

December 2020

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 THIS MONTH

Training courses:

- Trauma informed Practice – trainer Warren Larkin & Associates
- Wellbeing Courses – Adrian Bethune – open to both HSCP and HSAB practitioners

Year of Learning:

The HSCP launched its Year of Learning in October 2020, with each month focusing on a theme identified from Case Reviews or audits. Information and resources will be available, with the first topic being Management of Suspicious Bruises/Marks in Infants Under 6 Months. Resources will be on our website soon.

New Resource for Voluntary, Community & Faith Groups

The HSCP have revised [the Model Child Protection Policy for Voluntary, Community and Faith Groups](#) in Hertfordshire. These are available via our website for organisations to use and adapt when creating or amending their policy.

If you have any queries, please email Jane Savage:
Jane.savage@hertfordshire.gov.uk

Trauma Informed Practice

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
16 December 2020 13:30 – 16:30	Places available
6 January 2021 13:30 – 16:30	Places available
3 March 2021 9:30 – 12:30	Places available
31 March 20201 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**

The Science of Wellbeing

Wellbeing Courses – open to both Children and Adult practitioners

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
14 December 2020 1:30pm	Places available
15 January 2021 9:30am	Places available
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](#)

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
24 March 2021, 1pm	FULLY BOOKED
12 May 2021, 1pm	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
17 December 2020	FULLY BOOKED
14 January 2021	FULLY BOOKED
30 March 2021	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 MS Teams (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

Date	Availability
3 December 2020 2pm	FULLY BOOKED
7 December 2020 2pm	FULLY BOOKED
12 February 2021 9:30am	FULLY BOOKED
26 February 2021 9:30am	FULLY BOOKED

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.

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
1 December 2020	FULLY BOOKED
20 January 2021	FULLY BOOKED
9 February 2021	10am -12:15pm
16 March 2021	10am -12:15pm

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
8 January 2021	9:30am to 11:30am
8 January 2021	1:30pm to 3:30pm
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 HSCP and HSAB partner agencies.**

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
18 January 2021	FULLY BOOKED
28 January 2021	FULLY BOOKED
16 February 2021	11:30am or 2pm
11 March 2021	9:30am, 11:30am or 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
9 December 2020	FULLY BOOKED
21 January 2021	FULLY BOOKED
24 February 2021	FULLY BOOKED
18 March 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	Places available
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 starting at 10am, 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
10 December 2020	FULLY BOOKED
13 May 2021 9:30am	Places available
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
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
4 March 2021 9:30am	FULLY BOOKED
4 March 2021 13:30pm	3 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).

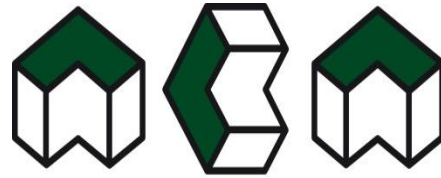
What are ACEs – a brief introduction

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

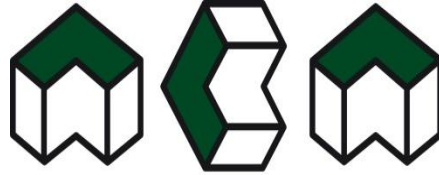
Clients are often stuck or ambivalent about making changes for themselves. Practitioners can easily collude with this 'stuckness', or out of frustration try to push people to action, which only increases resistance.

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

HSCP/HSAB L&D PROGRAMME



ALASDAIR CANT & ASSOCIATES

The Cycle of Change

