

HIGHLAND CHILD PROTECTION COMMITTEE:

TRAINING GUIDE FOR STAFF AND MANAGERS



Please take a few minutes to read this guide as it will help you and your manager identify the types of child protection training you should be accessing in relation to your roles and responsibilities.

Introduction

'The well-being and safety of children and young people in Scotland is paramount. They have the right to be cared for and protected from harm, and to grow up in a safe environment in which their well-being, rights and needs are respected'

Everyone working with children, young people and families must work together to ensure the best outcomes are achieved. This includes:

- paid and unpaid staff/ volunteers working directly and indirectly with children and young people (including young people over the age of 16 who are still subject to a supervision requirement by a Children's Hearing and those who still need intervention to protect them)
- those working with family members such as parents /carers (including services which work exclusively with adults)
- those managing and supervising staff working with children, young people and/or family members
- those commissioning and monitoring services that support children, young people and adults

Child Protection National Learning and Development Framework 2012

Highland Child Protection Committee is fully committed to ensuring staff have access to the appropriate levels of training for them to carry out their roles and responsibilities effectively. It is our position that anyone who has contact with children and families, no matter how minimal, should keep their child protection knowledge up-to-date and attend child protection training at least once every 3 years and in accordance with their roles and responsibilities. The Child Protection Committee recommends you undertake multi-disciplinary training as described in this guide. The training aims should complement rather than replace learning and development provided within your own agency/service/discipline.

If you are unsure as to the level of training you require, please ask your practice lead, line manager or child protection advisor. Alternatively, you can contact us directly on 01463 703541 for further guidance.

Participants will receive a certificate on completion of the training which is valid for a maximum of 3 years. Your details will also be held on the master sheet which evidences your attendance should you require it for registration purposes.

Who should attend which training courses?

In line with the *National Framework for Child Protection Learning and Development 2012*, practitioners should undertake training as follows:

Anyone who has any contact with children, young people and/or family members is referred to as the **general contact workforce** and should attend a **minimum** of one child protection training course in each 3 year period. This training should be undertaken as soon as possible upon employment but no more than six months after employment start date.

This training can include:

- **An Introduction to Child Protection and the Highland Practice Model – 2.5 hours**
- **Identifying and Sharing Concerns (where previous training or experience overrides the need for Introductory level training) – 1 day**

NB: Where applicants choose to attend Identifying and Sharing Concerns without the Introductory/Refresher training, an understanding of the principles of the Highland Practice Model will be presumed

Those who carry out **direct and regular work** with children, young people and/or family members including adult services come within the **specific contact workforce** and should undertake the following courses:

- **Identifying and Sharing Concerns – 1 day**
- **The Highland Practice Model – 1 day**
- **Getting Our Priorities Right: Children Affected by Parental Substance Misuse - 2 days**

NB: Staff in this group do not have to repeat the Introductory course (although this is an option) before attending these courses. However, an understanding of the principles of the Highland Practice Model will be assumed at this level.

The **Intensive Contact Workforce** has **specific responsibilities for child protection issues as part of their role**. This includes Named Persons/Lead Professionals and those with core responsibilities for assessment and planning for children including those based within adult services.

It is recommended that practitioners and managers in this group attend:

- **Working Towards Positive Outcomes: Assessment, Analysis and Actions - 2 day course**

NB: Staff attending this course should have already attended the Highland Practice Model course

There is no charge to attend the training courses. However, the Child Protection Committee reserves **the right to charge £30 for non-attendance** should participants fail to attend without prior notification (minimum 48 hours) or explanation. Organisations are responsible for provision of any travel and subsistence costs.

Where do I find dates and further details?

2014/15 training dates and further details are available at:

<http://www.forhighlandchildren.org/3-icstraining/>

The website also has details of any seminars or conferences, as well as information about training in relation to violence against women, adult support and protection and substance misuse.

REMEMBER: CHILD PROTECTION IS EVERYONE'S RESPONSIBILITY