

February 2021

## All our training courses are now via a live webinar, using MS Teams

(Guidance/advice on using MS Teams)

Join us for live webinars and learn about the latest safeguarding practice.

Booking Conditions



### NEW DATES ADDED FOR:

- SAFEGUARDING VULNERABLE GROUPS
- TOXIC TRIO
- WORKING WITH MOTHERS WITH EUPD

### PLUS

ADDITIONAL SPACES OPENED FOR THE WELLBEING SESSIONS – **open to both Adult and Children practitioners FREE**

### HSCP will be launching their E-learn offer SOON:

- ✓ DIGITAL
- ✓ EASY
- ✓ FREE

Available to all Hertfordshire Practitioners  
FREE OF CHARGE

**COMIING SOON**



If you have any queries, please email Jane Savage:  
[Jane.savage@hertfordshire.gov.uk](mailto:Jane.savage@hertfordshire.gov.uk)

## Trauma Informed Practice

### Open to both Children and Adult practitioners

Trainer: Warren Larkin & Associates

Held over a 3hr session (with a break) via MS Teams (equivalent to a half day training session) – please see below for timings.

#### Aim of the Course

This three-hour course will outline the potential impact of adverse childhood experiences (ACES) and other traumatising life events. Explore the concept and importance of trauma-informed practice, describe what the ACE Enquiry is, what it isn't and why it's important and also consider the notion of 'resilience' and implications for practice. The urgent need for system change in order to realise a future where prevention rather than cure becomes the new status quo will also be considered.

#### Learning Outcomes

By the end of the session you will:

- Understand the potential impact of adverse childhood experiences (ACE) and other potentially traumatising life events across the life course.
- Have increased knowledge about why it is important to consider ACEs and adopt trauma informed practice.
- Have some ideas about how this knowledge can assist you in your role, team & service.

Date	Availability
3 March 2021 9:30 – 12:30	FULLY BOOKED
31 March 2021 13:30 – 16:30	Places available

**We will keep you updated with upcoming training and when we will be resuming our face to face training courses.**

**If you have any queries, please email Jane Savage:  
[Jane.savage@hertfordshire.gov.uk](mailto:Jane.savage@hertfordshire.gov.uk)**

## The Science of Wellbeing

### Wellbeing Courses

**Open to both Children and Adult practitioners**

**2hr sessions**



Facilitator: Adrian Bethune

#### How the science of wellbeing can improve your life

In this session, wellbeing expert Adrian Bethune, will introduce attendees to the science of wellbeing (sometimes known as positive psychology), sharing the evidence of what works and giving practical ideas for applying it to their lives. It will cover rewiring the negativity bias, maintaining perspective, mindfulness, generating positive emotions and gratitude.

#### Bio:

Adrian Bethune is a part-time primary school teacher, the Education Policy co-lead at the Mindfulness Initiative and founder of Teachappy. In 2012, he was awarded a 'Happy Hero' medal by Lord Richard Layard at the House of Lords for his work on developing wellbeing in schools. In 2015, he was invited to speak at the Action For Happiness event, Creating A Happier World, on stage with the Dalai Lama. Adrian is author of the award-winning Wellbeing In The Primary Classroom – A Practical Guide To Teaching Happiness (Bloomsbury, 2018) and co-author with Dr Emma Kell of A Little Guide to Teacher Wellbeing and Self-care (Sage, 2020) .

Date	Availability
3 February 2021 1:30pm	Places available
17 March 2021 9:30am	Places available

You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses

For bookings, please visit the [HSCP website](#)

## HSAB Multi-Agency Safeguarding **ADULTS** Awareness

Held over two 1.5hr sessions starting at 9:45am and finishing at 2.45pm, via MS Teams (equivalent to a one day training session)

**Target audience:** This training course is suitable for Safeguarding leads/Champions within an organisation and anyone working with adults, who wants to increase their understanding of safeguarding adults.

**Attendance criteria:** An awareness raising multi-agency training session developed for practitioners across Hertfordshire with a responsibility for safeguarding adults at risk.

### Learning Outcomes:

- To develop or refresh awareness of what to do when we suspect or know an adult is being abused;
- To recognise the different kinds of abuse, signs and symptoms identified in safeguarding adults guidance, including emerging issues such as self neglect, exploitation and modern slavery;
- To have an understanding of legislation and national and local guidance related to safeguarding adults, with reference to the duties identified in the Care Act 2014 and Making Safeguarding Personal;
- To consider recent developments in learning arising from local and national safeguarding adults reviews;
- To understand the processes of assessment, planning and review for adults at risk and your agency's possible involvement;
- To recognise the importance of working together in a multiagency approach.

Date	Availability
11 March 2021	Places available
28 April 2021	Places available
22 June 2021	Places available

You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses

For bookings, please visit the HSCP [website](#)

## Working with Mothers with Emotionally Unstable Personality Disorder (EUPD)

### Delivered by:

The HPFT Community Perinatal Team:

- Dr Sarah Cohen, Consultant Perinatal Psychiatrist
- Dr Shetal Patel, Clinical Perinatal Psychologist
- Dr Natasha Gray, Parent-Infant Psychologist.

Held over a 2.5hr session (with a 10min break) starting at 9:30am, via MS Teams (equivalent to a half day training session)

### Target audience:

Non-mental health professionals who work with pregnant women and mothers who have Emotionally Unstable Personality Disorder, e.g. but not limited to Children's services practitioners; midwives and health visitors:

### Content:

This course is to support staff who are working with families where parents (particularly the mother) has Emotionally Unstable Personality Disorder (EUPD). To include:

- Why EUPD develops; how it manifests and the impact of EUPD on the family in the perinatal period.
- Risks that EUPD poses and risk assessment
- Advice on working with mothers with EUPD to reduce risks
- Understanding and supporting the parent infant relationship when a parent has EUPD

Date	Availability
7 July 2021 9:30am	Places Available
14 September 2021 9:30am	Places Available
10 November 2021 9:30am	Places Available

**You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses**

**For bookings, please visit the [HSCP website](#)**

## Graded Care Profile – a tool to be used when on-going Neglect is a concern

Held over a 3hr session (with a comfort break) starting at 10am, via MS Teams (equivalent to a half day training session)

**Target audience:** appropriate for any professionals working directly with children and their families within the home or other settings (social workers, health visitors, school nurses, community nursery nurses, specialist children's nurses, children centre workers, schools).

**Aim of the Course:** Understand the evidence based research behind the development of and use of the Graded Care Profile (GCP) tool kit, introduce the GCP tool kit, develop the skills to use the tool kit, understand the scoring system, consider how a GCP assessment is used in future service and support development for the children and their families.

**Attendance Criteria:** Basic/Stage 1 Safeguarding Children training should have been undertaken prior to accessing this training.

### Learning Outcomes:

- There will be a better understanding of the GCP tool and how to use it
- Have an understanding how to adapt the way the GCP is used in regards to a family's needs/ability to participate
- Have a better understanding of how to complete the tool kit using multi-agency input
- The candidate will complete a GCP, the scoring and compile a future action plan to work with the family to reduce the risks/concerns
- The candidate will have a better understanding of when to step up their concerns using the GCP as additional evidence.

### \*PRE-COURSE WORK\*

Please see the 'Download Course Materials' link on your training account dashboard where, under the 'Pre-course' section, you will be able to access the pre-reading material for the training session and copies of all the documents necessary for the session.

**Please note** – It is very important that the pre-course reading is undertaken by all delegates prior to attending the training as it will inform the most important parts of the session.

Date	Availability
19 April 2021 10am	Places available
15 June 2021 10am	Places available
16 September 2021 10am	Places available
5 November 2021 10am	Places available

For bookings, please visit the [HSCP website](#)

## Motivational Interviewing

**Trainers:** Alasdair Cant & Associates

**Pre-reading:**

[Introduction to Motivational Interviewing](#)

Held over a 2.5hr session (with a comfort break), via Zoom (equivalent to a half day training session) – see below for start times

**Target audience:** Practitioners from all agencies working with children, young people and their families

**Aim:** To gain an overview of a motivational skills approach

**Objectives:**

- To gain a practical understanding of Motivational Interviewing as a strengths-based approach
- To understand the cycle of behaviour change, and how it can help make conversations more productive
- To explore situations where there is resistance and ambivalence to change

**LOOK OUT FOR NEW DATES IN 2021**

You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses

For bookings, please visit the HSCP [website](#)

## Understanding and Identifying Neglect with a focus on Early Help Via live webinar sessions

Held over a 2hr session, with a short comfort break. Start time 10am.

**Target audience:** Any professional working with children and their families

**Attendance criteria:** Participants will have already attended child protection awareness training and have an understanding of the signs and symptoms of child abuse.

**Aim of the Course:** To provide professionals with a greater understanding of the concept of neglect and what current research tells us in relation to the abuse of children.

**Learning Outcomes:**

By the end of the course, participants will be able to:

- establish a working definition of neglect
- recognise signs and symptoms in children and young people who are suffering, or may be suffering, neglect
- explore the impact of neglect on child development
- make use of research and findings from Serious Case Reviews to inform practice
- gain understanding of the importance of a multi-agency approach to neglect

Date	Time
9 February 2021	1 place available
16 March 2021	FULLY BOOKED
6 May 2021	Places available
15 September 2021	Place available
8 December 2021	Places available

For bookings, please visit the [HSCP website](#)



## Contextual Safeguarding Via live webinar sessions

### Facilitated by In-Trac

Held over a 2hr session, with a short comfort break.

**Target audience:** Any professional working with children and their families

**Attendance criteria:** Participants will have already attended child protection awareness training and have an understanding of the signs and symptoms of child abuse.

**Aim of the Course:** This taster session will introduce participants to the concept of Contextual Safeguarding and explore the main principles associated with it. This will include understanding the drivers for adolescent behaviour, the contexts within which adolescents experience abuse and the challenges in responding to adolescent vulnerability.

Date	Time
10 February 2021	9:30am to 11:30am
10 February 2021	1:30pm to 3:30pm

### Facilitated by University of Bedfordshire

Held over a 1.5hr session.

**Target audience:** Any professional working with children and their families

**Attendance criteria:** Participants will have already attended child protection awareness training and have an understanding of the signs and symptoms of child abuse.

**Aim of the Course:** This taster session will introduce participants to the concept of Contextual Safeguarding and explore the main principles associated with it. This will include understanding the drivers for adolescent behaviour, the contexts within which adolescents experience abuse and the challenges in responding to adolescent vulnerability.

Date	Time
29 January 2021	9:30am to 11am
1 March 2021	9:30am to 11am

For bookings, please visit the [HSCP website](#)

## An introduction to Adverse Childhood Experiences, Trauma Informed Practice & Resilience

**Keynote Speakers: Warren Larkin & Associates**

Sessions held over 1.5hr sessions starting at 9:30am, 11:30am, and 2pm, via **Zoom** (equivalent to a half day training session). Breakout sessions will also be held.

**Target audience:** Any professional working with children, adults and their families – **open to both Children and Adult practitioners.**

### Learning Outcomes:

This training will introduce you to the science of Adverse Childhood Experiences (ACE's) and the potential impact ACEs can have across the life course in terms of social, emotional and physical wellbeing. The sessions will explore the role of toxic stress and trauma on childhood development and adult life. The session will conclude by focussing on how resilience can offset the impact of adversity and trauma.

[Brief introduction](#) to ACEs

**Pre-learning:** Please view this [video](#) developed by Blackburn with Darwen Borough Council and Public Health Wales, and this [video](#) developed by NHS Education for Scotland, in partnership with the Scottish Government

Date	Start times
11 March 2021	2pm

For bookings, please visit the HSCP [website](#)

## Safeguarding and Child Protection Multi Agency Course

Held over two 1.5hr sessions starting at 9:45am and finishing at 2.45pm, via MS Teams (equivalent to a one day training session)

**Target audience:** Any professional working with children and their families

**Attendance criteria:** Delegates must have completed Level 1 Safeguarding/Child Protection training within their own agency.

### Learning Outcomes:

By the end of the course, participants will:

- gain knowledge of what to do when participants suspect that a child is suffering abuse;
- be aware of the locally agreed procedures and the expectations of the participant's role in safeguarding and promoting the welfare of children and the importance of working together to achieve this;
- have an understanding of key relevant legislation and statutory guidance in this area;
- consider the needs of the child across the continuum of care, from early help to child protection utilising the local thresholds document;
- refresh their practitioner knowledge of the key categories of harm and how these might be identified;
- look at what happens after the concern has been raised and acknowledged; and
- look beyond the referral at how concerns are addressed including the child protection conference process.

Date	Availability
18 March 2021	FULLY BOOKED
15 April 2021	FULLY BOOKED
18 May 2021	Places available
29 June 2021	Places available
14 July 2021	Places available

For bookings, please visit the [HSCP website](#)

You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses

## Child Sexual Exploitation Prevention, Protection & Investigation

Held over a 1.5hr session starting at 9:30am, via MS Teams (equivalent to a half day training session)

**Target audience:** Practitioners from all agencies working with children, young people and their families

**Aim of the Course:** To raise awareness of child sexual exploitation including typical indicators, grooming models, impact, responding to concerns, communication and engagement with young people, good practice guidance.

### Learning Outcomes:

- What Child Sexual Exploitation means
- How to identify the vulnerability and risk factors of children/young people who are at risk of CSE and the reasons why they may become involved in, or targeted for, CSE
- The impact of CSE on a child/young person
- How to respond to concerns and share information, including making referrals to appropriate services in order to both protect and support the child/young person

Date	Availability
21 January 2021	FULLY BOOKED

**NEW DATES BEING ADDED FOR 2021/22**

For bookings, please visit the HSCP [website](#)

## Physical Abuse in Children (previously the 'Bruising Lite Bite')

### Due to popular demand, 2021 dates added

Held over a 2hr session starting at 10am, via MS Teams (equivalent to a half day training session)

**Target audience:** Health Visitors, School Nurses, Social workers, Assistant Team Managers, Team Managers, Nursery Nurses, Child Care Workers, Children Centre Staff, Teachers, Police Officers, CAIU, Youth workers, Allied Health professionals, GPs

**Aim of the Course:** To enable the multi-agency team to recognise and respond to physical abuse in children

**Pre-course Work:** Please see the '**Download Course Materials**' link from our training website, under the '**Pre-course**' section, you will be able to access all the pre-reading materials and download the preparation worksheet.

**Please note** – The documents for download are useful reading and tools for you and we recommend that you read these as part of your forward learning around Physical abuse in children.

There are also tools to help you with reflection of your own practice.

Please also download '**Assessment of marks in babies under 6 months**'

#### Learning Outcomes:

- To embed the practice of using the HSCP pathways for physical abuse
- To raise awareness of Serious Case Reviews involving physical abuse of children
- To broaden knowledge around assessment of bruising in small children
- To enable professionals to effectively respond and refer for children where physical abuse is suspected

Date	Availability
14 April 2021	FULLY BOOKED
15 June 2021	Places available
15 September 2021	Places available
9 November 2021	Places available

For bookings, please visit the HSCP [website](#)

## Child Protection Conference Training

Held over a 1hr 45min session , via MS Teams (equivalent to a half day training session)

**Target audience:** Health Services (GPs, health visitors, midwives, school nurses), School staff, Early Help staff, Probation, Children's Services staff (domestic abuse practitioners, mental health practitioners), Community Adolescent Mental Health Service, Community Mental Health Team, Adult services, Children's Centre staff.

**Attendance Criteria:** Delegates must have completed mandatory Basic/Stage 1 Safeguarding/Child Protection training within their own agency.

**Aim of the Course:** To learn about the structure and processes associated with a Child Protection conference and the methods and responsibilities of those involved.

### Learning Outcomes:

- Information on the conference style and structure
- Children's views
- What is expected of you – your role and responsibilities
- The role of the Child Protection Conference Chair
- Reports to conferences – how to write them, where to send them and what should be included.
- Timescales.
- Decision making process.
- Outcomes of a plan, process of monitoring progresses
- Differences between Child in Need and Child Protection
- Child protection process beyond the conference

Date	Availability
18 February 2021 – 10am	Places available
22 April 2021 – 1pm	Places available

For bookings, please visit the [HSCP website](#)

## Disguised Compliance & Avoidant Families

### 2021 dates added

Held over a 2hr 15min session, via MS Teams (equivalent to a half day training session)

**Trainer** Professor Brian Littlechild

**Target audience:** Practitioners from all agencies working with children, young people and their families

**Aim of the Course:** This is a multi-agency course giving practitioners the opportunity to recognise, deal with, and at times challenge, the behaviours of resistance and avoidance tactics employed by potentially aggressive parents.

**Pre-course Work:** Please see the 'Download Course Materials' on our training website where, under the 'Pre-course' section, you will be able to access the schedule for the training session, a copy of the Disguised Compliance Top Tips booklet and a pre-course worksheet.

**Please note** – It is very important that the pre-course work is completed fully by all delegates prior to attending the training as it will form the basis for the first part of the session.

### Learning Outcomes:

- To improve the confidence and skills of professionals dealing with issues of disguised compliance.
- Offer challenge and peer support to staff no matter what level in order to facilitate discussions with families exhibiting possible disguised compliance tactics.
- To increase knowledge, skills and competence of staff to recognise the signs and respond appropriately when working with avoidant families.
- To meet a locally identified need by service providers and commissioners.

Date	Availability
13 May 2021 9:30am	FULLY BOOKED
16 September 2021 9:30am	Places available

For bookings, please visit the [HSCP website](#)

## Safeguarding Vulnerable Groups

### 2021 dates added

Held over two 1.5hr sessions starting at 9:45am and finishing at 2.45pm, via MS Teams (equivalent to a one day training session)

**Target audience:** Practitioners from all agencies working with children, young people and their families

**Aim of the Course:** This is a multi-agency course giving practitioners from a range of agencies the opportunity to consider and discuss safeguarding issues that arise for vulnerable children and young people.

#### Learning Outcomes:

- to be able to recognise the categories of abuse and the impact that abuse has on vulnerable children and young people, including a particular focus on neglect and early help
- to increase knowledge regarding the prevalence of the abuse of vulnerable children and young people
- to raise awareness of the issues particular to working with children who have a disability
- to understand the responses required from professionals and others involved with vulnerable children and young people in order to adequately protect them
- to consider some of the barriers to detection and disclosure of the abuse of children and young people with disabilities
- to consider the findings of recent reviews, both locally and nationally, as well as key legislation and guidance and how this impacts on practice

Date	Availability
8 June 2021	Places available
13 October 2021	Places available
10 November 2021	Places available

For bookings, please visit the [HSCP website](#)



## The Toxic Trio

Two 3hr sessions available; one starting at 10am and the second starting at 13:30pm, via MS Teams (equivalent to a half day training session)

**Target audience:** Practitioners from all agencies working with Families and Young People

**Aim of the Course:** To raise awareness of the impact that Parental Mental Health, Parental Substance Misuse and Domestic Abuse has on children and young people.

### Learning Outcomes:

- improve the knowledge, skills and working practices to better identify substance misuse, mental health and domestic abuse and the risks to children and the roles and responsibilities of agencies.
- explore the impact of substance misuse, mental health and domestic abuse on families and parenting from the perspective of the children.
- review and identify the signs associated with substance misuse, domestic abuse and mental health in parents and their extended families.
- provide harm reduction advice

Date	Availability
16 June 2021 9:30am	Places available
16 June 2021 1:30pm	Places available
19 October 2021 9:30am	Places available
19 October 2021 1:30pm	Places available
17 March 2022 9:30am	Places available
17 March 2022 1:30pm	Places available

**You can log onto the HSCP or HSAB booking systems and add your name to our waiting lists for any courses**

**For bookings, please visit the [HSCP website](#)**

## Booking Conditions

### HSCP training courses and charges

Our training courses build on the level 1 awareness sessions provided by agencies to their own staff.

Our programme includes full day and lite sessions. However, **during the Covid-19 period we are offering limited live webinar sessions, via MS Teams.**

All learning events are run by knowledgeable trainers and experts in the field, so you can be sure that the content will be interesting, stimulating and reflects safeguarding best practice in Hertfordshire.

### Course Charges

There is a charge for all delegates from agencies that do not contribute to the HSCP or HSAB budget, including schools, district and borough councils, out of county providers and profit making private and independent organisations.

The charge for a full-day course is £75.00 per person

The charge for a half-day course is £50.00 per person

The charge for a Lite Bite sessions is £30 per person

Courses are free of charge to HSCP and HSAB contributory member agencies and the voluntary sector.

### Cancellation Charges

Cancellation charges apply to everyone including those who fall into the free of charge payment category. Charges are as follows:

£75 per person per full-day course

£50 per person per half-day course

£30 per person per Lite Bite session

Cancellation charges applied if delegates fail to attend on the day or fail to attend on the day or fail to cancel in writing at least 14days in advance of the course.

## MS Teams Guidance

Please note, you don't need to have Office 365 products (MS Teams) on your tech (PC, laptop, tablet or smartphone) to join as a guest, as long as you have a good broadband connection, a microphone and a web browser. (You do not necessarily need a webcam for this session).

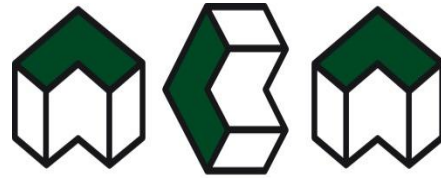
## What are ACEs – a brief introduction

There is a substantial body of research, which originated in the United States, demonstrating the link between a selected group of ten **Adverse Childhood Experiences** (known as **ACE's**) and the development of detrimental health and social outcomes later in life including life expectancy and long term physical and mental health.

The ACE studies have shown that when people are asked to look back at their own experiences, these adverse experiences are reported very commonly. Recent UK regional and national ACEs studies revealed that around 50% of the UK population experience at least 1 ACE, with around 12% experiencing 4 or more.

These findings indicate a need to prevent and respond more appropriately to experiences of adversity and public services, have an opportunity, at the point of initial contact, to routinely ask service-users about childhood adversity and trauma. Schools are well placed to identify those children, young people and families who are at risk or have experienced ACEs.

Repercussions of **trauma** experienced in childhood may persist through adolescence and into adulthood. Traumatic experiences can take many forms and can occur as a result of a natural event, as well as being human-caused through accidental or intentional acts.



ALASDAIR CANT & ASSOCIATES

## MOTIVATIONAL INTERVIEWING

*'You lot don't care! You're going to take our kids away and you get a bonus for that'*  
*'Why aren't you going to the neighbours down the road, they're much worse than us!'*  
*'What do you know? Do you have kids of your own?'*

Are these kinds of 'heart-sink' phrases familiar? Do you or your staff frequently find themselves on the defensive as practitioners or as managers? In an environment of diminishing resources and increasing demand on services, we need a fresh and imaginative approach.

Motivational Interviewing is a framework of intervention, brought together in the 1990s by William Miller and Stephen Rollnick. It is an approach that is designed to work with those most resistant to change or stuck in entrenched behaviours. The premise of Motivational Interviewing is that motivation is not a 'fixed state' that a person does, or does not have. Rather, motivation ebbs and flows depending on many factors such as circumstances, mood and so forth. The skilled practitioner (or manager) will harness whatever very little motivation there might be, and help it move in the right direction. The Motivational Interviewing approach borrows in from other sources such as Carl Rogers' person-centred counselling; Socratic thinking and Prochaska & DiClemente's Cycle of Behaviour change.

The key principles are:

Engagement *with* the client, rather than doing something *to* them – i.e. change cannot be forced or pushed on to someone. It has to be internal for the client to be meaningful and long term.

Rolling with resistance (NB this is not rolling over or being passive)

Express empathy

Avoid conflict

Developing discrepancy in client's thinking

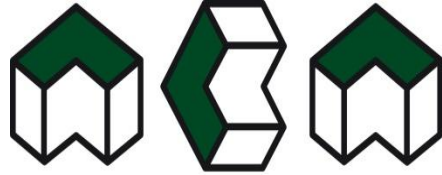
Support self-responsibility

Clients are often stuck or ambivalent about making changes for themselves. Practitioners can easily collude with this 'stuckness', or out of frustration try to push people to action, which only increases resistance.

Motivational Interviewing helps to make the practitioner aware of these tendencies, and give them options to work more powerfully in ways that create more possibility of change for their clients.

The half-day interactive webinar will give a practical taster session into Motivational Interviewing, and its potential power to engage with people meaningfully, rather than do something to them. There will be opportunities for demonstration, discussion, and questions, conducted in ways that model the principles of a motivational skills approach. We will explore together how we can all nurture even the smallest steps of progress, with the emphasis on encouragement and trying to bring out the best in others as well as ourselves.

**See below for diagram: The Cycle of Change**



ALASDAIR CANT & ASSOCIATES

## The Cycle of Change

