



Multi-Agency Workforce Learning and Development Programme 2025/2026

Introduction

North Lanarkshire Child Protection Committee (CPC) has worked with partners to develop this multi-agency workforce learning and development programme for 2025/2026. This programme aims to offer partners across the multi-agency public protection workforce in North Lanarkshire a wide range of learning and development opportunities to meet individual and organisational requirements.

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 [Children's Services Plan 2023-2026](#) and [Children's Services Partnership Annual Report 2024-2025](#) identify the shared local priorities that shape the content of the programme. All courses in the programme for 2025-2026 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 [National Framework for Child Protection Learning & Development in Scotland 2024](#) supports multi-agency learning and development relevant to child protection in Scotland. This highlights key learning for all workforces according to the level of

responsibility they have for child protection. Although this specifically relates to child protection learning and development, this is transferable across all public protection learning and development.



Wider Workforce	General Workforce	Specific Workforce	Intensive Workforce
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. Key learning is to: • Recognise (harm or risk of harm when they see it) • Respond (by sharing concerns with others whose job it is to follow up on what has been reported) • Record (keep records according to agency requirements) • Report (sharing information and concerns with child protection services (social work or police)) All staff who have contact with children and their families are expected to have at least this minimum level of child protection awareness.	As part of their job/role/remit, people in this workforce group are likely to: • Require a protecting vulnerable groups (PVG) check • Recognise potential signs of harm and abuse • Raise a protection concern through the appropriate route • Contribute relevant and appropriately recorded information to assessments/reports Key learning is the same as the Wider Workforce, with additional expectations of: • Support (offering comfort, reassurance, listening, seeking additional help from relevant family or services)	All staff who, as part of their role, work directly with children or their family. People in this workforce group are likely to: • Routinely work closely with children and their family, including supporting learning, health, development in children, parents or supporting family time between children/parents • Keep routine records, write reports and/or assessments for multi-agency child protection meetings, participate in child protection support plans • Contribute to single agency recording, chronologies and generic or specific risk assessments • Contribute to identifying and implementing appropriate support/intervention plans • Attend and contribute to formal protection or risk management meetings. Key learning is the same as the Wider and General Workforces, with additional expectations of: • Advocate (helping a child or family to express their views, or expressing their views on their behalf)	As part of their role, people in this group are likely to: • have a lead role in compiling and implementing a multi-agency Child's Plan and/or in decision-making • oversee the implementation of protection plans • have a specific, designated role in formal protection processes, including carrying out a child protection investigation • carry out specific, focused or specialist risk assessments • compile multi-agency chronologies • produce assessment/reports on a child's behalf for statutory decision-making • provide leadership, specialist advice, support and reflective supervision to colleagues, including the creation of safe working practices and safer cultures that support a 'whistleblowing' policy Key learning is the same as the Wider, General, Specific Workforces, with additional expectations of: • Assessing • Analysing • Planning • Implementing

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 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 (details 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.

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.

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.

INTRODUCTION TO CONTEXTUAL SAFEGUARDING		
Date/Time/Method	Aims & Objectives	Target Audience
MS TEAMS Half Day (09:30 – 12.00) Dates TBC	The aim of this course is to equip you with the knowledge and skills to respond appropriately to child protection situations which may arise in the course of your working day. By the end of the course participants will have: • Support to think about extra familial harm (harm outside of the home) • Considered the places and spaces where young people spend time out with the home • Increased awareness of how children and young people can be exploited in their communities and online • Explored the impact of the abuse on the child's physical, mental and sexual health • Examined ways in which practitioners can respond to protect and support children and young people affected by exploitation • Explored the key terminology and think about language associated with exploitation and abuse • Identified and described the key vulnerability factors, risk indicators and spectrum of experiences • Developed strategies to increase confidence in direct work with children and young people who have experienced trauma • Recognised the importance of information sharing and multi-agency partnership in responding to children and young people.	All staff across the multi-agency agency workforce including Social Work, Education colleagues, Housing, Health, CLD, Police and VANL who work directly with children and their families.

ONLINE SAFETY - CHILD EXPLOITATION AND ONLINE PROTECTION (CEOP) THINKUKNOW INTRODUCTION		
Date/Time/Method	Aims & Objectives	Target Audience
FACE-TO-FACE 3 hour session 6th November 2025 3.30pm – 6.30pm (Coatbridge Community Centre) 3rd February 2026 10am – 1pm (Chapelside Community Centre, Airdrie) 29th April 2026 – 1pm – 4pm (Coatbridge Community Centre) Delegates are required to register on the CEOP website at Registration prior to attending the course.	CEOP is a government and police organisation, designed to help protect young people all over the UK. This 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. Following this training, participants will be able to access additional free resources on the CEOP website and 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.	All Staff across the multi-agency workforce who work directly with children and young people.

INTRODUCTION TO CHILD PROTECTION		
Date/Time/Method	Aims & Objectives	Target Audience
MS TEAMS 3 hour session Dates TBC Nominations for these courses are co-ordinated by Joyce Morgan joyce.morgan@vanl.co.uk	The course is aimed at staff who require an overview of child protection and will equip you with the knowledge and skills to act and respond appropriately if you have concerns about a child. 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.	All staff who work within the 3rd Sector / Voluntary Organisations and are linked to Voluntary Action North Lanarkshire (VANL).

GETTING IT RIGHT IN CHILD PROTECTION		
Date/Time/Method	Aims & Objectives	Target Audience
FACE-TO-FACE 3 day course for Health/Education staff 5 day course for Social Work staff 1st, 2nd, 3rd, 6th and 7th October 9.30am – 4.30pm (Gartlea Community Centre, Airdrie) The latter two days will be for social work staff only.	This course will provide an in-depth opportunity to reflect on and analyse current child protection practice. The aim is 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.	Staff from Social Work, Education, Housing, Health and Police who work directly with children and their families.

PROBLEMATIC PARENTAL SUBSTANCE USE AND THE IMPACT ON CHILDREN & YOUNG PEOPLE		
Date/Time/Method	Aims & Objectives	Target Audience
FACE-TO-FACE Half day (9.30 – 12.30) 15 th September 2025 (Committee Room 1, Civic Centre, Motherwell) 10 th November 2025 (Clarkstone Suite, Civic Centre, Motherwell) 12 th January 2026 (Clarkstone Suite, Civic Centre, Motherwell) 9 th March 2026 Clarkstone Suite, Civic Centre, Motherwell)	This course aims to: • To increase knowledge and awareness of the possible impact of substance use on a child and young person • To understand the role all services play in supporting children young people and their families impacted by substance use • To explore individual, family and community protective factors in relation to supporting children /young people • Understand the impact of stigma • To explore the impact of recovery from parental substance use on children / young people.	All Staff across the multi-agency workforce who work directly with children and young people.

PRESENTING YOUR EVIDENCE		
Date/Time/Method	Aims & Objectives	Target Audience
MS TEAMS Full day (9.30 – 3.30) 17 th October 2025 21 st November 2025	<i>This course is offered jointly by North Lanarkshire Child and Adult Protection Committees.</i> It is delivered by Linda Cockburn, a highly experienced Procurator Fiscal, with a special interest in child and adult protection. It will assist practitioners to understand the court system in relation to both criminal and civil procedures and their role as witnesses. It will provide insight into 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. 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 • An insight into the practical and technical aspects of giving evidence.	Staff across the child and adult multi-agency workforce who may be cited to give evidence in court as part of their child or adult protection responsibilities.

INFANT MENTAL HEALTH		
Date/Time/Method	Aims & Objectives	Target Audience
Details/dates TBC	A 10 week introductory course to enhance the skills of professionals working to promote infant mental health and development. Please note: Participants MUST be available for all 10 weeks of the course to enrol. 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.	Health Visitors, Family Nurse Partnership staff and Social Workers working with children and their families.

SCRA WEBINARS		
Date/Time/Method	Aims & Objectives	Target Audience
MS TEAMS (Sign up via links below) SCRA Induction Webinar for professionals working alongside Children's Hearing system: 25th August 2025 10am - 12pm 30th October 2025 10.30am – 12.30pm 27th November 2025 – 10am to 12pm Webinar for social workers who write reports for Children's Hearings: 20th August 2025 3.30pm – 5pm	SCRA Induction Webinar: It will introduce you to the children's hearing system, the process of referrals to SCRA and the principles upon which the system operates. The webinar will further progress to guiding your understanding of making a referral to SCRA and factors which you should consider when doing so. Webinar for social workers who write reports: This course will explore the audience for your report, factors to consider when compiling your report and how best to advocate for your recommendation - within the report itself and within the setting of the children's hearing or court. Please note that a basic understanding of the Children's Hearing System is required to get the most out of this webinar.	SCRA Induction webinar is for professionals who work alongside the children's hearing system. Webinar for social workers is exclusively for Social Workers who write reports at the request of the Children's Reporter.

CONTEXTUAL SAFEGUARDING E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
NLC employees should access course via LearnNL. You can access it here 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: Course: Contextual Safeguarding	This training is intended to support practitioners and managers to: • Think about the extra familial risks to young people with a Contextual Safeguarding approach • Consider the needs of young people affected by extra familial harm • Consider the places and spaces where young people spend time out with the home • This is an opportunity to learn more about Contextual Safeguarding in an interactive digital environment including video presentation • Whilst there is no formal assessment with this module, you will be encouraged throughout to reflect on the learning material.	All Staff across the multi-agency workforce who work directly with children and young people and require a broad understanding of extra familial harm and contextual safeguarding.

TRAUMA INFORMED PRACTICE E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
To access the e-learning you need to create an account or log in to the Turas site which is free. 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 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)	The NHS Education for Scotland (NES) team have created a National Trauma Training programme with key e-learning and resources to meet the vision of: <i>“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.”</i> 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.	All Staff across the multi-agency workforce.

CHILD SEXUAL EXPLOITATION E-LEARNING

Date/Time/Method	Aims & Objectives	Target Audience
Employees should access the Course via LearnNL or via the following link: Course: CSE	This course is designed to highlight the importance of identifying and responding appropriately where there are concerns regarding Child Sexual Exploitation. The aims of the course are to: • 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.	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.

CHILDREN (EQUAL PROTECTION FROM ASSAULT) (SCOTLAND) ACT 2019 E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
NLC employees should access course via LearnNL. Course: Children (Equal Protection from Assault) (Scotland) Act 2019 (learningpool.com) Staff out with NLC or who do not have access to learnNL can access the course from the following link: Rise: EPA Act	This e-learning learning module will outline changes in responses to the protection of children, relating to new legislation Children (Equal Protection from Assault) (Scotland) Act 2019. As a result of completing this e-learning module you will: • Have more awareness of the new legislative framework known as Children (Equal Protection from Assault) (Scotland) Act 2019 and what it means for families and for professionals • Be more aware of the recent changes in responses to the protection of children relating to this new legislative framework • Become familiar with our Pan Lanarkshire Guidance Equal Protection from Assault Multi-Agency Guidance.	All Staff who work directly with children and young people.

UNDERSTANDING CHILD NEGLECT E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
NLC employees should access course via LearnNL. Course: Understanding child neglect Staff out with NLC or who do not have access to learnNL can access the course from the following link: Rise: Understanding child neglect	The aim of this learning 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. The aims of this course are: • To enhance the knowledge and skills of the multi-agency workforce in recognising and responding to issues 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.	All frontline staff working directly with children and their families. This includes social work staff, health, education and police.

MULTI AGENCY ASSESSMENT & PLANNING FOR CHILDREN AND YOUNG PEOPLE E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
NLC employees should access course via LearnNL. Assessment and Planning Staff out with NLC or who do not have access to learnNL can access the course from the following link: Rise: Assessment and Planning	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. The aims of this course are that: • 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.	All frontline staff working directly with children and their families. This includes social work staff, health, education and police.

NATIONAL GUIDANCE FOR CHILD PROTECTION IN SCOTLAND 2021 E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
Employees should access the Course via the following link: Course: National Guidance for CP in Scotland 2021	This is a 7-minute briefing 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. 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.	All staff across the multi-agency workforce.

SUPPORTING CHILD PROTECTION PLANNING MEETINGS E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
Employees should access the Course via the following link: Supporting Child Protection Planning Meetings Iriss	This is a 8-module course to support professionals to understand and improve practice in Child Protection Planning Meetings (CPPMs). The overall aim of this course is to provide you with a firm grounding in CPPMs — their purpose, process, potential outcomes and their impact. It will also support you to understand your own responsibilities in preparing for and contributing to a CPPM. It uses the National Guidance for Child Protection in Scotland 2021 – Updated 2023 as its anchor, bringing its messages alive into everyday practice. After completing the course, you should be able to: • Describe what a CPPM is and define key terms • Clearly articulate who is involved in CPPMs and what their roles and responsibilities are. • Describe the process of a CPPM, including what happens before, during, and after a CPPM • Promote the participation of children, young people, parents, carers and family members in a CPPM • Explain how decisions are reached in a CPPM.	Staff from the multi-agency workforce who attend and participate in Child Protection Planning Meetings.

MIND YOUR WORDS E-LEARNING		
Date/Time/Method	Aims & Objectives	Target Audience
Employees should access the Course via the following link: Mind Your Words	This course 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 are free to choose which modules you feel are relevant. Each module takes between 10 and 20 minutes to complete.	Staff from the multi-agency workforce who work directly with children and young people.

INTRODUCTION TO CHILDREN'S RIGHTS: TRAINING TOOL		
Date/Time/Method	Aims & Objectives	Target Audience
The Training Tool can be accessed below: Introduction to children's rights: training tool - gov.scot (www.gov.scot)	The Scottish Government have published a training resource relating to children's rights and the children's rights and wellbeing impact assessment (CRWIA). 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.	This resource is aimed at anyone in the multi-agency workforce who wants or needs to better understand children's rights

Useful 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 \(northlanadp.org\)](#)

North Lanarkshire Public Protection website - www.publicprotectionnl.co.uk

Applying for a Course:

Employees who have access to LearnNL should book their place on a course via LearnNL.

Employees from agencies who do not have access to LearnNL should e-mail their completed Application Form to childprotectcomm@northlan.gov.uk or to your appropriate agency representative. Agency representatives should forward the allocated nominations to childprotectcomm@northlan.gov.uk.

Application Form:

Course Title:	Course Date:
Applicant's Name:	Designation:

Agency / Service:	Address:
Tel No:	E-mail:

Agency representatives:

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	Joyce.morgan@VANL.co.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.

Thank you.