people.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families.

This is an introduction to neglect and will signpost to Graded Care Profile 2 (GCP2) workshops.

## How long will it take?

3 hours

## What will I learn?

- Knowledge and skills helping with recognising and responding to children and young people experiencing neglect.
- Understanding the impact of neglect on children.
- Consider how to improve outcomes for children and young people who experience neglect.
- Consider best practice in Surrey including learning from case reviews.
- Introduction to the NSPCC Graded Care Profile 2 assessment tool.

## What are the benefits?

- Improved partnership working.
- Increased knowledge and skills when working with children and families.
- Understanding of how the GCP2 is used in Surrey.

## Health safeguarding level: 3

## Prerequisites:

Neglect (e-Learning)



# Non-Fatal Strangulation / Suffocation

## **Brief outline:**

This course raises awareness of the prevalence, health risks and impact of strangulation and suffocation on victims-survivors.

## **Who is the course for?**

Surrey Professionals

## **How long will it take?**

2 hours

## **What will I learn?**

- The prevalence of non-fatal strangulation/suffocation in a domestic abuse context.
- The short and long-term health risks.
- The impact of non-fatal strangulation/suffocation on the victim and links to coercive control.
- How and where to support and signpost victims-survivors.

## **What are the benefits?**

A deeper understanding of how dangerous this form of abuse is and why it is so prevalent.

## **Health safeguarding level: 3**

## **Prerequisites**

Introduction to Domestic Abuse (DA)





# Raising Awareness of SARC (Sexual Assault Referral Centre) (*Men and Boys*)

## **Brief outline:**

An estimated 12,000 men (aged 16-59) experience some level of sexual assault every year with 96% of these incidents going unreported . Here at the Surrey SARC (sexual assault referral centre) – The Solace Centre - we are trying to break the taboo around this difficult subject and empower those affected to seek the help they need. We are working with our colleges and partners across the county to raise awareness of our services and how access them.

## **Who is the course for?**

All professionals working with or supporting men and boys in any capacity. Those who want to gain a greater understanding of the subject and the support we offer at the SARC to male victims and survivors.

## **How long will it take?**

3 hours

## **What will I learn?**

- The effects of sexual assault on men.
- An understanding of the reasons why men do not report sexual violence.
- Common myths about sexual violence against men.
- The role of the SARC and the self-referral pathways.
- An overview of the SARC forensic process and what happens when you visit us.
- Further pathways to other supporting organisations.

## **What are the benefits?**

- Gain a greater understanding of an under-reported subject and how to dispel unhelpful stereotypes.
- Frontline workers will know where to come if they ever encounter this issue with their client groups.
- Understand what the SARC does and how you can access our help and support.
- Increased confidence to talk about a challenging subject in a positive and supportive way.

**Health safeguarding level: 3**

## **Prerequisites:**

None



# Ritual Abuse Workshop

## Brief outline:

A brief introduction to trauma and trauma responses.

- Dissociation – what it is, how it forms, dissociation continuum.
- What is Ritual Abuse and forms of Ritual Abuse.
- Myths associated with Ritual Abuse.
- Characteristics of Ritual Abuse.
- Symptoms/presentations in adults.
- How children become involved in Ritual Abuse.
- Symptoms and signs of Ritual Abuse in children.
- Programming, indoctrination and mind control.

## Who is the course for?

Anyone working in the field of child protection or with adult survivors of abuse including Social Workers, therapists, Teachers, Police officers, Health professionals etc.

## How long will it take?

3 hours

## What will I learn?

- More about this extreme form of abuse that is largely hidden in society.
- To understand and recognise trauma responses in children and adults.
- How severe trauma causes children to dissociate to survive extreme abuse and how dissociation occurs along a continuum from normal dissociation to Dissociative Identity Disorder (DID).
- How this form of extreme abuse affects children and adults and about indicators of the abuse.
- The different ways perpetrators get children involved in Ritual Abuse.
- About programming, indoctrination and mind control, how these are used to manipulate the dissociation process and how these concepts are central to understanding Ritual Abuse.

## What are the benefits?

This course will help you identify children and adults who may have been exposed to Ritual abuse and give you an understanding and insight into this extreme form of abuse which is the first step to helping or supporting them.

An understanding of Ritual Abuse will also give you an understanding of the processes used to control children who are trafficked or prostituted, children who are radicalised or at risk of this, and children trained as soldiers.

**Health safeguarding level: 3**

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)



# Safer Recruitment Multi-Agency Training

## Brief outline:

Experience over many years shows that it is important for organisations that provide services to children to incorporate into their recruitment and selection procedures measures that help deter, reject or identify people who might abuse children, or who are otherwise unsuited to work with them. Making safeguarding and promotion of the welfare of children an integral part of HR management in organisations that work with children or vulnerable people is essential in helping to create safe environments as a key element of the wider safeguarding duty.

The training is based on the accredited national training. The course has been updated to reflect recent changes in pre-employment checks and is fully compliant with current Government Guidance including Working Together 2018 and Keeping Children Safe in Education 2019. The course includes an optional assessment based on a multiple-choice questionnaire (mandatory for school staff).

## Who is the course for?

Managers, Safeguarding Leads, HR Leads, Trustees and others involved in the recruitment of staff across partner agencies including voluntary organisations.

## How long will it take?

6 hours (over 2 sessions if delivered virtually)

## What will I learn?

- Awareness and understanding of offender behaviour and how abuse can happen in an organisation.
- The key features of recruitment that help deter or prevent the appointment of unsuitable people.
- What to look for in application forms and useful interview questions.
- Pre-employment checks, including recent updates. Case studies and learning from review.
- Support to consider or review your own organisation's policies and practices to minimise opportunities for abuse, promote prevention and ensure an ongoing culture of vigilance.

## What are the benefits?

This training will focus on promoting skills and confidence in applying best practice to the recruitment and selection of staff. It will look at how these principles can be applied to volunteers and the development of a culture of vigilance which highlights the role of staff as protectors.

## Health safeguarding level: 3

## Prerequisites:

Working Together to Safeguard Children (e-Learning)



# Safeguarding Disabled Children (Generic)

## Brief outline:

To increase awareness of the vulnerabilities of disabled children and to provide participants with an opportunity to explore ways in which we can effectively safeguard them from harm and support both children and their families.

## Who is the course for?

The course is aimed at practitioners and managers in voluntary, independent and statutory agencies who work with children and young people, including those with disabilities, and/or their parents/carers in either inclusive settings or specialist provision.

## How long will it take?

3 hours

## What will I learn?

- Awareness of guidance and research and its application in effectively safeguarding and meeting the needs of disabled children.
- Review messages from relevant case reviews.
- Understand the importance of the social model of disability when working with families and children with disabilities.
- Explore the concept of “created vulnerability” and describe the circumstances which make disabled children and young people vulnerable to abuse.
- Consider the potential confusion of signs and indicators of abuse in children with disabilities.
- Explain the factors which may influence the threshold for intervention for disabled children.
- Ensure that interventions remain focused on the best interests of the child whilst working in complex situations where there are many competing demands and priorities.

## What are the benefits?

- Widen your understanding of the challenges facing this group of children and their parents.
- Have a broader understanding of how support and safeguarding is delivered in Surrey.
- Enhance partnership working.

**Health safeguarding level: 3**

## Prerequisites:

Working Together to Safeguard Children (e-Learning)



# Safeguarding Disabled Children - focus on Children with Autism

## Brief outline:

To increase awareness of vulnerabilities of this group of children/young people and to provide participants with an opportunity to explore ways in which we can effectively protect them from harm.

## Who is the course for?

The training is aimed at practitioners and managers in voluntary, independent and statutory agencies who work with children and young people on the autistic spectrum (ASD), and/or their parents/carers in either inclusive settings or specialist provision.

## How long will it take?

6 hours

## What will I learn?

- Demonstrate a knowledge of guidance and research and its application in effectively safeguarding and meeting the needs of children on the ASD spectrum.
- Understand the importance of the social model of disability when working with families and children with disabilities.
- Explore the concept of “created vulnerability” and describe the circumstances which make disabled children and young people vulnerable to abuse.
- Consider the potential confusion of signs and indicators of abuse in children with autism.
- Explain the factors which may influence the threshold for intervention for disabled children.
- Ensure that interventions remain focused on the best interests of the child whilst working in complex situations where there are many competing demands and priorities.
- Review the messages from relevant Case Reviews.

## What are the benefits?

- Widen your understanding of the challenges facing this group of children and their parents
- Have a broader understanding of how support and safeguarding is delivered in Surrey.
- Enhance partnership working.

**Health safeguarding level: 3**

## Prerequisites:

Working Together to Safeguard Children (e-Learning)



# Safeguarding in Surrey (previously Foundation Module 1)

## Brief outline:

Everyone working with children, young people & their families should have a sound understanding of how to respond to concerns about a child. This course embeds the learning from the Working Together to Safeguard Children e-Learning and provides an opportunity for multi-agency partners to discuss and share practice.

## Who is the course for?

This workshop is aimed at recently appointed practitioners and managers in the voluntary, independent and statutory sector who work with children, young people & their parents/carers.

Please ensure you have reviewed the [exemption documents](#) before booking onto this course.

## How long will it take?

1 day

## What will I learn?

- Understating your safeguarding responsibility at a national & local level.
- How to identify concerns
- Information sharing protocols
- What to do if you are worried about a child/young person you are working with.

There will be an opportunity to review Surreys Effective Family Resilience document, and how this can be used to support practitioners in identifying and responding to concerns of need and risk

## What are the benefits?

- Share learning with practitioners from partner agencies to better understand their role within the safeguarding process.
- Learn about Surrey's models of practice including the threshold document and learning from practice.

Health safeguarding level: 2

## Prerequisites:

- Working Together to Safeguard Children (e-Learning or Instructor Led course)
- Safeguarding in Surrey (previously Foundation Module 1) OR SCSA/SSCP [Exemption](#) if you have already completed an equivalent course or hold equivalent knowledge



# Stalking

## Brief outline:

This course focuses on the various typologies of stalker, the relevance in society, and the associated risks.

## Who is the course for?

Surrey Professionals

## How long will it take?

4 hours

## What will I learn?

- The difference between types of stalker and the level of risk posed.
- How to differentiate stalking from harassment.
- The legislation and legal remedies to tackle stalkers.
- An understanding of the digital threat posed by stalkers.

## What are the benefits?

- An enhanced understanding of how to recognise and respond to stalking.
- An understanding of tools to assess risk.
- A more in-depth appreciation of the survivor's experience and impact stalking has on victims.

**Health safeguarding level: 3**

## Prerequisites:

None



# Substance Use (in Young People)

## **Brief outline:**

To increase awareness and understanding of young people and substance misuse.

## **Who is the course for?**

Practitioners and managers in the voluntary, independent and statutory sector who work with young people and/or their parents/carers. Those who contribute to safeguarding, supporting and developing resilience in children and families.

## **How long will it take?**

6 hours

## **What will I learn?**

- To increase awareness and understanding of young people and substance misuse.
- To understand the context of young people's substance misuse.
- To be able to identify psychoactive substances.
- To understand how psychoactive substances, affect young people.
- To be able to identify risks associated with substance misuse.
- To demonstrate an understanding of harm reduction.
- To demonstrate an understanding of the strategies used to support young people who misuse substances.
- To be confident in opening dialogues with young people around their substance misuse.
- To be able to support a young person to access Catch 22 SYPSMS.

## **What are the benefits?**

Develop partnership working and links with specialist services to support young people who use drugs.

**Health safeguarding level: 3**

## **Prerequisites:**

Substance misuse e-Learning





# Time for Kids Induction Session

## **Brief outline:**

Time for Kids is a values-based approach to working with children and young people, which is used across all organisations working with children and young people in Surrey.

## **Who is the course for?**

Those working in Surrey in the voluntary, independent and statutory agencies who work with children, young people and/or their parents/carers. Any new starter who works with children and families or supports those who do.

## **How long will it take?**

2 hours

## **What will I learn?**

By the end of the session, participants will have:

- Explored the Time for Kids principles and gained an understanding of how they might be applied
- Gained an opportunity to broaden contacts and meet other new starters from across partner organisations in Surrey

## **What are the benefits?**

- Interactive workshop
- Practical application of core principles
- Shared values and ways of working across organisations

## **Prerequisites:**

None



# Train the Trainers: Working Together to Safeguard Children

## Brief outline:

Familiarisation of Surrey's 'Working Together to Safeguard Children' induction materials to enable the delivery of single agency training.

## Who is the course for?

Safeguarding leads who wish to deliver single agency Working Together to Safeguard Children (WTSC) induction training to staff within their own organisation.

**Exemption:** *If you are a school (maintained school/Academy/Independent or Free School), in order to be able to deliver Working Together to Safeguard Children induction training in-house, your safeguarding lead must have completed Foundation Module 1 and 2 and current DSL new to role/refresher training. It is not a requirement that your safeguarding lead attends the Train the Trainers course, however they may wish to attend for their continued professional development.*

## How long will it take?

5 hours

## What will I learn?

- Familiarisation with current resources.
- Shared experiences with other trainers from other organisations.
- An understanding of how to deliver the Working Together to Safeguard Children induction and refresher training.
- The importance of maintaining up to date knowledge in relation to research, practice guidance, policies and procedures.

## What are the benefits?

Be confident in the delivery of WTSC and be able to incorporate latest learning from local and national case reviews, Surrey audits and partnership processes and policies.

## Health safeguarding level: 1

## Prerequisites:

- Safeguarding in Surrey (previously Foundation Module 1)
- Advanced Safeguarding in Surrey (previously Foundation Module 2)
- A role as safeguarding training lead in your organisation
- A range of safeguarding and specialist learning



# Trainers Update - Working Together to Safeguard Children

## Brief outline:

Refresh your knowledge on Working Together to Safeguard Children (WTSC) and recent changes in Surrey to assist you in the delivery of WTSC workshops in your settings.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers who deliver basic safeguarding training to their staff/teams.

## How long will it take?

2 hour workshop plus reading time

## What will I learn?

By the end of the workshop participants will have:

- Familiarised themselves with current resources.
- Shared experiences with other trainers from other organisations.
- An understanding on how to deliver the SSCP Working Together to Safeguard Children, using updated materials.
- Considered the importance of maintaining up to date knowledge in relation to research, practice guidance, good practice, policies and procedures.
- Improved partnership working.
- Learned from case reviews in Surrey and nationally.

## What are the benefits?

Trainers will be updated on any changes relating to safeguarding including structures, service delivery, policy, processes, good practice and new materials within Working Together to Safeguard Children to enable the delivery of single-agency training.

## Prerequisites:

- Train the Trainer: Working together to safeguard children OR DSL New to Role/ Refresher
- A role as safeguarding training lead in your organisation



# Understanding and Supporting Young People who have Experienced Sexual Violence

## Brief outline:

Survivors of sexual violence deserve support and understanding from all agencies they access, and this training is to support your work in meeting the needs of survivors within your organisation.

Participants attending the workshop can expect to learn about the different forms of sexual violence, childhood sexual abuse, and exploitation. They will develop a deeper understanding of the physical and psychological impacts and responses such as post-traumatic stress disorder, mental health presentations, self-injury and eating disorders, and how to respond sensitively and appropriately to disclosures.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers.

## How long will it take?

2 hours

## What will I learn?

- The impact of sexual violence and abuse, adverse childhood experiences, mental health and responses to trauma
- Key skills and approaches for working with victims and survivors of sexual violence and abuse
- Relevant legislation and how to apply it in practice
- Explore the workings of a Sexual Assault Referral Centre (SARC) and the services and support they offer
- Legislative frameworks and the criminal justice response.
- Specialist sexual violence referral pathways.
- The Empowerment Model, which is used as a model for exploring best practice in working with survivors of sexual violence and childhood sexual abuse.

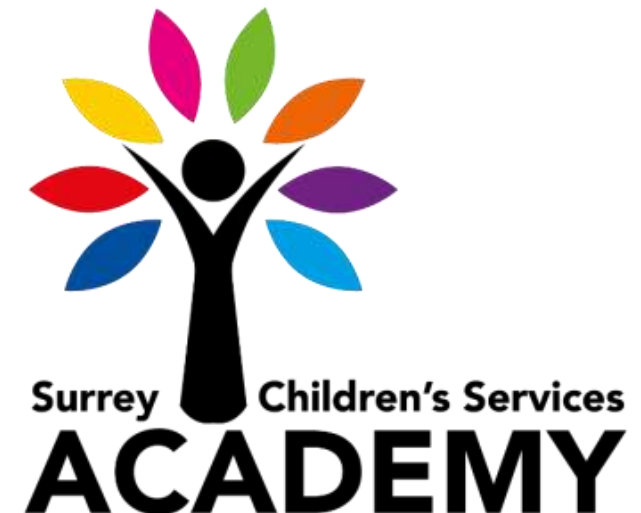
## What are the benefits?

Awareness raising and opportunity to develop strategies to respond to service users who have experienced sexual violence.

Health safeguarding level: 3

## Prerequisites:

None



# Working in Complexity (Parents showing resistance, evasion, or hidden compliance)

## Brief outline:

There are many reasons why practitioners struggle to develop positive relationships with parents when safeguarding children and young people. Some parents are openly resistant to the involvement of statutory services, others may avoid involvement from practitioners. This workshop explores some of the reasons behind these blocks and considers strategies to develop meaningful relationships with families to address resistance. It also focuses on the importance of being curious to fully understand the child's lived experience.

## Who is the course for?

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers.

## How long will it take?

2 hours

## What will I learn?

- Understand what professional curiosity is and learn strategies to support this way of working.
- Learning from case reviews in Surrey.
- Recognise resistance including intimidating and evasive behaviours (often described as hidden compliance).
- Consider barriers impeding successful and timely outcomes for children.
- Know how to put the child at the heart of practice whilst dealing with parents who are challenging to work with and manage resistance.

## What are the benefits?

- Have a deeper understanding of children's experiences to improve partnership working.
- Share ideas and strategies that help develop meaningful relationships with families.

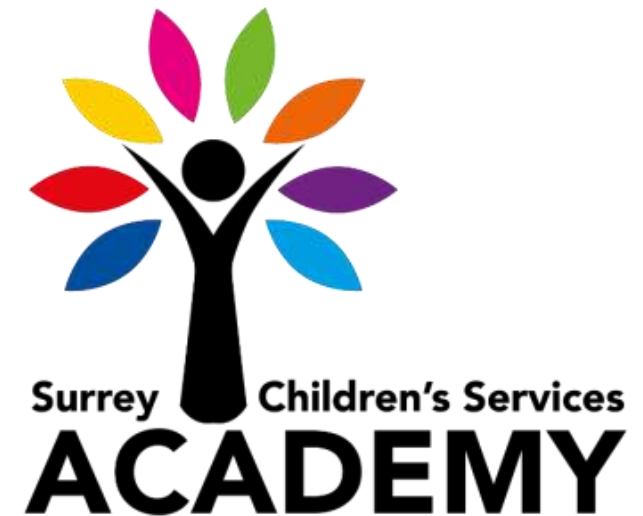
**Health safeguarding level: 3**

## Prerequisites:

None, though delegates will need a good understanding of [Effective Family Resilience](#) including levels of need.



# e-Learning Courses



# List of e-Learning Courses

## A

[Abuse Related to Beliefs in Witchcraft](#)

[An Introduction to Neglect and the GCP2 Tool](#)

## B

[Bullying & Cyberbullying](#)

## C

[Child Sexual Exploitation Level 1](#)

[Child Sexual Exploitation Level 2](#)

## F

[Family Network Meetings](#)

## G

[Gangs & Youth Violence](#)

[Graded Care Profile 2 \(GCP2\) Neglect Tool Refresher Session](#)

[Graded Care Profile \(GCP2\) Neglect Tool – Using ECINS](#)

[Gypsy & Traveller Awareness](#)

## H

[Honour Based Violence and Forced Marriage](#)

[Human Trafficking & Modern Day Slavery](#)

## M

[Motivational Interviewing: Online Toolkit and App](#)

## N

[Neglect](#)

## O

[Online Safety – Risks to Children](#)

## S

[Safeguarding Children with Disabilities](#)

[Self Harm](#)

[Sexual Abuse & Recognising Grooming](#)

[Suicide Awareness](#)

## T

[Trauma Informed Practice & Domestic Abuse](#)

## U

[Unconscious Bias](#)

## W

[Working Together to Safeguard Children](#)



# e-Learning – An Introduction to Neglect and the GCP2 Tool

## **Brief outline:**

This short video aims to provide general awareness of the wider issues of neglect, and what the GCP2 assessment and planning tool is. It acts as an introduction to these topics and as appropriate, practitioners go on to access further learning.

## **Who is the course for?**

This course is intended for all children's workforce practitioners, i.e. all staff who work with children, young people and their families.

## **How long will it take?**

15 minutes

## **What will I learn?**

- A general awareness of the wider issues of neglect.
- What the GCP2 assessment and planning tool is.
- How GCP2 can support identification and reporting of neglect.
- Signposting to further training.

## **What are the benefits?**

- Feel more confident of awareness around neglect.
- Understand a key tool used in Surrey to safeguard children

## **Prerequisites:**

None





# e-Learning - Bullying & Cyberbullying

## Brief outline:

Bullying is a universal issue that can affect anyone, from families, to schools and communities.

Cyberbullying in particular is on the rise, and its impact can be severely damaging and far-reaching.

This course explores the negative effects of bullying in any form and teaches positive strategies and solutions for those working with young people who experience bullying.

## Who is this course for?

This course is intended for all children's workforce practitioners, i.e. all staff who work with children, young people and their families.

## How long will it take?

1 hour

## What will I learn?

In this course you will learn:

- The definition of bullying and cyberbullying.
- The different types of bullying.
- How to recognise the signs a person is being bullied, or bullying.
- The technology and methods used by cyberbullies.
- What to do if you suspect a child is being bullied or cyberbullied.

## Health safeguarding level: 2

## Prerequisites:

None



# e-Learning - Child Sexual Exploitation Level 1

## Brief outline:

This insightful course will arm you with the knowledge to safeguard children and young people from the raising threat of Child Sexual Exploitation (CSE).

You will learn about CSE from the perspective of the offender and the victim, the differences between gang and group CSE, and the key role that the internet plays.

This course will heighten your awareness and increase your understanding of child sexual exploitation (CSE).

## Who is this course for?

The course aimed at anyone who works with or has contact with children.

## How long will it take?

3 hours

## What will I learn?

- The definition of CSE and about the current attitudes to CSE
- The types of offender and typical offender behaviours
- The different models of abuse
- How big the problem is
- The grooming process
- Clues to inappropriate intentions
- Understand the offender's motives
- Who the victims are and who is vulnerable
- Common misconceptions
- Consent and criminalisation
- Why it is difficult to disclose
- Understand the impact of CSE on the child
- Know and recognise the indicators of CSE
- What children do online and what children think
- What can grooming involve and lead to
- About risky behaviours
- Some key internet acronyms
- What the warning signs are
- What constitutes a gang or group
- The differences between gang and group CSE
- Why children are slipping through the net
- The OCC framework to prevent and deal with CSE
- The key differences between multiple and single perpetrator CSE
- The good practice guidelines for professionals

Health safeguarding level: 2

## Prerequisites:

None



# e-Learning - Child Sexual Exploitation Level 2

## Brief outline:

This course aims to help you to understand the law in relation to Child Sexual Exploitation (CSE) and know how to record a CSE risk assessment.

You will also learn essential CSE practice principles and intervention strategies.

## Who is this course for?

The course aimed at all safeguarding professionals who have a duty to safeguard and promote the welfare of children and young people (this includes, social workers, police officers, teachers, family support workers, foster carers and health professionals).

## How long will it take?

90 minutes

## What will I learn?

- Who the law applies to.
- The law and 'child prostitution'.
- Relevant clauses in UK legislation to CSE.
- Victims and the justice system.
- The key points to remember prior to and during a CSE risk assessment.
- The assessment process and some example tools.
- The thresholds and appropriate interventions.
- Good practice principles.
- Some intervention strategies.
- The roles that have responsibilities in relation to safeguarding and promoting the welfare of children and young people in the context of CSE.

**Health safeguarding level: 3**

## Prerequisites:

None



# e-Learning - Family Network Meetings

## **Brief outline:**

This course will help you identify and understand the importance of networks for children and young people. You will learn how to organise and undertake family network meetings.

## **Who is this course for?**

The course is aimed at all staff in the CFLL directorate and together with Early Help providers such as Family Centres, Family Support Programme and Targeted Youth Support.

## **How long will it take?**

1 hour

## **What will I learn?**

- Understand how to identify networks for children and young people.
- Increase understanding of the importance of family and wider networks for children and young people.
- Know how to organise and undertake family network meetings.

## **Health safeguarding level: 2**

## **Prerequisites:**

None



# e-Learning - Gangs & Youth Violence

## Brief outline:

Gangs are very seriously intertwined with youth violence and criminality, and with gang violence in the UK on the rise, it is essential we recognise the extent of the problem and understand how to safeguard our at-risk youth.

This course covers a comprehensive overview about gangs and youth violence, helping the learner to understand what gangs are and what they do, the part women and girls play in gangs, and what can be done to prevent gang recruitment.

The course contains three modules which give you a picture of the state of the UK today.

## Who is this course for?

This course is for front line workers within the community, education and targeted youth support services

## How long will it take?

1 hour

## What will I learn?

- The ways gangs are defined and how gang violence is measured.
- Territorial conflicts.
- The risk factors for gang membership, and the warning signs that a young person is in a gang.
- The roles women and girls play in gangs and why they join.
- How they're sexually exploited by gangs and the signs.
- The windows of opportunity for intervention.
- Racial bias regarding gangs and how to challenge your own thinking about violent youth.
- The importance of inter-agency cooperation and intervening early.
- Methods for schools to handle at-risk and disruptive students.
- The role of the police, hospitals, and third sector groups in preventing gang recruitment and violence.

## Health safeguarding level: 2

## Prerequisites:

None



# e-Learning - Graded Care Profile 2 (GCP2) Neglect Tool Refresher Session

## **Brief outline:**

A refresher workshop for those who are licensed to use the GCP2 neglect assessment and planning tool but have not recently used it and would like to revisit the principles, tool and approach.

## **Who is the course for?**

Practitioners and managers who are licensed to use the GCP2 in Surrey. They will have previously attended the GCP2 training and following completion of the assessment tool were licensed to use it with families.

## **How long will it take?**

2 hours

## **What will I learn?**

This session offers a refresher to those who have previously attended the one-day licensed GCP2 training. We will revisit Surrey's plans to implement the tool across the different levels of needs and across the County, remind practitioners on the scaling, and of how best to work with families to both measure parenting and develop a plan of action to improve outcomes for children and young people.

## **What are the benefits?**

Gain confidence in using the tool with families and understand how it can be used alongside other assessment processes.

## **Prerequisites:**

Completion of Graded Care Profile 2 (GCP2) Workshop



# e-Learning - Graded Care Profile 2 (GCP2) Using ECINS

## **Brief outline:**

An instructional video for those who are licensed to use the GCP2 neglect assessment and planning tool, taking you through how to use ECINS to input GCP2 assessments.

## **Who is the course for?**

Practitioners and managers who are licensed to use the GCP2 in Surrey. They will have previously attended the GCP2 training and following completion of the assessment tool were licensed to use it with families.

## **How long will it take?**

30 minutes

## **What will I learn?**

This session offers a refresher to those who have previously attended the one-day licensed GCP2 training. This instructional video will take you through how to use ECINS to input GCP2 assessments, step-by-step.

## **What are the benefits?**

Gain confidence in using ECINS to record the use of GCP2 assessments.

## **Prerequisites:**

Completion of Graded Care Profile 2 (GCP2) Workshop



# e-Learning - Gypsy & Traveller Awareness

## **Brief outline:**

This four-module course is ideal for members of the statutory, voluntary or private sectors wishing to engage or work more effectively with Gypsies and Travellers.

## **Who is this course for?**

Members of the statutory, voluntary or private sectors wishing to engage or work more effectively with Gypsies and Travellers.

## **How long will it take?**

1 hour

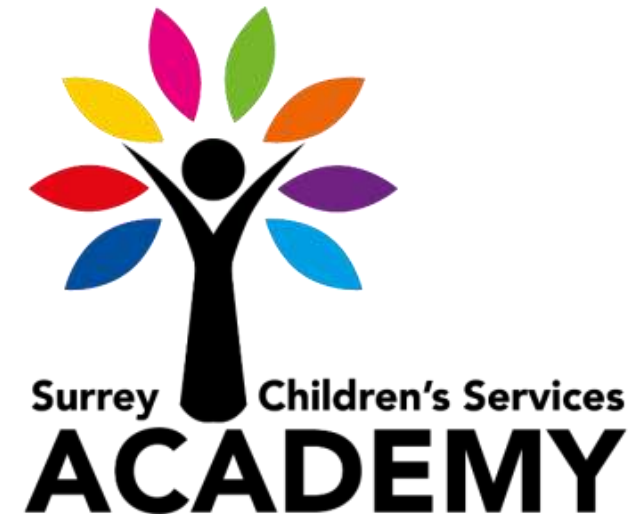
## **What will I learn?**

- An increased knowledge of culture, traditions and history of the Gypsy and Traveller communities.
- A better understanding of diversity within Gypsy and Traveller communities.
- A knowledge of the barriers which effect Gypsy and Traveller communities in accessing education, health, employment, accommodation, safeguarding and other public services.
- An improved awareness of how to engage effectively with the Gypsy and Traveller communities and what can be done to ensure inclusion in service delivery.

**Health safeguarding level: 2**

## **Prerequisites:**

None





# e-Learning - Honour Based Violence and Forced Marriage

## **Brief outline:**

To provide participants with the opportunity to develop knowledge and skills for safeguarding children and young people who may experience honour-based abuse, forced marriage in particular.

## **Who is the course for?**

Practitioners and managers in the voluntary, independent and statutory sector who work with children, young people and/or their parents/carers. Those who contribute to safeguarding and/or supporting and developing resilience in children and families.

## **How long will it take?**

2 hours

## **What will I learn?**

- By the end of the course participants will:
- Be able to identify different aspects of lifestyle beliefs and conformities across minority ethnic communities.
- Understand the concept of 'Honour' and its significant impact upon the lifestyles of many communities.
- Recognise how partners, families and communities use violence as a way of maintaining and reinforcing Honour.
- Recognise the vulnerabilities of victims of Forced Marriage.
- Recognise a wide range of multi-agency actions that can be used to effectively deal with cases of HBA.

## **What are the benefits?**

- Improve partnership working across the area of safeguarding.
- Be better able to recognise and respond to honour based abuse.

**Health safeguarding level: 3**

## **Prerequisites:**

None



# e-Learning - Human Trafficking & Modern Day Slavery

## Brief outline:

This course will provide you with understanding of what modern day slavery is and the scope of the problem in the UK. It will increase your ability to spot the signs that someone may be a potential victim, and what you should do next. You will learn about child trafficking and slavery, and how prevalent it is.

## Who is this course for?

- Social workers
- Health care workers
- Catering in hospitals, schools and colleges
- Those who work with children, such as teachers or care workers
- Those in affected industries, such as agriculture or construction

## How long will it take?

45 minutes

## What will I learn?

- What modern slavery is.
- Some of the key pieces of legislation dealing with modern slavery.
- The main ways in which victims are exploited.
- The differences between human trafficking and migrant smuggling.
- Why it is so hard for a victim to escape.
- Who the traffickers are.
- The definition of child trafficking.
- The main ways in which children are exploited by traffickers.
- The main indicators that a child is or might be a victim of trafficking.
- How to respond if you come into contact with a child who is potentially a victim of trafficking.
- Spotting the signs that someone might be a victim of modern slavery.
- The broad indicators that a child might have been trafficked.
- How to get these potential victims help and into the National Referral Mechanism.
- How the National Referral Mechanism works.

Health safeguarding level: 2

Prerequisites:

None



# e-Learning – Motivational Interviewing: Online Toolkit and App

## **Brief outline:**

Motivational Interviewing is a process that helps make conversations about change as effective and productive as possible. This is a core aspect of the Family Safeguarding Model used within Surrey Children's Services, and we encourage everyone in Surrey who works with children and families to consider the principles of Motivational Interviewing within their work.

## **Who is this course for?**

Surrey Professionals

## **How long will it take?**

N/A – Various resources available

## **What will I learn?**

This online toolkit provides video, audio, and written learning opportunities which can be used both as an introduction to Motivational Interviewing and as an ongoing resource bank and toolkit for professionals. This content is also available through an app on your smartphone.

## **How to access**

Visit Olive to find instructions on how to access both the online toolkit (web-based) and the smartphone App.

## **Prerequisites:**

None



# e-Learning - Neglect

## Course Description

This neglect training course covers all you need to know to be effective at spotting the signs of neglect in any context. From a definition of neglect, through examples and its effects, you'll have an overview of the subject and how to put your understanding to work.

## Who is this course for?

This course is intended for everyone who works with or has contact with children, young people and their families. It's an ideal abuse and neglect training online introduction.

## How long will it take?

30 minutes

## What will I learn?

You'll discover how other signs like hunger, lack of hygiene and apathy can be indicators of neglect in a child as well as how to spot types of child abuse. The course also contains additional resource materials, useful links to third party resources and a handy refresher guide.

## What are the benefits?

You will automatically get a course certificate on course completion bearing your name, the CPD hours you've earned, the date and the learning objectives you have covered.

## Health safeguarding level: 3

## Prerequisites:

None



# e-Learning – Online Safety - Risks to Children

## **Brief outline:**

Most children use the Internet positively but the Internet can be a dangerous place for them. Know how to help safeguard children online by taking this essential course - you will learn about the potential risks and understand how to encourage responsible and safe use of the internet.

## **Who is the course for?**

This course is intended for all users of the Internet who work with or care for children.

## **How long will it take?**

30 minutes

## **What will I learn?**

- Know the potential risks associated with the internet and what adults and children need to know in order to manage these risks
- Know the 3 C's of e-Safety: Content, Contact, and Conduct
- Learn how to manage risks from the perspective of an adult
- Learn how to manage risks from the perspective of a child or young person

## **What are the benefits?**

- More confidence in understanding the risks to children
- More confidence to manage the risks to children
- Understand how to support children and young people to manage the risks

## **Health safeguarding level: 2**

## **Prerequisites:**

None



# e-Learning - Safeguarding Children with Disabilities

## **Brief outline:**

Children with disabilities can be unsuspecting targets for abuse. This e-Learning will give you an overview of the signs to look out for and what to do if you suspect any inappropriate behaviour.

## **Who is this course for?**

Suitable for any staff working with children, young people and their families, as well as carers.

## **How long will it take?**

30 minutes

## **What will I learn?**

This e-Learning will give you an overview of the signs to look out for and what to do if you suspect any inappropriate behaviour.

## **Health safeguarding level: 2**

## **Prerequisites:**

None



# e-Learning - Self Harm

## **Brief outline:**

This course aims to educate learners about the warning signs and potential risk factors for self-harm and help them identify possible preventative actions.

The course is split into two modules: An Introduction, and How to Respond.

The course also discusses how to approach the issue in schools and how healthcare professionals can feel better prepared to help the young people they come into contact with. On completion of the course, you will automatically get a certificate, containing your name, CPD hours, the date and learning objectives

## **Who is this course for?**

Suitable for any staff working with children and young people.

## **How long will it take?**

30 minutes

## **What will I learn?**

- How to classify self-harm
- Why people self-harm
- The signs of self-harm and outline the self-harm cycle
- Preventive actions and interventions

## **Health safeguarding level: 2**

## **Prerequisites:**

None



# e-Learning - Sexual Abuse & Recognising Grooming

## Course Description

The course begins by clarifying what sexual abuse is and going through some of the important facts and myths about it. It explains the different severities of impact on children, tries to answer how children cope, and whether they recover. You will also receive guidance on whether or not there are indicators of abuse and any common patterns of behaviour by perpetrators, and when you should be concerned.

## Who is this course for?

This course is intended for everyone who works with or has contact with children, young people and their families.

## How long will it take?

20 minutes

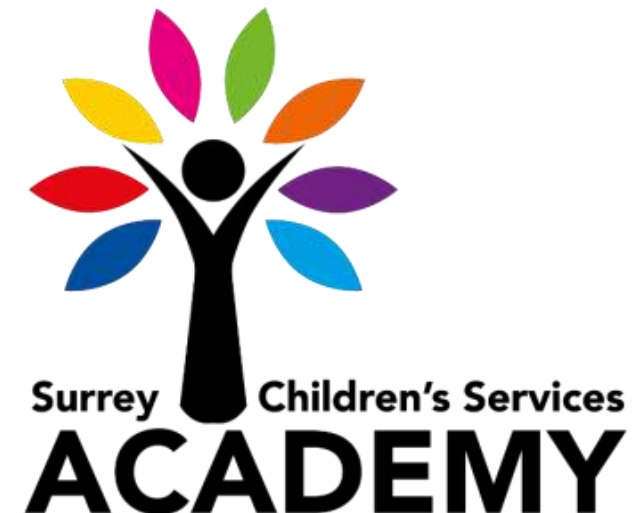
## What will I learn?

- Why it is important to talk about and address child sexual abuse
- What sexual abuse is and how it can start
- The signs and symptoms of sexual abuse
- What to consider where sexual abuse is suspected

**Health safeguarding level: 2**

## Prerequisites:

None





# e-Learning - Suicide Awareness Training

## **Brief outline:**

This course explores the topic of suicide, including what it means to feel or think about suicide and why someone might develop those thoughts and feelings. Learners will consider how to spot the signs of suicidal feelings and provides ideas of how they might be able to support someone in the short and long term should they experience suicidal thoughts and feelings. This course also challenges some of the misconceptions which often surround suicide.

## **Who is this course for?**

Suitable for any staff working with children and young people.

## **How long will it take?**

30 minutes

## **What will I learn?**

- Understand why thoughts and feelings of suicide happen.
- Acknowledge suicidal thoughts and feelings.
- Recognise and respond to the signs of suicidal thinking.
- Recall ways to support someone who has experienced suicidal feelings.
- Support or refer someone who is feeling suicidal.

## **Health safeguarding level: 3**

## **Prerequisites:**

None



# e-Learning - Trauma Informed Practice & Domestic Abuse (Care Knowledge Resource Page)

## **Brief outline:**

Deepen your understanding of domestic abuse and trauma. Gain further insights into how affected families experience services. Recognise ways you can be more trauma-informed in your approach to working with domestic abuse. Resources include webinar recordings, slides and further reading.

## **Who is this course for?**

Suitable for any staff working with children, young people and their families.

## **How long will it take?**

3.5 hours

## **What will I learn?**

- Deepen your understanding of domestic abuse and trauma.
- Gain further insights into how affected families experience services.
- Recognise ways you can be more trauma-informed in your approach to working with domestic abuse.

## **Prerequisites:**

An account for [Care Knowledge](#)



# e-Learning - Unconscious Bias

## **Brief outline:**

This e-Learning offers a non-judgmental approach to understanding how unconscious bias operates in the workplace. You will find out what unconscious bias is and learn how it can undermine organisational goals and strategies.

The course will offer you the opportunity to increase self-awareness, learn new information and understand the implications for your role.

## **Who is this course for?**

All staff

## **How long will it take?**

15 minutes

## **What will I learn?**

This module will help you better understand how unconscious bias can affect your behaviour and impact the workplace, recognising nine different types of bias and discovering ways in which you can mitigate its influence.

## **What are the benefits?**

- Bitesize course
- Interactive video and workbook format
- Can be accessed on a computer, tablet, laptop or mobile phone

## **Health safeguarding level: 2**

## **Prerequisites:**

None



# e-Learning: Working Together to Safeguard Children

## **Brief outline:**

Introduction to multi-agency working to safeguard children and improve outcomes for children and families in Surrey.

## **Who is the course for?**

Every practitioner who works with children or their role supports working with children and families in Surrey.

## **How long will it take?**

1 hour

## **What will I learn?**

- Key guidance relating to safeguarding.
- What to do if you have a concern about the safety or welfare of a child or young person.
- The categories of abuse and impacts of abuse.
- What multi-agency work means.
- What to do if a child makes a disclosure.
- The importance of information sharing.

## **What are the benefits?**

- Know what to do if you have concerns about a child.
- Feel confident in your role.
- Understand your responsibilities.

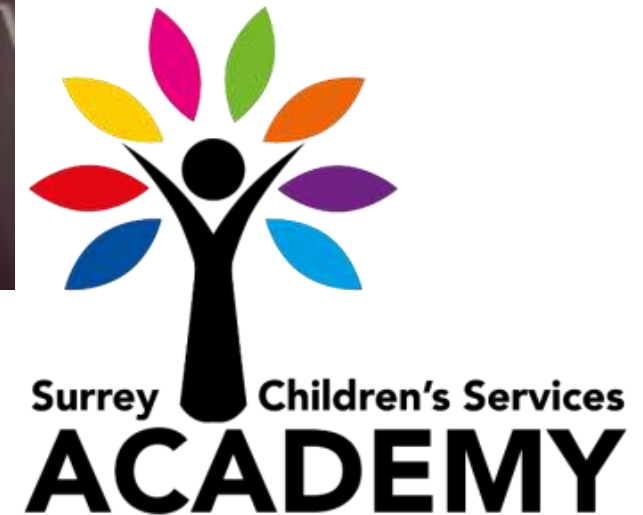
## **Health safeguarding level: 1**

## **Prerequisites:**

None



# Training Pathways

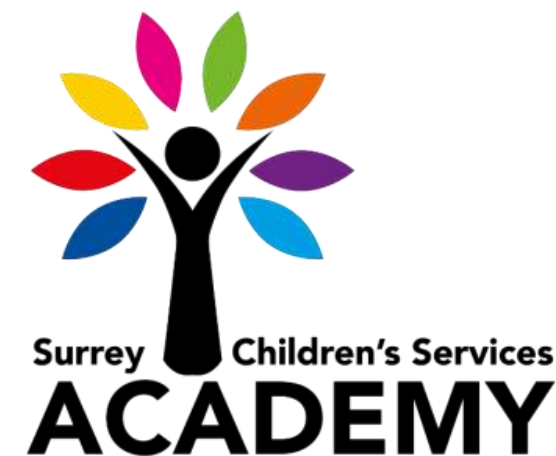


# Safeguarding Children Training Pathways

To help you to navigate the learning and development most relevant to you, we have created these training pathways as guidance for different groups of professionals, depending on the needs and expectations of the role:

Groups 1 to 4	Groups 5 to 8
<b>Group 1</b> Staff in infrequent contact with children, young people and/or parents/carers/guardians, who may become aware of possible abuse or neglect.	<b>Group 5</b> Professional advisors, named and designated lead professionals.
<b>Group 2</b> Staff in regular contact or have a period of intense but irregular contact with children, young people and/or parents/carers, who may be able to identify concerns about maltreatment, including those that may arise from the use of Early Help Assessment in Surrey.	<b>Group 6</b> Operational managers at all levels including practice supervisors, front line managers and managers of child protection units.
<b>Group 3</b> Staff who work predominantly with children, young people and/or their parents/carers, who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.	<b>Group 7</b> Senior managers responsible for the strategic management of services; NHS board members.
<b>Group 4</b> Staff who have specific responsibilities in relation to undertaking child protection, Section 47 enquiries, those who work with complex cases, and social work staff responsible for coordinating assessments of Children In Need.	<b>Group 8</b> Members of the Surrey Safeguarding Children Partnership (SSCP) including: Board members; Independent chair; Directors of Children's Services; Elected members; Lay members; Members of executive and sub/task groups; Inter-agency trainers.

Groups include members of statutory, voluntary, independent, and community organisations. Click on the links above for examples of roles in each group to find which is most relevant to you. If you're unsure, speak to your organisation's Safeguarding Lead.



# Safeguarding Children Training Pathways

## General points for consideration:

- These pathways include some minimum requirements but are otherwise meant as a guide only; you should consider your own learning needs and the requirements of your role when planning your personal learning and development pathway.
- Your own organisation may have mandatory safeguarding training requirements as part of your role; please also refer to this guidance.
- It is acknowledged that some organisations will require their staff to train at a higher level than described within each group, and that some roles may span more than one group.
- The Surrey Safeguarding Children Partnership (SSCP) is responsible for ensuring that inter-agency training is provided and that it is reaching relevant staff within organisations.
- The employer is responsible for organisation and delivery of learning.
- The SSCP is responsible for quality assurance.



# GROUP 1

Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.



**Example roles:** librarians, GP receptionists, community advice center staff, groundskeepers, environmental health officers, recreation assistants, non-clinical staff working in health care.

## Suggested Learning Content

- What is child abuse and neglect? Signs and indicators of abuse and neglect.
- Normal child development. Maintaining a child focus.
- What to do in response to concerns.
- Awareness of the Early Help: Level of Needs document, Effective Family Resilience.

## Examples of Learning Methods

- Agency induction (i.e. within 3 months of employment).
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- [e-Learning](#) or [courses](#) relevant to role. Examples may include:
  - [Working Together to Safeguard Children e-Learning](#)
  - [Unconscious Bias](#)
  - [Effective Family Resilience incorporating Early Help Assessment](#)
- **For education professionals** - [Trained DSLs](#) within schools can deliver “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email: [education.safeguarding@surreycc.gov.uk](mailto:education.safeguarding@surreycc.gov.uk) for further information.
- **For healthcare professionals** - Training for health agencies is generally provided in-house; contact your named professional for safeguarding. Also see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).
- **For other Surrey professionals** - Working Together to Safeguard Children materials are available for in-house delivery. Eligibility criteria apply. Email: [surreychildrens.academy@surreycc.gov.uk](mailto:surreychildrens.academy@surreycc.gov.uk) for further information.



# 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 able to identify concerns about maltreatment, including those that may arise from the use of Early Help Assessment in Surrey.



**Example roles:** housing, hospital staff, targeted youth support, family workers, secure settings, police (general), sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers, early years educators, playworkers, childminders, clinical laboratory staff, pharmacists, dentists, dental care practitioners audiologists, opticians, adult physicians, surgeons, anaesthetists, radiologists, nurses working in adult acute services, allied health care practitioners and all other adult orientated secondary care health care professionals including technicians; students and volunteers of the above.

## Suggested Learning Content

As per [Group 1](#) plus:

Documentation and sharing of information regarding concerns.

Using the Framework for the Assessment of Children in Need and their Families:  
Own safeguarding roles and responsibilities.

## Examples of Learning Methods

- Single-agency (internal) training, within 3 months of employment.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- [e-Learning](#) or [courses](#) relevant to role. Examples may include those in [Group 1](#) plus:
  - [Contextual Safeguarding](#)
  - [Introduction to Domestic Abuse](#)
  - [Safeguarding Children with Disabilities](#)
- **For education professionals** – [Trained DSLs](#) within schools can deliver “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email: [education.safeguarding@surreycc.gov.uk](mailto:education.safeguarding@surreycc.gov.uk) for further information. Further training and development available via [Surrey Education Services \(SES\) portal](#).
- **For healthcare professionals** - Training for health agencies is generally provided in-house; contact your named professional for safeguarding. Also see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).
- **For other Surrey professionals** - Working Together to Safeguard Children materials are available for in-house delivery. Eligibility criteria apply. Email: [surreychildrens.academy@surreycc.gov.uk](mailto:surreychildrens.academy@surreycc.gov.uk) for further information.

# GROUP 3

Staff who work predominantly with children, young people and/or their parents/carers, who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.



**Example roles:** GPs, youth workers, early years practitioners, residential, midwives, school nurses, health visitors, sexual health, teachers, probation, welfare officers, adults with learning disabilities, mental health, alcohol and drug misuse services, clinical staff, nursing and medical Emergency Department staff, child psychologists, children’s nurses, midwives, child psychologists, obstetricians, all pediatricians (pediatric radiologists, pediatric surgeons, children’s/pediatric anesthetists, pediatric dentists).

## Suggested Learning Content

As per [Group 1](#) and [Group 2](#) plus:

- Working together to identify, assess and meet the needs of children where there are safeguarding concerns.
- The impact of parenting issues, such as domestic abuse and substance misuse on parenting capacity.
- Recognising the importance of family history and functioning.
- Working with children and family members, including addressing lack of cooperation and superficial compliance within the context of the role.

## Examples of Learning Methods

- Both single-agency (internal) and multi-agency training, within 6 months of employment.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Professional development related to specific role (internal or as guided by own organisation).
- Specialist [e-Learning](#) or [courses](#) relevant to role. Examples may include those in [Group 1](#) and [Group 2](#) plus:
  - [Child Exploitation](#)
  - [Safeguarding in Surrey](#)
  - [Advanced Safeguarding in Surrey](#)
- **For education professionals** – [Trained DSLs](#) within schools can deliver “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email: [education.safeguarding@surreycc.gov.uk](mailto:education.safeguarding@surreycc.gov.uk) for further information. Further training and development available via [Surrey Education Services \(SES\) portal](#).
- **For healthcare professionals** - Training for health agencies is generally provided in-house; contact your named professional for safeguarding. Also see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).
- **For other Surrey professionals** - Working Together to Safeguard Children materials are available for in-house delivery. Eligibility criteria apply. Email: [surreychildrens.academy@surreycc.gov.uk](mailto:surreychildrens.academy@surreycc.gov.uk) for further information.

# GROUP 4

Staff who have specific responsibilities in relation to undertaking child protection and Section 47 enquiries.



**Example roles:** Professionals from health, education, police and children's social care; those who work with complex cases and social work staff responsible for coordinating assessments of Children In Need.

## Suggested Learning Content

As per [Group 1](#), [Group 2](#) and [Group 3](#) plus:

- Section 47 enquiries, 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.
- Taking emergency action.
- Working with complexity (parents/carers showing resistance, evasion, or hidden compliance)
- Communicating with children in line with interviewing vulnerable witness guidance.

## Examples of Learning Methods

- Both single-agency (internal) and multi-agency training, ongoing.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Designated Safeguarding Leads/Persons to refresh training min. every 2 years.
- Professional development related to specific role (internal or as guided by own organisation).
- Specialist [e-Learning](#) or [courses](#) relevant to role. Examples may include [Group 1](#), [Group 2](#) and [Group 3](#) plus other specialist courses.
- All professionals working with children in Surrey have access to [CareKnowledge](#) who offer training, events, and industry updates and research.
- All professionals working with children in Surrey have access to learning from Safeguarding Practice Reviews, including the [NSPCC library](#), [7 minute briefings](#), and [Lunch & Learns](#).
- **For healthcare professionals** – see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).

# GROUP 5

Professional advisors, named and designated lead professionals.



**Example roles:** Professional advisors, DSLs, Deputy DSLs, named doctors, named nurses, named midwives, specialist nurses.

## Suggested Learning Content

As per [Group 1](#), [Group 2](#) and [Group 3](#) (and [Group 4](#) if advising staff in this group) plus:

- Promoting effective, professional practice.
- Advising others.

## Examples of Learning Methods

- Both single-agency (internal) and multi-agency training, ongoing.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Designated Safeguarding Leads/Persons to refresh training min. every 2 years. E.g. [DSL Refresher Training](#)
- For roles in this group, it is likely that you will access specialist training via your organisation or externally, but all partnership safeguarding training including annual conferences are open to all.
- Specialist [e-Learning](#) or [courses](#) relevant to role. Examples may include [Group 1](#), [Group 2](#) and [Group 3](#) plus other specialist courses.
- All professionals working with children in Surrey have access to [CareKnowledge](#) who offer training, events, and industry updates and research.
- All professionals working with children in Surrey have access to learning from Safeguarding Practice Reviews, including the [NSPCC library](#), [7 minute briefings](#), and [Lunch & Learns](#).
- **Designated Safeguarding Leads/Persons Training Pathway**
  - Working Together to Safeguard Children
  - [Safeguarding in Surrey](#) (or [exemption](#)), **This course is a requirement for non-education settings only**
  - [Advanced Safeguarding in Surrey](#) (or [exemption](#))
  - DSL New to Role - either for [non-education settings](#), [Early Years settings](#), or [education settings](#))
- **For education professionals** – [Trained DSLs](#) within schools can deliver “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email: [education.safeguarding@surreycc.gov.uk](mailto:education.safeguarding@surreycc.gov.uk) for further information. Further training and development available via [Surrey Education Services \(SES\) portal](#).
- **For healthcare professionals** - see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).

# GROUP 6

Operational managers at all levels within the Safeguarding Children field.



**Example roles:** practice supervisors, front line managers, and managers of child protection units.

## Suggested Learning Content

As per [Group 1](#), [Group 2](#), [Group 3](#), [Group 4](#) and [Group 5](#) if supervising staff in these groups, plus:

- 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.

## Examples of Learning Methods

- Both single-agency (internal) and multi-agency training, ongoing.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Designated Safeguarding Leads/Persons to refresh training min. every 2 years.
- For roles in this group, it is likely that you will access specialist training via your organisation or externally, but all partnership safeguarding training including annual conferences are open to all.
- Specialist e-Learning or courses relevant to role. Examples may include [Group 1](#), [Group 2](#) and [Group 3](#) plus other specialist courses.
- All professionals working with children in Surrey have access to [CareKnowledge](#) who offer training, events, and industry updates and research.
- All professionals working with children in Surrey have access to learning from Safeguarding Practice Reviews, including the [NSPCC library](#), [7 minute briefings](#), and [Lunch & Learns](#).
- **For education professionals** – [Trained DSLs](#) within schools can deliver “Working Together to Safeguard Children” induction and refresher training to school staff. Eligibility criteria apply, email: [education.safeguarding@surreycc.gov.uk](mailto:education.safeguarding@surreycc.gov.uk) for further information. Further training and development available via [Surrey Education Services \(SES\) portal](#).
- **For healthcare professionals** - see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).

# GROUP 7

Senior managers responsible for the strategic management of services;  
NHS board members.



**Example roles:** health chief executive officers, executive board leads and executive and non-executive directors/members.

## Suggested Learning Content

As per [Group 1](#), [Group 2](#) and [Group 3](#) plus:

- Section 11 expectations, roles and responsibilities.

## Examples of Learning Methods

- Internal and Surrey Safeguarding Children Partnership (SSCP) induction.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Designated Safeguarding Leads/Persons to refresh training min. every 2 years.
- For roles in this group, it is likely that you will access specialist training via your organisation or externally, but all partnership safeguarding training including annual conferences are open to all.
- Specialist [e-Learning](#) or [courses](#) relevant to role. Examples may include [Group 1](#), [Group 2](#) and [Group 3](#) plus other specialist courses.
- National and local leadership programmes.
- Section 11 learning and self-assessment via SSCP.
- All professionals working with children in Surrey have access to [CareKnowledge](#) who offer training, events, and industry updates and research.
- All professionals working with children in Surrey have access to learning from Safeguarding Practice Reviews, including the [NSPCC library](#), [7 minute briefings](#), and [Lunch & Learns](#).
- **For healthcare professionals** - see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).

# GROUP 8

Members of the Surrey Safeguarding Children Partnership



**Example roles:** Surrey Safeguarding Children Partnership (SSCP) board members, independent chair, directors of children's services, elected members, lay members, members of executive and sub/task groups, inter-agency trainers.

## Suggested Learning Content

As per [Group 1](#), [Group 2](#) and [Group 3](#) plus:

Roles, responsibilities, and accountabilities.

Expectations on members to promote co-operation that improves effectiveness.

Current policy, research and practice developments.

Lessons from Case Reviews.

Specialist training to undertake specific roles, for example independent chair, business manager etc.

## Examples of Learning Methods

- Surrey Safeguarding Children Partnership (SSCP) induction.
- Surrey Safeguarding Children Partnership (SSCP) development days.
- Refresher training (minimum every 3 years - please refer to own agency training plan or strategy if applicable as this may be different).
- Designated Safeguarding Leads/Persons to refresh training min. every 2 years.
- For roles in this group, it is likely that you will access specialist training via your organisation or externally, but all partnership safeguarding training including annual conferences are open to all.
- Specialist [e-Learning](#) or [courses](#) relevant to role. Examples may include [Group 1](#), [Group 2](#) and [Group 3](#) plus other specialist courses.
- Specialist training via own organisation or external.
- All professionals working with children in Surrey have access to [CareKnowledge](#) who offer training, events, and industry updates and research.
- All professionals working with children in Surrey have access to learning from Safeguarding Practice Reviews, including the [NSPCC library](#), [7 minute briefings](#), and [Lunch & Learns](#).
- **For healthcare professionals** - see [Safeguarding Children and Young People: Intercollegiate Document 4th Edition](#).

# How to access the training and e-Learning

## Step 1: Login to Olive

[External partners](#)



[Surrey CC Staff](#)

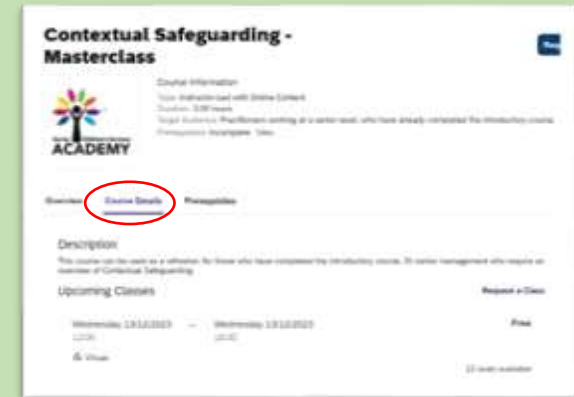


## Step 2: Search for a course



## Step 3: Choose your course

Instructor Led



e-Learning





