



Dumfries & Galloway Child Protection Committee

Training Strategy 2011-2012

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Introduction & Rationale

The Child Protection Committee vision is that 'all children should be protected from neglect, harm, and abuse at home, at school and in the community'.

Chief Officers must ensure that the services they manage and the staff they employ are developed to play their part in keeping children safe and well. The Child Protection Committee (CPC) has a specific strategic remit to ensure that effective single and inter-agency child protection arrangements are in place to keep children in Dumfries and Galloway **safe**.

Staff working in all services, regardless of role and designation, must be suitably trained and supported to be aware of signs that children and families need help, and must know who to contact and what to do when there are concerns. This includes those working with children and vulnerable or dangerous adults.

To fulfill this responsibility, the CPC has developed this training strategy in line with the Scottish Government '*Child Protection Reform Programme : A Scottish education and training framework for protecting children and young people*' to ensure that staff in Dumfries and Galloway have access to effective training and development opportunities which will help to create and maintain a sustainable, competent skilled workforce able to deliver high quality child protection services where positive outcomes for children are paramount. This will ensure that within and across services, appropriate, proportionate and timely action is taken to provide children with the help they need, when they need it and workers will feel confident and competent in fulfilling their responsibilities.

Training & Communication Sub-Committee

The Training & Communication Sub Committee (T&CSC) is a sub-committee of the CPC and meets every two months. This multi agency group has the delegated responsibility from CPC to oversee the development, delivery and evaluation of child protection training as well as communication with staff, children, parents and carers, and members of the public (see CPC Communication Strategy 2011-2012, which can be found on the CPC Website www.dumgal.gov.uk/childprotection).

The Training & Communication Sub Committee Business Plan can also be found on the CPC Website (www.dumgal.gov.uk/childprotection).

Trainers Group

Whilst T&CSC oversees this area of work, the detail is devised and operationalised by a working group of the T&CSC, called the Trainers Group.

In 2009, the CPC funded 'training for trainers' for 14 members of staff from across agencies, including representatives from the Independent and Voluntary Sector. The training was provided by NSPCC and once their training was completed these 14 staff joined others who had been previously trained, resulting in a group of 22 trainers.

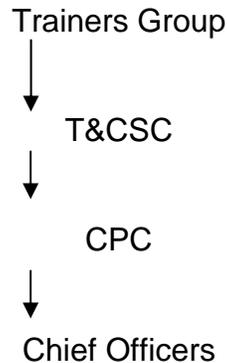
The role and remit of these trainers, in relation to all levels of training (Tiers 1, 2 3 and 4) is to:

- contribute to the design and development of inter agency child protection training
- deliver child protection training

- review and update programmes of training
- develop and maintain an evaluation framework

The Trainers Group is currently chaired by the Social Work Child Protection Officer.

The **accountability framework** for child protection training therefore can be depicted as follows:



Delivery of Child Protection Training

Child protection training is currently delivered on four Tiers and is compliant with the Scottish Government '*Child Protection Reform Programme : A Scottish education and training framework for protecting children and young people*'. More information on this can be found in Appendix 3 – [Multi Agency Child Protection Training Programme Information](#).

Tier 1

This training is to enable workers to recognise and report situations where there may be children in need of protection.

This training is targeted at staff who need a foundation knowledge of child protection issues and what action to take when concerned about a child. It is essential training for staff who have direct or limited contact with children and their families.

Tier 1 Child Protection Basic Awareness Raising

This level of training provides an introduction to, or refresher of, child protection training and has the following objectives:

- Participants will be able to identify why children may be vulnerable and in need of help or protection
- Participants will be able to identify and recognise the signs and indicators of child abuse or neglect in order to respond appropriately in accordance with single and inter-agency child protection procedures
- Participants will know that children's welfare is paramount and it is everyone's responsibility to protect them

This training is mainly delivered through single agency events by agency specific trainers (who are members of the Trainers Group) with the exception of Police Officers, who receive a level of Tier 1 child protection training at the Police College during their Initial Stage Probationary Training. These agency trainers co-ordinate, deliver and evaluate this training as per the requirement of their service but based on the same core materials. Because the programme is reviewed and updated by the Trainers Group, this ensures that staff within and across services receive training which is common in its learning objectives, language and delivery. This then equips staff from all agencies to attend Tier 2 inter agency training events having received a common baseline of awareness raising.

All other Tier 1 training is delivered on an inter agency basis with the following courses available :

Tier 1 Courses

- Domestic Abuse Inter Agency Training – half day course.
- Impact of Parental Substance Misuse Inter Agency Training - half day course
- Communicating with Children Inter Agency Training – whole day course
- Problematic Sexual Behaviours Inter Agency Training – half day course

Tier 2

This training is for workers who have a role in protecting children who are at risk of harm.

The target audience for Tier 2 training are workers who could be involved in the Inter agency response to children who may be at risk of harm. It is aimed at equipping participants to effectively fulfill their roles and responsibilities in these practice areas.

There are two kinds of Tier 2 training – single and inter agency.

Single agency child protection Tier 2 training is by its very nature designed and delivered on a flexible basis according to the needs of that individual organisation and details of these can be found in single agency child protection training strategies.

Tier 2 Working Together to Protect Children & Young People – Inter Agency Training

This is a two day course aimed at those practitioners who have already undertaken Tier 1 child protection training. All participants are expected to have an understanding of their own agencies' child protection arrangements and policies.

This inter-agency training has the following objectives:

- To have an awareness of recent policy and practice developments for children's services
- To have an increased understanding of different agency roles and responsibilities within the child protection process
- To have an increased understanding of the importance of working together
- To develop skills for working together, including how to improve communication and information sharing

- To have an increased understanding of the importance of placing the child and family at the centre of child protection practice and decision-making

The training follows a case study through child protection processes with the emphasis placed on the child's welfare being kept at the centre. It focuses on:

- identification of concerns
- effective communication
- information sharing
- sharing concerns/ making referrals
- investigation
- risk assessment.
- Child Protection Case Conferences
- Inter agency working and planning.

This inter agency training is delivered through approximately six events each year – one in each of the four localities across the region and two joint events, one in the East of the region and one in the West. This is regularly reviewed and if demand requires it, additional events will be organised.

Tier 2 inter agency training is delivered by a small team of trainers with each of the core services represented. These events will be led by a member of the Child Protection Committee.

Tier 3

This training is for workers who have a direct role in protecting children at risk of harm.

The target audience for Tier 3 training are workers who have a direct role in child protection investigation and/or require advanced skills and knowledge in areas of specific vulnerability. The expectation is that staff who attend Tier 3 will have already completed as a minimum, Tier 1 within their own organisation and Tier 2 Working Together to Protect Children & Young People Inter Agency Training.

Tier 3 Courses

- Fetal Alcohol Syndrome Inter Agency Training – one & half hour session
- Neonatal Abstinence Syndrome Inter Agency Training – one & half hour session
- Working with Uncooperative & Challenging Families Inter Agency Training – whole day course
- Problematic Sexual Behaviour – Risk Management Inter Agency Training – two day course

Tier 4

Tier 4 Problematic Sexual Behaviours (PSB) – Managers/Supervisors Training

This half day training event is designed for Social Work and Educational Psychology Managers responsible for supervising staff working with children and young people with problem sexual behaviours.

The training will cover staff supervision, risk management, impact issues, and the application of the problem sexual behaviour risk management protocol.

This training course has the following learning objectives :

- You will be aware of the factors to consider when assessing a child who may have problem sexual behaviours
- You will have an understanding of the holistic approach to assessing children with problematic sexual behaviours
- You will have an understanding of and be able to apply the risk management protocol for children and young people with problematic sexual behaviours
- You will have an awareness of some of the challenges for staff undertaking work with children who present problem sexual behaviours and the importance of effective and supportive supervision.

Independent & Third Sector

The Child Protection Committee provides Tier 1, Tier 2 and Tier 3 training to Third Sector staff. Due to the need to prioritise resources, the provision of Tier 1 to this sector focusses on those who are unable to access it through their own organisation, e.g. small voluntary or community groups. This is co-ordinated by the CPC Support Officer and delivered by members of the Trainers Group

CPC Conference

The CPC conference will continue to be held either as a child protection conference or jointly with other bodies such as Adult Support & Protection. It will highlight local and national issues and provide frontline practitioners and managers with an opportunity to give feedback on any relevant issues to the Child Protection Committee. It also gives those attending a chance to build on professional working relationships by networking.

CPC Locality Events

Locality Events will be used to take child protection issues out to an increased number of frontline staff on an inter-agency basis and within the localities where practitioners work. These events will also be used to launch or highlight any new CPC policies. The events will be held in all four of the localities at least twice a year.

Future Developments

Based on self-evaluation and feedback from staff about their own training needs, plans are in place to develop training modules specifically in relation to:

- Tier 1 - Recording of Information & Use of Chronologies
- Tier 3 – Children’s Hearings Training
- Tier (to be confirmed) - Impact of Parental Substance Misuse – Assessment Training (The Substance Misuse Sub Committee have commissioned STRADA to developing a training programme aimed at those practitioners undertaking more specialised roles, e.g. assessment. This course should be ready for delivery by the end of 2011.)
- Tier 1 – Child Protection Training for Administrative Staff
- Tier 3 – Children with Disabilities

These training courses are due to be developed throughout 2011 and will be available to practitioners on an inter agency basis from 2012 onwards.

The Multi Agency Child Protection Training Programme is based on the National Training & Learning Framework for Child Protection

The National Child Protection Training and Learning Framework has been developed to assist staff and their managers in assessing which areas of child protection knowledge and skills require to be addressed as part of the individual's professional development.

Staff need to have the skills in training in child protection relevant to their role. Some individuals will require more training than others, when they have a more specialist or focused role.

In keeping with the National Training and Learning Framework, child protection training provided by Dumfries & Galloway Child Protection Committee, is designed with a target audience and competence level in mind; from Tier 1 awareness raising progressing through Tiers 2, 3 and 4 for professionals who have increasing contact with, or responsibility for, staff who have contact with children and their carers through to a dedicated child protection role.

Child protection training provided by Dumfries & Galloway Child Protection Committee is allocated an appropriate learning “**Tier**” to reflect the content and target audience for the training.

When information on child protection training is circulated, the competence level will be clearly indicated.

It is not realistic to specify for all staff groups working with children or their carers precisely what their knowledge and skills should be. It will therefore be up to individual agencies to identify the child protection knowledge and skills required of those staff in their various roles to protect children.

The following information is a quick guide to the tiered structure and broad target audiences for each level of the training and learning framework. For greater detail please follow this link. www.dgcommunity.net/dgcommunity/documents.aspx?id=34416

Tier 1 Training – Awareness raising and response

This training is to enable workers to recognise and report situations where there may be children in need of protection.

This training is targeted at staff who need a foundation knowledge of child protection issues and what action to take when concerned about a child. It is essential training for staff who have direct or limited contact with children and their families.

Tier 2 Training – Foundation child protection skills and knowledge

This training is for workers who have a role in protection children at risk of harm.

The target audience for Tier 2 training are workers who could be involved in the multi-agency response to children who may be at risk of harm.

Tier 3 Training – Advanced investigation and assessment skills and prevention and recovery knowledge and skills

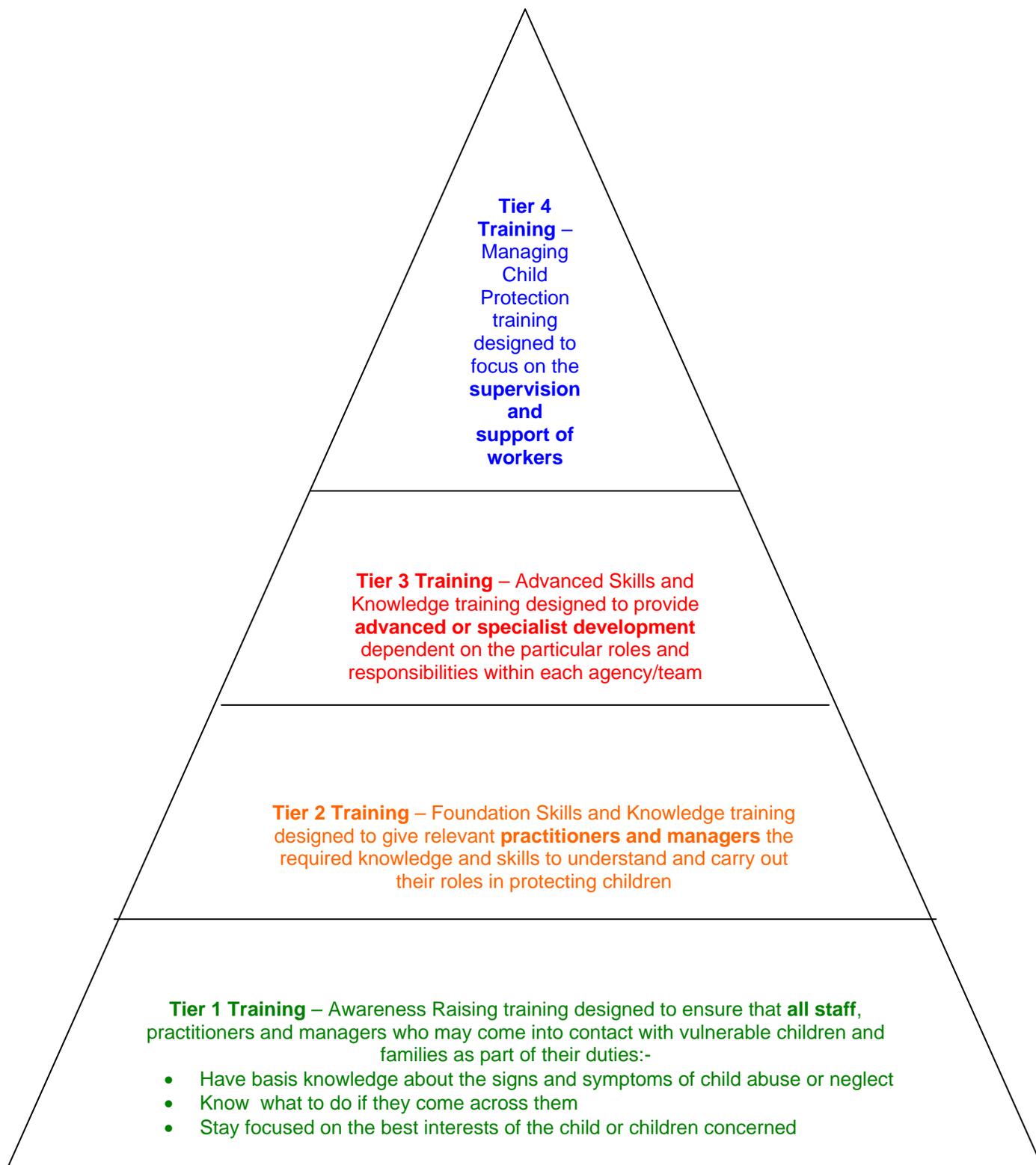
This training is for workers who have a direct role in protecting children at risk of harm.

The target audience for Tier 3 Training are workers who have a direct role in child protection investigation and/or require advanced skills and knowledge in areas of specific vulnerability.

Tier 4 Training – Managing child protection

The target audience for this training are managers who have a role in supervising and/or supporting practitioners/workers involved in child protection work.

Diagram of Competency Framework





Child Protection Training Evaluation Framework

An Evaluation Framework has been developed to effectively evaluate the impact of CPC child protection training. This is based on Kirkpatrick's Learning and Training Evaluation Theory (1994) which specifies four levels of evaluation:

1. reaction
2. learning
3. behaviour
4. results

The CPC evaluation framework is designed to address the first 3 levels of Kirkpatrick's model.

The first level (*reaction*) will be captured through the introduction of a 'general reactions' section on the evaluation forms for all levels of child protection training. The second and third levels, will be measured by the introduction of pre- and post-event questionnaires which will be signed by both the applicant and their manager. The aim of these questionnaires is to ensure that both the 'learner' and 'manager' are equally accountable in the process.

The post event questionnaire has been devised to support the 'learner' and 'manager' to identify what transfer of learning in the workplace has occurred as a result of the training and to assist the identification of further learning needs.

Information gathered from these questionnaires will be analysed to measure impact on the learner's confidence and competence, increase in knowledge base etc.

The working group of the Trainers Group that undertook this work will continue to work on how the fourth level of evaluation can be measured.

Impact on children will be measured by ongoing and embedded self-evaluation activity driven by the Performance & Quality Sub Committee of the CPC. Evidence of such impact will be gathered through file reading, talking to children and their families, interviews/focus groups with staff and staff surveys.

This paper provides an overview of the CPC Training Evaluation Framework that has been designed by the CPC Trainers Group. It includes guidance on the use of the evaluation forms to be used for all levels of child protection training, as well as the reporting procedures to the Training & Communication Sub Committee.

Child Protection Committee Agency Leads will be asked to encourage staff to complete the evaluation cycle as part of this framework.

Tier 1 – Awareness Raising Training

This evaluation form should be used by all agencies delivering this level of training whether it is single agency or multi agency. It will be filled in by participants following the training and handed back to the trainer(s) before they leave the venue.

For the single agency training events (i.e. within Social Work, Health or Education) these forms will be evaluated by the relevant people.

For multi-agency or 3rd Sector events they should be forwarded to the CPC Development Officer who will prepare a report from each event.

Tier 2 Working Together to Protect Children & Young People – Inter Agency Training

The pre-course learning log will be sent out as part of the flyer and application form for Tier 2 training events which are circulated within services/agencies. Places will only be allocated to applicants that have filled in both the application form and the pre-course learning log. The delegate should keep a copy of this pre-course learning log for their own Professional Development Portfolio, whilst returning the original with the application to the CPC Support Team.

An 'on the day' evaluation sheet should be completed by the delegates at the end of the second day of training and collected by the trainers prior to the delegates leaving. The purpose of this form is to provide some initial reaction information. The evaluation forms will then be held on file and a report compiled by the CPC Development Officer.

Three months following the training event, the post-event questionnaire should be sent out to those who attended the training, again delegates should keep a copy of this for their own Professional Development Portfolio and return the original to the CPC Development Officer who will prepare the necessary reports. Reminders will be sent to those who do not complete this questionnaire, however if no response is forthcoming then the Line Manager will be contacted to help progress this matter. This will provide information regarding the impact of the training.

Tier 3 – Specialist Training (NAS, FAS, PSB or WU&DF)

The evaluation forms for this level of training are designed to be used for whatever specialist training is being delivered. Similar to the Tier 2 Training, the pre-course learning log which is aimed at identifying learning needs, will be attached to the flyer and application form for completion when applying for the course. Places will only be allocated to applicants that have filled in both the application form and the pre-event questionnaire. Once completed the delegates should keep a copy for their own Professional Development Portfolio and return the original with their application form to CPC Support Team.

There will be an 'on the day' evaluation form which will be completed by delegates before leaving the training which will gather some initial reaction information from delegates. The evaluation forms will then be held on file and a report compiled by the CPC Development Officer.

Three months following the event the post event questionnaire will be sent to the delegates for completion, a copy should be kept for their own Professional Development Portfolio, and the original returned to the CPC Development Officer to enable a measurement of the impact of the training. Reminders will be sent to those who do not complete this questionnaire, however if no response is forthcoming then the Line Manager will be contacted to help progress this matter.

Tier 4 – Managers/Supervisors Training (PSB)

The evaluation forms for this level of training are designed to be used for whatever specialist training is being delivered at this level. Similar to the Tier 2 & 3 Training, the pre-course learning log, which is aimed at identifying learning needs, will be attached to the flyer and application form for completion when applying for the course. Places will only be allocated to applicants that have filled in both the application form and the pre-course learning log. Once completed the delegates should keep a copy for their own Professional Development Portfolio and return the original with their application form to CPC Support Team.

There will be an 'on the day' Evaluation Form which should be completed by delegates before leaving the training which will gather some initial reaction information from delegates. The evaluation forms will then be held on file and a report compiled by the CPC Development Officer.

Three months following the event the post event questionnaire should be sent to delegates for completion. A copy should be kept for their own Professional Development Portfolio and the original returned to the CPC Development Officer to enable a measurement of the impact of the training. Reminders will be sent to those who do not complete this questionnaire, however if no response is forthcoming then the Line Manager will be contacted to help progress this matter.

REPORTING PROCEDURES

Tier 1

Tier 1 child protection training is delivered in the majority on a single agency basis and each agency collates the evaluation forms from these events. It is proposed that a random sample of 100 evaluation forms from each agency are collated and reported on to both the Trainers Group and the Training & Communication Sub Committee on an annual basis. The information from these reports will inform the need for review of the training programme. These reports will be undertaken in the Summer of each year, starting in June 2011.

When Tier 1 child protection training is undertaken by the Training Group members for the Third Sector the evaluation forms will be collated by the CPC Support Team and a report will also be prepared on an annual basis.

For any other Tier 1 training, such as Domestic Abuse Awareness Raising, the evaluation forms will be collated by the CPC Support Team and a report will also be prepared on an annual basis.

Tier 2

Following each Tier 2 Training event the pre-course learning log, on the day and post event questionnaire responses will be collated into a report for the event, which will be held centrally by the CPC Support Team.

The evaluation information from these training events will then be collated into an annual report which will be taken to both the Trainers Group and the Training & Communication Sub Committee for information and review.

Tier 3

Following each Tier 3 Training event the pre-course learning log, on the day and post event questionnaire responses will be collated into a report for the event, which will be held centrally by the CPC Support Team.

The evaluation information from these training events will then be collated into an annual report for each of the specialist areas, (i.e. Problematic Sexual Behaviours, or Working with Uncooperative or Difficult Families) which will be taken to both the Trainers Group and the Training & Communication Sub Committee for information and review.

Tier 4

Following each Tier 4 Training event the pre-course learning log, on the day and post event questionnaire responses will be collated into a report for the event, which will be held centrally by the CPC Support Team.

The evaluation information from these training events will then be collated into an annual report for each of the Specialist Areas, (i.e. Problematic Sexual Behaviours) which will be taken to both the Trainers Group and the Training & Communication Sub Committee for information and review.

Additional Evaluation

It is proposed that peer evaluation and external evaluation is used throughout each year to obtain independent evaluation information in respect of the Trainers who are delivering at these events. The peer evaluation would be undertaken by colleagues in the Trainers Group.

It is proposed that Quality Improvement Officers from the various agencies are approached for agreement to attend a training event, possibly once a year, to observe and report back.



Child Protection Tier 1 Awareness Training

(Date & Venue of Event)

Evaluation Sheet

Name		Agency	
Job Title		Training Date	
Email Address			

General Reactions to the Course (Please tick all boxes that apply)

Interesting	<input type="checkbox"/>	Relevant	<input type="checkbox"/>	Structured	<input type="checkbox"/>	Clear	<input type="checkbox"/>
Correct Pace	<input type="checkbox"/>	Too Difficult	<input type="checkbox"/>	Too Easy	<input type="checkbox"/>	Unclear	<input type="checkbox"/>
Too Slow	<input type="checkbox"/>	Boring	<input type="checkbox"/>	Unstructured	<input type="checkbox"/>	Too Fast	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	Tiring	<input type="checkbox"/>	Irrelevant	<input type="checkbox"/>	Enjoyable	<input type="checkbox"/>

1. The course met its aims and objectives, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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2. The content of the course was appropriate to my learning needs, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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3. The content of this course has increased my knowledge of child protection? (Please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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4. This course will have an impact on the way I do my job, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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5. The course was well presented (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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6. The course materials/handouts were appropriate and adequate, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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7. The course venue was suitable, (please tick one).

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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8. Who in your agency would you speak to if you had concerns about a child or young person?

Name		Post Title	
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Please identify your further education and learning needs in issues relating to child protection :

(e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses)



Tier 2 Working Together to Protect Children & Young People – Inter-Agency Training

(Date & Venue of Training)

Pre-course Learning Log

Name		Post Title	
Contact Tel No.		E-mail Address	
Agency (e.g NHS, Education, Social Work, Police or Other)		Level of contact with Children & Young People (including unborn children)	
Line Manager		Line Manager's E-mail Address	
Have you completed Tier 1 Basic Awareness Course in last 3 years?		Have you attended Tier 2 Training previously? If so how long ago?	
Why have you applied for this course?			

1. What do you hope to gain from this course?

2. How would you describe your current awareness and understanding of inter-agency child protection work? (Tick one box).

Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training will inform or change your practice?

4. How do you think this training will improve your ability to contribute to an effective child protection service?

5. How confident do you feel in dealing with child protection issues? (Please tick one box)

Where 0 = not at all, 10 = extremely confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with child protection issues? (Please tick one box)

Where 0 = not at all, 10 = extremely competent

0	1	2	3	4	5	6	7	8	9	10

7. Which areas of child protection do you currently find most challenging?

To be completed by your Line Manager

Having read the information for this course I agree that it will assist in meeting the learning needs of this applicant.

Signature :



**Tier 2 Working Together to Protect Children & Young People –
Inter Agency Training
(Date & Venue of the Event)
Evaluation Sheet**

Name		Agency	
Job Title		Training Date	
E-mail Address			

General Reactions to the Course (Please tick all boxes that apply)

Interesting	<input type="checkbox"/>	Relevant	<input type="checkbox"/>	Structured	<input type="checkbox"/>	Clear	<input type="checkbox"/>
Correct Pace	<input type="checkbox"/>	Too Difficult	<input type="checkbox"/>	Too Easy	<input type="checkbox"/>	Unclear	<input type="checkbox"/>
Too Slow	<input type="checkbox"/>	Boring	<input type="checkbox"/>	Unstructured	<input type="checkbox"/>	Too Fast	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	Tiring	<input type="checkbox"/>	Irrelevant	<input type="checkbox"/>	Enjoyable	<input type="checkbox"/>

1. The course met its aims and objectives, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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2. The content of the course was appropriate to my learning needs (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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3. The content of this course has increased my knowledge of inter-agency child protection work (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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4. This course will have an impact on the way I do my job (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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5. The course was well presented (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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6. The course materials handouts were appropriate and adequate (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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7. The course venue was suitable, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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Please identify your further education and learning needs in issues relating to child protection :
e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses



Tier 2 Working Together to Protect Children & Young People – Inter-Agency Training

(Date & Venue of Event)

Post-Event Questionnaire

Name		Agency	
Contact Tel No.		E-mail Address	
Agency			

1. What do you think you have gained from this course?

--

2. How would you describe your current awareness & understanding of inter agency child protection work? Please tick one box.

Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training has informed or changed your practice? (please give examples)

--

4. How do you think this training has improved your ability to contribute to an effective child protection service? (please give examples)

--

5. How confident do you feel in dealing with child protection issues? Please tick one box

Where 0 = not at all, 10 = much more confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with child protection issues? Please tick one box

Where 0 = not at all, 10 = much more competent

0	1	2	3	4	5	6	7	8	9	10

Further to discussion with your Line Manager what other continuing professional development opportunities have you identified to meet your learning needs in relation to child protection. (Please List Below : e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses)

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Your Signature	
Line Manager's Signature	



Child Protection Tier 3 (NAS, FAS, PSB or WU&DF)
(Date & Venue Of Training)
Pre-Course Learning Log

Name		Post Title	
Contact Tel No.		E-mail Address	
Agency (e.g NHS, Education, Social Work, Police or Other)		Level of contact with Children & Young People (including unborn children)	
Line Manager		Line Manager's E-mail Address	

Please identify previous Child Protection Training you have undertaken?

1. What do you hope to gain from this course?

2. How would you describe your current awareness and understanding of (NAS, FAS, PSB, WU&DF, etc)? (Tick one box).

Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training will inform or change your practice?

4. How do you think this training will improve your ability to contribute to an effective child protection service?

5. How confident do you feel in dealing with (NAS, FAS, PSB, WU&DF, etc) issues? (Please tick one box)

Where 0 = not at all, 10 = extremely confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with (NAS, FAS, PSB, WU&DF, etc) issues? (Please tick one box)

Where 0 = not at all, 10 = extremely competent

0	1	2	3	4	5	6	7	8	9	10

7. Which areas of (NAS, FAS, PSB, WU&DF, etc) do you currently find most challenging?

To be completed by your Line Manager

Having read the information for this course I agree that it will assist in meeting the learning needs of this applicant.

Signature :



Child Protection Tier 3 (NAS, FAS, PSB or WU&DF)

(Date & Venue of the Event)

Evaluation Sheet

Name		Agency	
Job Title		Training Date	
E-mail Address			

General Reactions to the Course (Please tick all boxes that apply)

Interesting	<input type="checkbox"/>	Relevant	<input type="checkbox"/>	Structured	<input type="checkbox"/>	Clear	<input type="checkbox"/>
Correct Pace	<input type="checkbox"/>	Too Difficult	<input type="checkbox"/>	Too Easy	<input type="checkbox"/>	Unclear	<input type="checkbox"/>
Too Slow	<input type="checkbox"/>	Boring	<input type="checkbox"/>	Unstructured	<input type="checkbox"/>	Too Fast	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	Tiring	<input type="checkbox"/>	Irrelevant	<input type="checkbox"/>	Enjoyable	<input type="checkbox"/>

1. The course met its aims and objectives, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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2. The content of the course was appropriate to my learning needs (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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3. The content of this course has increased my knowledge of (NAS, FAS, PSB or WU&DF) (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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4. This course will have an impact on the way I do my job (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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5. The course was well presented (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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6. The course materials handouts were appropriate and adequate (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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7. The course venue was suitable, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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Please identify your further education and learning needs in issues relating to (NAS, FAS, PSB WU&DF, etc): e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses



Child Protection Tier 3 (NAS, FAS, PSB or WU&DF)
(Date & Venue of Event)
Post-Event Questionnaire

Name		Agency	
Contact Tel No.		E-mail Address	
Agency			

1. What do you think you have gained from this course?

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2. How would you describe your current awareness & understanding of (NAS, FAS, PSB WU&DF)?

Please tick one box.

Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training has informed or changed your practice? (please give examples)

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4. How do you think this training has improved your ability to contribute to an effective child protection service? (please give examples)

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5. How confident do you feel in dealing with (NAS, FAS, PSB, WU&DF)? Please tick one box

Where 0 = not at all, 10 = much more confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with (NAS, FAS, PSB, WU&DF)? Please tick one box

Where 0 = not at all, 10 = much more competent

0	1	2	3	4	5	6	7	8	9	10

Further to discussion with your Line Manager what other continuing professional development opportunities have you identified to meet your learning needs in relation to (NAS, FAS, PSB, WU&DF).

(Please List Below: e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses)

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Your Signature	
Line Manager's Signature	



**Tier 4 Training – Problematic Sexual Behaviour
Managers/Supervisor’s Training, (Date & Venue)
Pre-Course Learning Log**

Name		Post Title	
Contact Tel No.		E-mail Address	
Agency (e.g NHS, Education, Social Work, Police or Other)		Level of contact with Children & Young People (including unborn children)	
Line Manager		Line Manager’s E-mail Address	
Please identify previous Child Protection Training you have undertaken?			

1. What do you hope to gain from this course?

2. How would you describe your current awareness and understanding of Problematic Sexual Behaviour (PSB)? (Tick one box).

Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training will inform or change your practice?

4. How do you think this training will improve your ability to contribute to an effective child protection service?

5. How confident do you feel in dealing with PSB issues? (Please tick one box)

Where 0 = not at all, 10 = extremely confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with PSB issues? (Please tick one box)

Where 0 = not at all, 10 = extremely competent

0	1	2	3	4	5	6	7	8	9	10

7. Which areas of Problematic Sexual Behaviours do you currently find most challenging?

To be completed by your Line Manager

Having read the information for this course I agree that it will assist in meeting the learning needs of this applicant.

Signature :



Tier 4 Problematic Sexual Behaviour Managers/Supervisor's Training (Date & Venue of the Event) Evaluation Sheet

Name		Agency	
Job Title		Training Date	
E-mail Address			

General Reactions to the Course (Please tick all boxes that apply)

Interesting	<input type="checkbox"/>	Relevant	<input type="checkbox"/>	Structured	<input type="checkbox"/>	Clear	<input type="checkbox"/>
Correct Pace	<input type="checkbox"/>	Too Difficult	<input type="checkbox"/>	Too Easy	<input type="checkbox"/>	Unclear	<input type="checkbox"/>
Too Slow	<input type="checkbox"/>	Boring	<input type="checkbox"/>	Unstructured	<input type="checkbox"/>	Too Fast	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	Tiring	<input type="checkbox"/>	Irrelevant	<input type="checkbox"/>	Enjoyable	<input type="checkbox"/>

1. The course met its aims and objectives, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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2. The content of the course was appropriate to my learning needs (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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3. The content of this course has increased my knowledge of Problematic Sexual Behaviour (PBS) (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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4. This course will have an impact on the way I do my job (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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5. The course was well presented (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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6. The course materials handouts were appropriate and adequate (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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7. The course venue was suitable, (please tick one)

Fully Agree	<input type="checkbox"/>	Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>
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Please identify your further education and learning needs in issues relating to Problematic Sexual Behaviour :



**Tier 4 Problematic Sexual Behaviour
Managers/Supervisor’s Training (Date & Venue of Event)
Post-Event Questionnaire**

Name		Agency	
Contact Tel No.		E-mail Address	
Agency			

1. What do you think you have gained from this course?

2. How would you describe your current awareness & understanding of Problematic Sexual Behaviour (PSB)? Please tick one box.
Where 0 = none, 10 = extensive awareness and understanding

0	1	2	3	4	5	6	7	8	9	10

3. How do you think this training has informed or changed your practice? (please give examples)

4. How do you think this training has improved your ability to contribute to an effective child protection service ? (please give examples)

5. How confident do you feel in dealing with PSB? Please tick one box
Where 0 = not at all, 10 = much more confident

0	1	2	3	4	5	6	7	8	9	10

6. How competent do you feel in dealing with PSB? Please tick one box
Where 0 = not at all, 10 = much more competent

0	1	2	3	4	5	6	7	8	9	10

Further to discussion with your Line Manager what other continuing professional development opportunities have you identified to meet your learning needs in relation to Problematic Sexual Behaviour. (Please List Below: e.g. research for a particular piece of work which the worker translates into practice, peer review, perhaps even participation in the development of training courses)

Your Signature	
Line Manager’s Signature	

Training Course Information

Tier 1 Domestic Abuse

This half day training event is aimed at staff with limited or no experience of working with domestic abuse who require a foundation knowledge of the prevalence and impact of domestic abuse on the safety and welfare of children.

The learning objectives of this course are as follows :

- You will understand the impact of domestic abuse on the safety and welfare of children
- You will understand domestic abuse and how this can impact on parenting capacity
- You will have an awareness of local services to support women who have suffered domestic abuse
- You will have an awareness of local services available to support children who have experienced domestic abuse
- You will be aware of the Council's response to domestic abuse using the principles of "Getting it right for every child"

Tier 1 Impact of Parental Substance Misuse

A group of trainers from the Trainers Group have worked with STRADA to develop a Tier 1 Impact of Substance Misuse programme which is delivered by them on an inter-agency basis within half day sessions. This will be targeted at an awareness raising level with the emphasis on the impact of parental substance misuse on children. This course will be reviewed on an annual basis by the Trainers involved and in conjunction with STRADA to ensure it remains relevant and contemporary. This programme is aimed at any staff working with children or those working with adults who might be involved in substance misuse.

The learning objectives of this course are as follows : -

- To recognise the number of children living with abuse and neglect through parental substance misuse.
- To reflect on your own value base and how it impacts on your practice.
- To increase understanding of risk factors for children, young people and how risk within families is influenced by individual, societal and cultural factors.
- Recognise that some adult service users pose a risk to their own or other people's children.
- Understanding what action can help reduce the risk to children and young people living with parental substance misuse.

Tier 1 Communicating with Children

This one day course is aimed at staff who require foundation knowledge and skills in communication with children. This course is relevant for staff with either direct or indirect contact with children and their families and those who want to use this as a first step to further training in this area. This course is relevant for all staff whose work may bring them into direct contact with children, young people and/or their families.

The learning objectives of this course are as follows : -

- Have increased knowledge about what children say about professionals who are working with them
- Be able to consider the skills and qualities needed to gain the respect and trust of children and young people
- Be able to reflect on your own values and attitudes to listening to children, and challenge person prejudices
- Have increased knowledge of the legislative requirements and underlying principles of communicating with children
- Be able to improve communication skills by reflecting on good practice
- Understand the importance of being critical and thorough about information provided to you by, and about children
- Be able to develop an approach which ensures children's voices are accurately represented.

Tier 1 Problematic Sexual Behaviours

This half day course is aimed at staff with limited or no experience of working with children with problematic sexual behaviours who require a foundation knowledge of how we define and respond to problematic sexual behaviours, the pathways into problematic sexual behaviours and an introduction to the Multi Agency Risk Management Protocol for Children and Young People with Problematic Sexual Behaviours.

The learning objectives of this course are as follows:-

You will be able to:-

- Understand natural and healthy sexual development
- Identify and recognise the signs of problem sexual behaviours
- Understand the different pathways into problem sexual behaviours
- Respond appropriately following Dumfries and Galloway Council's Risk Management Protocol for Children and Young People with problematic sexual behaviours.

Tier 3 Fetal Alcohol Syndrome

This training course is delivered by an NHS practitioner who is a member of the Trainers Group and has specialised knowledge in this area. The training consists of a one and a half hour inter agency session and focusses on alcohol in pregnancy. Its emphasis is on the effect this has on the baby pre and post birth. This training is aimed at key inter agency staff who will be involved in direct work with vulnerable children and their families either in providing a service or supervising staff who provide a service to vulnerable children and families.

The learning objectives of these sessions are as follows :

- To highlight the damaging effects of alcohol in pregnancy including epidemiology and prevalence
- To give an understanding of FASD/FAS
- To highlight research developments in relation to alcohol and pregnancy
- To explain how FASD/FAS is diagnosed and further managed
- To provide knowledge of screening and brief intervention

Tier 3 Neonatal Abstinence Syndrome

This training course is delivered by an NHS practitioner who is a member of the Trainers Group and has specialised knowledge in this area. The training consists of a one and a half hour inter agency session and focusses on substance misuse in pregnancy. Its emphasis is on the effect this has on the baby pre and post birth. This training is aimed at key inter agency staff who will be involved in direct work with vulnerable children and their families either in providing a service or supervising staff who provide a service to vulnerable children and families.

The learning objectives of these sessions are as follows :

- To highlight 'best practice' in prenatal care for pregnant problem drug users.
- To identify how problem drug use affects the developing fetus.
- To give some insight into the impact maternal problem drug use has on newborns.
- To have increased understanding of how we manage Neonatal Abstinence Syndrome.
- To have increased understanding and recognition of the other factors we need to consider in Neonatal Abstinence Syndrome

Tier 3 Working with Uncooperative or Difficult Families (WU&DF)

This full day training event is aimed at key inter agency staff who will be involved in direct work with vulnerable children and their families either in providing a service or supervising staff who provide a service to vulnerable children and families (through assessment, intervention or implementing and evaluating the child protection plan)

The learning objectives of this course are as follows :

- You will be able to understand how to respond when faced with uncooperative families
- You will understand the ways in which non co-operation can be displayed by families
- You will have an increased awareness of the strategies workers may use to reduce risk on non co-operation
- You will receive advice which will help you to maintain control of situations and keep safe
- You will be aware of how to effectively assess risk factors for children in the household

Tier 3 Problematic Sexual Behaviours – Risk Management Training

This 2 day course is designed for those who maybe involved in direct work with children who display problem sexual behaviours.

Understanding and responding to children and young people displaying problem sexual behaviours, and the management of risk arising from such behaviours, can be complex and demanding tasks.

This course builds on Tier 1 Training “Children with Problem Sexual Behaviours Awareness and Response”. Tier 3 Training provides an opportunity to develop a greater understanding about problem sexual behaviours and to explore effective intervention from a risk management perspective. It offers clarity about the respective multi agency roles and responsibilities and encourages participants to explore their role in the multi agency risk management of this group of children and young people.

It also offers information about policy and procedures to assist workers in their practice and provides templates that have been developed to assist different systems in different settings working with the child to manage risks.

This inter agency course has the following learning objectives :

- You will be aware of the factors to consider when assessing a child who may have problem sexual behaviours
- You will have an understanding of the holistic approach to assessing children with problematic sexual behaviours
- You have an understanding of and be able to apply the risk management protocol for children and young people with problematic sexual behaviours
- You will have an understanding of the multi agency risk management framework and the 4 stage model of intervention
- You will be aware of your roles and responsibilities as part of support system for a child presenting problem sexual behaviours