



# Workforce Learning & Development Programme

2024 – 2025

## INTRODUCTION

North Lanarkshire Child Protection Committee (CPC) has worked with partners to offer this comprehensive workforce learning and development programme for 2024/25.

In North Lanarkshire we share the Scottish Government's aspiration that our children will be safe, healthy, achieving, nurtured, active, respected, responsible and included.

Achieving this requires a workforce that works together across organisational boundaries to significantly improve wellbeing and outcomes for children, young people and their families living in our authority area. We therefore need a flexible, competent and confident workforce supported by learning and development opportunities that are accessible and, wherever possible, are delivered on a multiagency basis. This programme is a key component in making this aspiration a reality.

The [Improving Children's Services Plan](#), Child Protection Committee Annual Report 2023/24 and Business Plan 2023/24 identify the shared local priorities that shape the content of the programme. All courses in the programme for 2024-25 consider national policy, legislation and guidance and are underpinned by the principles of the UN Convention on the Rights of the Child, principles, values and practice model for 'Getting it Right for Every Child' and the National Guidance Child Protection in Scotland 2021. Consideration has also been given to the recommendations of The Promise and, most recently, the new rights – respecting approach to Youth Justice following the publication of the Scottish Government's vision, standards, and action plan to support children in conflict with the law.

### Who is this Workforce Learning and Development Programme for?

In 2017 the Child Protection Improvement Programme endorsed the position that 'The Protection of Scotland's Children and Young People is Still Everyone's Job'. This workforce learning and development programme has opportunities for anyone working in North Lanarkshire who has a role in working with children and their families and improving outcomes for them. This includes those who work directly with children and families (paid or unpaid) and those who work with parents and carers within adult services including, Justice, Addiction and Mental Health services.

The model used in the National Child Protection Learning and Development framework 2024 defines the children's services workforce into four particular groups.

- The Wider Workforce
- The General Workforce
- The Specific Workforce
- The Intensive Workforce



These are described in the table below.

Wider Workforce	General Workforce	Specific Workforce	Intensive Workforce
<p>Everybody, regardless of role and remit, where they do not fit into any other professional groups or workforces below, require at least a minimum, baseline awareness of core messages about child welfare, safety and protection.</p> <p>Key learning is to:</p> <ul style="list-style-type: none"> <li>• Recognise (harm or risk of harm when they see it)</li> <li>• Respond (by sharing concerns with others whose job it is to follow up on what has been reported)</li> <li>• Record (keep records according to agency requirements)</li> <li>• Report (sharing information and concerns with child protection services (social work or police))</li> </ul> <p>All staff who have contact with children and their families are expected to have at least this minimum level of child protection awareness.</p>	<p>As part of their job/role/remit, people in this workforce group are likely to:</p> <ul style="list-style-type: none"> <li>• Require a protecting vulnerable groups (PVG) check</li> <li>• Recognise potential signs of harm and abuse</li> <li>• Raise a protection concern through the appropriate route</li> <li>• Contribute relevant and appropriately recorded information to assessments/reports</li> </ul> <p>Key learning is the same as the Wider Workforce, with additional expectations of:</p> <ul style="list-style-type: none"> <li>• Support (offering reassurance, listening, seeking additional help from relevant family or services)</li> </ul>	<p>All staff who, as part of their role, work directly with children or their family.</p> <p>People in this workforce group are likely to require a PVG and to:</p> <ul style="list-style-type: none"> <li>• Routinely work closely with children and their family, including supporting learning, health, practical or skill development in children, parents or supporting family time between children/parents</li> <li>• Keep routine records, write reports and/or assessments for multi-agency child protection meetings, participate in child protection support plans</li> <li>• Contribute to single agency recording and chronologies</li> <li>• Contribute to generic or specific risk assessments</li> <li>• Contribute to identifying and implementing appropriate support/intervention plans</li> <li>• Attend and contribute to formal protection or risk management meetings.</li> </ul> <p>Key learning is the same as the Wider and General Workforces, with additional expectations of:</p> <ul style="list-style-type: none"> <li>• Advocate (helping a child or family to express their views, or expressing their views on their behalf)</li> </ul>	<p>As part of their role, people in this workforce group will need a valid PVG and are likely to:</p> <ul style="list-style-type: none"> <li>• have a lead role in compiling and implementing a multi-agency Child's Plan and/or in decision-making relevant to a child's welfare</li> <li>• oversee the implementation of protection plans</li> <li>• have a specific, designated role in formal protection processes, including carrying out a child protection investigation</li> <li>• carry out specific, focused or specialist risk assessments</li> <li>• compile multi-agency or integrated chronologies</li> <li>• produce assessment/analytical reports on a child's behalf for formal statutory decision-making</li> <li>• provide leadership, specialist advice, support and reflective supervision to colleagues.</li> </ul> <p>Key learning is the same as Wider, General, Specific Workforces, with additional expectations of:</p> <ul style="list-style-type: none"> <li>• Assess (gather, collate relevant information)</li> <li>• Analyse (make sense of what collated information is conveying)</li> <li>• Plan (determine support required on basis of assessment)</li> <li>• Implement (act on plan by organising or providing the identified support)</li> </ul>

## Getting Started

North Lanarkshire Child Protection Committee expects that those working with children and young people have, as a minimum a 'foundation' knowledge of child protection that allows them to recognise and respond to concerns about a child.

A Self Learning Pack – Understanding Child Protection forms part of our Learning and Development materials. It offers essential information on child protection issues for those who may not need to attend a learning and development event but require foundation level information to carry out their work or are waiting to start their learning and development with us.

It should always be treated as a FIRST STEP information and does not replace the need to take further learning steps as required. Professionals, volunteers and members of local community groups can access this learning pack by contacting your agency representative (for details see the application form at the end of this programme).

Within the programme that follows, course descriptors for each course are provided including aims and objectives. Courses are colour coded in line with the workforce definitions above. This should assist practitioners and managers in identifying individual learning and development needs. Some courses may not be applicable to every agency, service or staff group. Where this is the case it is identified in the course descriptor.

An application form and information about applying for a place on a course is included at the end of this programme.

In addition to the learning and development opportunities identified in this programme there will be additional events to address national or local developments such as new procedures or guidance and learning, for example, from learning reviews or multiagency inspections. 2024/25 will include a continued focus on learning and development opportunities to support first line managers and briefings on child exploitation and learning reviews.

All courses are free to participants. Courses are funded by multiagency funding from the Child Protection Committee. ***If a participant fails to attend on the day or cancels at the last minute, for anything other than exceptional circumstances, details are passed to relevant senior managers within their agency / service for appropriate action.***

## COURSE: Introduction to Contextual Safeguarding Module

### ABOUT THIS COURSE:

This course is offered on a multi-agency basis aimed at Social Work staff, Education colleagues, Housing, Health, CLD, Police and VANL who work directly with children and their families.

#### Contextual Safeguarding Online Training

NLC employees - The CS course is on learnNL. You can access it [here](#) or from the learnNL, or from the learnNL homepage click "Find Learning" and enter "Contextual Safeguarding" in the search box and click the spyglass.

Staff out with NLC or who do not have access to learnNL can access the course from the following link:

<https://rise.articulate.com/share/5ZQZuq8ieNuMwTIYKNslydcer13BILly>

### AIMS & OBJECTIVES:

The aim of the Introduction to Contextual Safeguarding Course is to equip you with the knowledge and skills to respond appropriately to child protection situations which may arise in the normal course of your working day.

By the end of the course participants will have:

- Support to think about extra familial harm (harm out side of the home)
- Considered the places and spaces where young people spend time out with the home
- To raise awareness of how children and young people can be exploited in their communities and online
- Explore the impact of the abuse on the child's physical, mental and sexual health.
- Examine ways in which practitioners can respond to protect and support children and young people affected by exploitation.
- Explain the key terminology and think about language associated with exploitation and abuse
- Identify and describe the key vulnerability factors, risk indicators and spectrum of experiences
- Develop strategies to increase confidence in direct work with children and young people who have experienced trauma
- Recognise the importance of information sharing and multi-agency partnership in responding to children and young people

### NUMBER OF PARTICIPANTS:

### DURATION:

DATE	VENUE	TIME
14.05.24	MS Teams	9.30 – 12pm
08.08.24	MS Teams	9.30 – 12pm
13.11.24	MS Teams	9.30 – 12pm

## COURSE: ONLINE SAFETY - CEOP THINKUKNOW INTRODUCTION

### ABOUT THIS COURSE:

CEOP – The Child Exploitation and Online Protection Centre is a government and police organisation, designed to help protect young people all over the UK.

CEOP ThinkUKnow Introduction Course is designed to give staff an awareness of new technology and the risks that young people can face whilst interacting with it. This could be in relation to social media sites, mobile phones, gaming, etc.

**Delegates are required to register on the CEOP website at [www.thinkuknow.co.uk/teachers](http://www.thinkuknow.co.uk/teachers) prior to attending the course.**

### AIMS & OBJECTIVES:

Following this training, participants will be able to access additional free resources on the CEOP website, cascade awareness raising sessions to other staff, parents, children and young people.

For more information, and to view some of the resources available, go to [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

NUMBER OF PARTICIPANTS:		20
DURATION:		½ day
DATE	VENUE	TIME
27.08.24	GP1 Coatbridge Community Centre	1.30pm
04.09.24	GP1 Coatbridge Community Centre	10am
06.02.25	Venue to be confirmed	10am
13.05.25	Venue to be confirmed	10am

## COURSE: INTRODUCTION TO CHILD PROTECTION

### ABOUT THIS COURSE:

This course is open to staff who work within the 3<sup>rd</sup> Sector / Voluntary Organisations and are linked to Voluntary Action North Lanarkshire (VANL)

**Nominations for these courses are co-ordinated by Joyce Morgan** [joyce.morgan@vanl.co.uk](mailto:joyce.morgan@vanl.co.uk)

The course is aimed at staff who require an overview of child protection and will provide information and guidance on what to do if you have concerns about a child. It is an interactive course delivered over a three hour session with space provided for reflection and any questions.

### AIMS & OBJECTIVES:

The aim of the Introduction to Child Protection Course is to equip you with the knowledge and skills to respond appropriately to child protection situations which may arise in the normal course of your working day.

By the end of the course participants will have:

- Explored the impact of individual experience, values and attitudes in the protection of children.
- Examined the historical context and the legal framework relating to child protection.
- Knowledge of the categories of abuse.

NUMBER OF PARTICIPANTS:		35
DURATION:		3 Hours
DATE	VENUE	TIME
25.09.24	Virtual Online Training	6pm-9pm
28.11.24	Virtual Online Training	6pm-9pm
12.02.25	Virtual Online Training	6pm-9pm

## COURSE: PLAY@HOME

### ABOUT THIS COURSE:

This course is open to all professionals who work with children aged 0-5 years and who may also work with their families.

### AIMS & OBJECTIVES:

This course supports the building relationships with parents and partners competency.

The workshop aims to enable the early year's workforce to confidently promote and utilise the play@home programme with children and families and / or support onto appropriate services and resources.

As a result of your attendance you will be able to:-

- Reflect on the inequalities in health that some families face and the difference this makes to changing health behaviour.
- Explore attitudes and values towards play, and the barriers that exist for children and parents, in communities and society.
- Reinforce key recommendations and benefits of play through using the play@home programme with families.
- Raise the issue of play with families, having reflected on challenges and opportunities for doing this.
- Signpost to appropriate additional services and resources where required.

<b>NUMBER OF PARTICIPANTS:</b>		<b>20</b>
<b>DURATION:</b>		<b>½ day</b>
<b>DATE</b>	<b>VENUE</b>	<b>TIME</b>
	Awaiting Dates	



## COURSE: TRAUMA INFORMED PRACTICE

### ABOUT THIS COURSE:

The NHS Education for Scotland (NES) team have created a National Trauma Training programme with key e-learning and resources.

“The key trauma training resources from the National Trauma Training Programme are openly available to support all members of the Scottish workforce to meet the vision of:

*“A trauma informed and responsive nation and workforce, that is capable of recognising where people are affected by trauma and adversity, that is able to respond in ways that prevent further harm and support recovery and can address inequalities and improve life chances.”*

Trauma is ‘everyone’s business’ and every member of the Scottish Workforce has a role to play in understanding and responding to people affected by trauma. This doesn’t mean that everyone needs to be a trauma expert —we know that different expertise and skills are required to support people’s recovery — but it does mean that all workers, in the context of their own role and work remit, have a unique and essential trauma informed role to play in responding to people who are affected by trauma.” (NES)

To access the resources and e-learning you need to create an account or log in to the Turas site, this is free and you should use your work or professional email address you can do this here [Home | Turas | Learn \(nhs.scot\)](#)

There are currently three modules, Introduction to trauma in children, young people and their families and Developing your trauma skilled practice 1 and 2

[Introduction to trauma in children, young people and their families | Turas | Learn \(nhs.scot\)](#)

[Developing your trauma skilled practice 1 : understanding the impact of trauma and responding in a trauma-informed way | Turas | Learn \(nhs.scot\)](#)

[Developing your trauma skilled practice 2 : trauma in children and young people | Turas | Learn \(nhs.scot\)](#)

NUMBER OF PARTICIPANTS:		
DURATION:		
DATE	VENUE	TIME
	NOT APPLICABLE – SEE ABOVE RE E-LEARNING	

## COURSE: CHILD SEXUAL EXPLOITATION E-Learning Module

### ABOUT THIS COURSE:

This course is aimed at all practitioners who work directly with children and their families who want to gain an insight and understanding of Child Sexual Exploitation and the effect on children and their families.

The course is designed to highlight the importance of identifying and responding appropriately where there are concerns regarding Child Sexual Exploitation.

The course can be accessed on LearnNL [Course: Child Sexual Exploitation \(learningpool.com\)](https://learningpool.com).

### AIMS & OBJECTIVES:

- To raise awareness of how children and young people can become involved in Child Sexual Exploitation (CSE)
- Explore the impact of their involvement on the child's physical, mental and sexual health.
- Examine ways in which practitioners can respond to protect and support children and young people affected by sexual exploitation.
- Explain the key terminology and definition in relation to CSE.
- Identify and describe the key vulnerability factors, risk indicators and spectrum of experiences in relation to CSE.
- Develop strategies to increase confidence in direct work with children and young people regarding CSE.
- Recognise the importance of information sharing and multi-agency partnership in responding to children and young people.

NUMBER OF PARTICIPANTS:		
DURATION:		
DATE	VENUE	TIME
	Not applicable – E-Learning Module <a href="https://learningpool.com">Course: Child Sexual Exploitation (learningpool.com)</a>	

## COURSE: PAN LANARKSHIRE (EPA ACT) CASCADE LEARNING MODEL

### ABOUT THIS COURSE:

On the 7 November 2020 the Children (Equal Protection from Assault) (Scotland) Act 2019 came into force in Scotland. This law now removes the defence of 'reasonable chastisement', which a parent or carer could previously use to justify the use of physical force to discipline a child. It is the vision for Scotland that there is a fundamental change in how children are both respected and treated equally with adults. A person charged with assault of a child will therefore no longer be able to access this defence. This means that all forms of physical punishment of children by parents and carers will not be lawful in Scotland and it is hoped that parents will develop alternative, positive parenting strategies when disciplining their child.

### AIMS & OBJECTIVES:

- To raise awareness of the change in the law
- To support managers and practitioners to understand why the law has changed and the impact that will have on the families that we support

How we work alongside families before an incident occurs to help them understand what their rights are and how they can access early help and support.

Ensure managers and practitioners are aware the law change relating to Equal Protection does not affect current national or local child protection guidance.

### NUMBER OF PARTICIPANTS:

### DURATION:

DATE	VENUE	TIME
On Demand	E-learning available on LearnNL for Council staff called Children (Equal Protection from assault) (Scotland) Act 2019 <a href="https://learningpool.com/course/children-equal-protection-from-assault-scotland-act-2019">Course: Children (Equal Protection from Assault) (Scotland) Act 2019 (learningpool.com)</a>	
	Multi Agency partners can access it here <a href="https://rise.articulate.com/share/gXa-P648dgZ9UTrSwaoq-0_EUBmhJayx">https://rise.articulate.com/share/gXa-P648dgZ9UTrSwaoq-0_EUBmhJayx</a>	

## COURSE: FEMALE GENITAL MUTILATION, FORCED MARRIAGE & HONOUR BASED VIOLENCE BRIEFING SESSION

### ABOUT THIS COURSE:

North Lanarkshire Public Protection Committees have produced practice guidance for referring agencies and frontline practitioners who have a responsibility for keeping adults or children who are at risk of being forced into marriage, at risk of Honour Based Violence (HBV) or at risk of or experienced Female Genital Mutilation (FGM) safe. It sets out how cases of forced marriage, HBV or FGM should be responded to using existing frameworks for protecting children, adults at risk and victims of abuse.

This ½ day briefing session is offered to all staff and managers working with children and adults who may be at risk.

The briefing is offered jointly by the Child and Adult Protection Committee and the Violence Against Women Working Group.

### AIMS & OBJECTIVES:

The aims of this briefing session are to:-

- Raise awareness of FGM, FM & HBV
- Increase understanding of the definitions, causes, impact and motivations for FGM, FM & HBV
- Raise awareness of the relevant legislation and of national and local guidance
- Increase understanding of the expected multi agency response.

<b>NUMBER OF PARTICIPANTS:</b>		
<b>DURATION:</b>		
<b>DATE</b>	<b>VENUE</b>	<b>TIME</b>
	See VAWG calendar	

## COURSE: GETTING IT RIGHT IN CHILD PROTECTION

### ABOUT THIS COURSE:

This course is being delivered over 5 days on a multi-agency basis aimed at Social Workers, Education, Housing, Health and Police colleagues who work directly with children and their families.

The three days will consist of a variety of learning mediums including some small group discussion, exercises and presentations from professionals in the fields of Education, Health, Police and the Criminal Justice system. It will provide an in-depth opportunity to reflect on and analyse current child protection practice.

**THE LATTER TWO DAYS WILL BE FOR SOCIAL WORK STAFF ONLY**

### AIMS & OBJECTIVES:

To develop child protection practice within North Lanarkshire as a shared, multi-agency activity, with common definitions, thresholds and understanding of the issues leading to the abuse and neglect of children and young people.

At the end of this course, you will be able to demonstrate: -

- An understanding of the multi-agency context in which child protection activity occurs, and the specific responsibilities of each agency.
- An understanding of the process of child protection referral, investigation, assessment, intervention and review.
- The effective use of the legal and policy framework in child protection practice.
- An understanding of the contexts in which children may be at risk of harm, and the methods available to provide protection and facilitate change.
- An understanding of issues of diversity, inclusion and empowerment, locating these in the context of effective child protection practice.

NUMBER OF PARTICIPANTS:		25
DURATION:		3/5 days
DATE	VENUE	TIME
23 <sup>rd</sup> , 24 <sup>th</sup> , 25 <sup>th</sup> , 28 <sup>th</sup> and 29 <sup>th</sup> October 2024	Blended programme of learning – delegates will be advised prior to starting course	
14 <sup>th</sup> , 15 <sup>th</sup> , 16 <sup>th</sup> , 19 <sup>th</sup> and 20 <sup>th</sup> May 2025	Blended programme of learning – delegates will be advised prior to starting course	

## COURSE: IMPACT OF SUBSTANCE USE DURING PREGNANCY

### ABOUT THIS COURSE:

This half day course will provide an overview of effects of substance use in pregnancy and the potential impact to the developing baby. The course can be taken on its own or booked jointly with the Impact of Parental Substance Use Course which will run on afternoon of same day.

The course is aimed at staff who are working with women and children who have the potential to be impacted by substance use during pregnancy. This would include staff groups noted below but not exclusively.

- Midwives
- Public Health Nurses
- Child and Family workers.
- Education staff.
- Addiction Staff
- CMHT

### AIMS & OBJECTIVES:

Staff who attend this course will have:-

- Increased awareness of the effects of substance use on the developing baby.
- Increased awareness on the effects of substance use on the pregnant woman.
- Increased awareness of the legislative process Pre Birth.
- Increased awareness of the opportunities for change that pregnancy provides.
- Increased awareness of support services that are available locally.

<b>NUMBER OF PARTICIPANTS:</b>		<b>25</b>
<b>DURATION:</b>		<b>½ day</b>
<b>DATE</b>	<b>VENUE</b>	<b>TIME</b>
	<b>Dates to be confirmed</b>	

## **COURSE: PROBLEMATIC PARENTAL SUBSTANCE USE AND THE IMPACT ON CHILDREN & YOUNG PEOPLE**

### **ABOUT THIS COURSE:**

The one day course is aimed at staff from a range of agencies who come across parental drug and alcohol use in the course of their work including support to families where there is inter-generation substance use problems.

The programme will incorporate the relationship between substance use problems and neglect, sexual abuse/sexual exploitation and also mental and physical health.

### **AIMS & OBJECTIVES:**

- To increase staff knowledge and understanding of the life of a substance user.
- To consider the impact of substance use at each age and stage of a child's development.
- To explore significant case reviews and consider the application of outcomes to practice.

<b>NUMBER OF PARTICIPANTS:</b>		<b>25</b>
<b>DURATION:</b>		<b>½ day</b>
<b>DATE</b>	<b>VENUE</b>	<b>TIME</b>
09.09.24	Virtual Training	9.30am – 12.30pm
11.11.24	Virtual Training	9.30am – 12.30pm
13.01.25	Virtual Training	9.30am – 12.30pm
10.03.25	Virtual Training	9.30am – 12.30pm

## COURSE: SCRA INDUCTION DAY: MOCK HEARING, ROBUST REFERRALS AND RECOMMENDATIONS

### ABOUT THIS COURSE:

This course will assist candidates who are working with children and families who are involved in the hearing system with a basic understanding of the Children's Hearing System, from referral to the reporter through the hearing process to the making of a CSO. It provides the opportunity for practitioners to understand how they can contribute to the investigation process of the Reporter and the level of contribution required. Further, it will assist many practitioners to support children and young people who are preparing to come to a children's hearing.

### Children's Hearings – Understanding what goes on

In keeping with our Better Hearings Action Plan, SCRA will now offer an alternative to hearing observations. This will involve a 2-hour mock hearing workshop, during which there will be information input from a Reporter about the journey through the hearing system, a case study and a mock hearing exercise. The workshop will improve the consistency of experience for visitors to SCRA and provide an environment for questions to be asked, whilst also serving to protect the privacy of children who come to children's hearing by reducing the number of observers they encounter.

**SCRA have grouped the 3 training events (Mock Hearing, Robust Referrals and Recommendations) together into an Induction Day programme for partnership staff, delivered for a quarterly basis.**

The Mock Hearing resource is suitable for all who have not experienced a children's hearing and would like to understand how they operate including student social workers, health visitors and newly qualified teachers.

Robust referrals section should support participants understanding of appropriate referrals to SCRA, including legal criteria, factors to consider, what to include in a referral and what SCRA do on receipt of a referral.

Recommendations resource is for social work report writing staff only and will support practitioners to consider the audience when report-writing, what your report is used for, making a robust recommendation, changing a recommendation and advocating for your recommendation within a hearing.

### AIMS & OBJECTIVES:

The course aims:

- To provide a basic understanding of the role of the Reporter and the Children's Hearing System;
- To equip professionals to feel confident in fulfilling their role when interacting with the referral process and the hearing system;
- To provide a safe environment to learn about the hearing system;
- To provide a simulation of a children's hearing, through the mock hearing experience
- To support participants understanding of appropriate referrals to SCRA
- To support social work support writing staff to make a robust recommendation

NUMBER OF PARTICIPANTS:		
DURATION:		1 day
DATE	VENUE	TIME
04.09.24	MS Teams	All day



## COURSE: PRESENTING YOUR EVIDENCE

### ABOUT THIS COURSE:

This course will assist practitioners working in all agencies to understand the court system in relation to both criminal and civil procedures and their role as witnesses. It will outline how to best record your evidence, prepare properly for a court appearance and what to expect when you arrive at court. Further, it will advise of the process of giving evidence and provide advice as how to present best evidence. It will be of particular value to those who may be called to give evidence in court as part of their child or adult protection responsibilities.

***This course is offered jointly by North Lanarkshire Child and Adult Protection Committees.*** It is delivered by Linda Cockburn a highly experienced Procurator Fiscal with a special interest in child and adult protection.

### AIMS & OBJECTIVES:

To give you an insight into the Scottish Legal System including what to expect when called to give evidence in Court along with practical guidance on how to prepare for Court and how to conduct yourself when giving evidence.

#### Learning Objectives

By the end of this course the participants will have:-

- A basic overview of the Scottish Legal System and their role as a witness
- An insight into what to expect when called to give evidence in Court
- Practical advice on how to best record evidence and prepare for Court and;
- An insight into the practical and technical aspects of giving evidence.

NUMBER OF PARTICIPANTS:		20
DURATION:		1 day
DATE	VENUE	TIME
20.09.24	Virtual Training	9.30am – 3.30pm
18.10.24	Virtual Training	9.30am – 3.30pm
15.11.24	Virtual Training	9.30am – 3.30pm
07.02.25	Virtual Training	9.30am – 3.30pm

## COURSE: UNDERSTANDING CHILD NEGLECT

### ABOUT THIS COURSE:

This course is aimed at frontline staff working directly with children and their families. This includes social work staff, health, education and police.

### AIMS & OBJECTIVES:

#### Aims:

The aim of this programme is to provide an opportunity to those who work directly with children and their families to understand and examine the impact of neglect on children's health, development and welfare.

#### Objectives:

- To enhance the knowledge and skills of the multi-agency workforce in recognising and responding to issues of neglect.

#### Issue of Neglect:

- To raise awareness of complex factors which contribute to neglect.
- To examine and learn from Scottish Government research and review of child neglect in Scotland.

Multi agency access <https://rise.articulate.com/share/YWCEXSVdIbVRkxjjrwx31Atj8xBDFd05>

NLC Staff [Catalogue \(learningpool.com\)](#)

NUMBER OF PARTICIPANTS:		
DURATION:		
DATE	VENUE	TIME
	NOW AVAILABLE AS E-LEARNING MODULE (SEE LINKS ABOVE)	

## COURSE: MULTI AGENCY ASSESSMENT & PLANNING FOR CHILDREN AND YOUNG PEOPLE

### ABOUT THIS COURSE:

This course is aimed at frontline staff working directly with children and their families. This includes social work staff, health, education and police.

### AIMS & OBJECTIVES:

#### Aims

All staff will be able to work alongside children, young people and their families to assess and plan for all children and young people who require planned and coordinated support.

#### Objectives

All staff will understand the GIRFEC approach

All staff will understand the importance of coordinated assessment and plans

All staff will recognise the importance of working in partnership with children, young people and their families alongside partner agencies

**Access:** Training can be accessed through link below:

NL Staff: [Course: Assessment and Planning for Children and Young People. \(learningpool.com\)](https://learningpool.com/courses/course/assessment-and-planning-for-children-and-young-people)

Multi-agency partners: [https://rise.articulate.com/share/4J0eeogbtzufiLod\\_vn\\_mwRSxIBrrRoB](https://rise.articulate.com/share/4J0eeogbtzufiLod_vn_mwRSxIBrrRoB)

## COURSE: INFANT MENTAL HEALTH

### ABOUT THIS COURSE:

A 10 week introductory course to enhance the skills of professionals working to promote infant mental health and development.

This course will be of specifically relevant to: Health Visitors, FNP staff and Social Workers working with children and their families.

### AGENCY CO-ORDINATORS:

**SOCIAL WORK**  
**NHS LANARKSHIRE**

**DAWN ARNOTT**  
**ANNE MARIE SANGSTER**

**NB Participants MUST be available for all 10 weeks of the course to enrol.**

### AIMS & OBJECTIVES:

The ten week course aims to introduce a framework of thinking about parent-infant relationships and to enhance the skills of professionals working to promote infant mental health and development.

The course is a practical and theoretical introduction to some essential themes concerning the foundations of emotional, cognitive and personality development in babies and young children in the context of their primary relationships and experiences. The course will look at some pioneering studies and clinical approaches and also involve in-depth discussion of participants' own case work and clinical experiences. The overall aim will be to deepen the participants' framework of understanding conscious and unconscious factors involved in early development processes and to introduce new thinking about early preventative information.

<b>NUMBER OF PARTICIPANTS:</b>		<b>12</b>
<b>DURATION:</b>		<b>10 weeks</b>
<b>DATE</b>	<b>VENUE</b>	<b>TIME</b>
	<b>To be confirmed</b>	

## COURSE: INTRODUCTION TO CHILDREN'S RIGHTS: TRAINING TOOL

### ABOUT THIS COURSE:

Scottish Government have published a training resource relating to children's rights and the children's rights and wellbeing impact assessment (CRWIA).

### AIMS & OBJECTIVES:

This resource is aimed at anyone who wants or needs to better understand children's rights, for example:

- parents, carers and families
- children and young people
- local and national government employees
- those who work in the children's sector
- anyone interested in children's rights

The resource provides a broad overview of children's rights and the many rights-based frameworks and legislation which support them in Scotland and internationally.

It also provides a comprehensive overview of how these rights are embedded in Scottish policy and practice and the many ways you can improve your own rights-awareness and practice, including completing a Child's Rights and Wellbeing Impact Assessment (CRWIA) and the inclusion of children and young people in decision-making.

**Access:** Training can be accessed through link below:

[Introduction to children's rights: training tool - gov.scot \(www.gov.scot\)](http://www.gov.scot)

## COURSE: NATIONAL GUIDANCE FOR CHILD PROTECTION IN SCOTLAND 2021

### ABOUT THIS COURSE:

This is a very brief module which will provide an overview of the parts of the National Guidance published by the Scottish Government in September 2021. This guidance replaces the previous National Guidance published in 2014.

### AIMS & OBJECTIVES:

#### Aims

7-minute briefing to provide an overview of the Child Protection National Guidance.

#### Outcomes

Staff will have an introduction to the child protection national guidance and understand the importance of the changes to culture, language and approaches to child protection practice.

**Access: Module** can be accessed through link below:

<https://rise.articulate.com/share/T8kitMfYMhcZbEOw6RJ-4NiziPnGxhZP>

## COURSE: SUPPORTING CHILD PROTECTION PLANNING MEETINGS

### ABOUT THIS COURSE:

In partnership with Scottish Government, Iriss has designed and developed a new course supporting professionals with Child Protection Planning Meetings.

### AIMS & OBJECTIVES:

#### Aims

This course is designed to better help professionals understand the Child Protection Planning Meeting process. It utilizes contributions of experienced professionals so they can impart their wisdom in their own words, and is focused on the wellbeing of the children involved.

**Access: Module** can be accessed through link below:

[Our new course supporting Child Protection Planning Meetings | Iriss](#)

## COURSE: MIND YOUR WORDS

### ABOUT THIS COURSE:

Mind Your Words (children and young people's mental health) is an e-learning tool designed for professionals working with children and young people.

### AIMS & OBJECTIVES:

#### Aims

The tool aims to improve understanding of children and young people who have both mental health needs (or social emotional and mental health needs – SEMH) and speech, language and communication needs (SLCN). This is made all the more important during the COVID-19 pandemic, as research suggests it has had an effect on everyone's mental health, including children.

The online training highlights the links between mental health and communication and outlines how professionals can work together to remove communication barriers and help these children and young people achieve their potential.

The course consists of 15 modules, of which the first five apply to all settings. You will need to complete the first five modules which cover the information we think everyone needs to know to, in order to unlock the other modules. After that you can choose which modules you feel are relevant.

Each module takes between 10 and 20 minutes to complete.

**Access:** Module can be accessed through link below:

[Mind Your Words – mental health e-learning course | RCSLT](#)

## COURSE: NLC MULTI-AGENCY CHILD PROTECTION PROCEDURES 2023 E-MODULE

### ABOUT THIS COURSE:

An overview of the new multi-agency child protection procedures which were launched in 2023.

### AIMS & OBJECTIVES:

- To introduce the new child protection procedures
- Consider key changes including key definitions, change in language and timescales
- To highlight roles and responsibilities within child protection
- To highlight the importance of participation and engagement of children, young people and their families

**Access:** Module can be accessed through link below:

<https://learnnl.learningpool.com/course/view.php?id=2539>

Multi-agency partners can access the course through the following link:

<https://rise.articulate.com/share/cdtvbZbeLxQdfPtFSmu3EnjUIWcgGULk>

### Useful Training Resources for all practitioners:

North Lanarkshire Council Processes and Procedures PageTiger [Children Services: PPP - 1 \(pagetiger.com\)](#)

Risk outside of the home Resources [risk - 1 \(pagetiger.com\)](#)

North Lanarkshire Alcohol and Drug Partnership Training and Events [Training & Events | North Lanarkshire Alcohol & Drugs Partnership \(northlanadp.org\)](#)

### Applying for a Course:

All applications for a course should be emailed to [childprotectcomm@northlan.gov.uk](mailto:childprotectcomm@northlan.gov.uk) with the following information:

<b>Course Title:</b>	<b>Course Date:</b>
<b>Applicant's Name:</b>	<b>Designation:</b>
<b>Agency / Service:</b>	<b>Address:</b>
<b>Tel No:</b>	<b>E-mail:</b>

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### Important:

Please e-mail your completed Application Form to [childprotectcomm@northlan.gov.uk](mailto:childprotectcomm@northlan.gov.uk) or to your appropriate agency representative.

Dawn Arnott	Social Work Services	Should be booked direct via Learn NL
Susan Robertson	Housing Services	Should be booked direct via Learn NL
Vicki Mina	NHS Lanarkshire	Should be booked via eESS
Michael Bradley	Education	Should be booked direct via Learn NL
Lanarkshire Training	Police Scotland	lanarkshiretraining@scotland.police.uk
Joyce Morgan	VANL	<a href="mailto:Joyce.morgan@VANL.co.uk">Joyce.morgan@VANL.co.uk</a>

Agency representatives should forward the allocated nominations to [childprotectcomm@northlan.gov.uk](mailto:childprotectcomm@northlan.gov.uk)



**Due to demand, places on courses can only be secured by this office. This means that you cannot turn up to attend a course unless you have received a confirmation e-mail from this office. Once you have been allocated a place, we will promptly notify you by e-mail.**

**For further information on courses or enquiries please get in touch by email.**

**Thanks!**