



Merton  
Safeguarding  
Children Board

# **Merton Safeguarding Children Board**

## **(MSCB)**

### **2019–2020**

**Produced by the MSCB Training Team and  
Endorsed by the MSCB  
Learning and Development Sub-Committee  
Merton Training Pathway**

'Working Together to Safeguard Children' 2015, Chapter 3,  
(<http://www.education.gov.uk/aboutdfe/statutory/g00213160/working-together-to-safeguard-children>.)

continues to enforce the functions of LSCBs under Regulation 5 1(a)(ii) in relation to:

- *the training of persons who work with children or in services affecting the safety and welfare of children* (pg59)

- the monitoring and evaluation of *the effectiveness of training, including multi-agency training, to safeguard and promote the welfare of children.* (Chapter 3.2, pg. 60).

However, in the absence of any further Government guidance on training, the London Safeguarding Children Board adopted Competence Still Matters 2015 in respect of the training and development of staff and volunteers across London, with the view to enable them to effectively safeguard and promote the welfare of children

[http://www.londonscb.gov.uk/training\\_subgroup/](http://www.londonscb.gov.uk/training_subgroup/)

Competence Still Matters groups audiences together based on their degree of contact with children and/or parents/carers and their levels of responsibility. There are eight groups which are:

1. Those who have occasional contact with children, young people and/or parents/carers.
2. Those in regular or in intensive but irregular contact with children, young people and/or parents/carers.
3. Those who work predominantly with children, young people and/or parents/ carers.
4. Those who have particular specialist child protection responsibilities.
5. Professional advisers and designated leads for child protection.
6. Operational managers of services for children, young people and/or parents / carers.
7. Senior managers responsible for strategic management of services for children, young people and/or parents/carers.
8. Members of Local Safeguarding Children Boards.

### **Using the following tables**

The following tables detail the eight staff groups and the minimum training requirements in respect of each group.

Employers should use the tables to ensure that all relevant employees and volunteers receive timely, appropriate training whether provided in-house, by their LSCB or by other training providers.

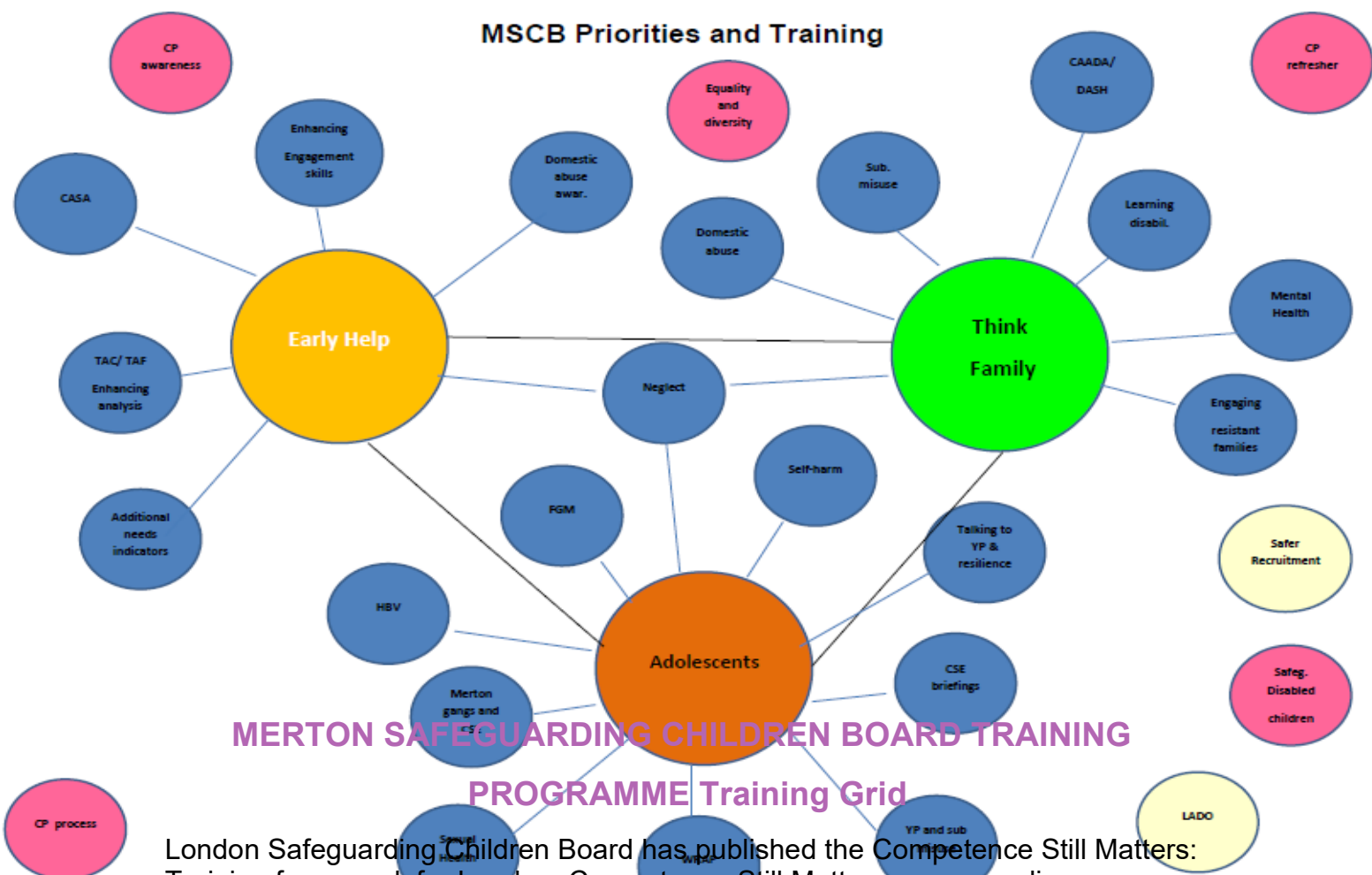
LSCBs should use the tables to inform the development of any local, multi-agency training programme. The tables can also be used when developing audit tools to measure the quantity and quality of single and multi-agency training provision within any borough.

When using the tables to design single or multi-agency programmes or training events, the focus should be on the outcomes indicated against the content for each of the eight groups.

When designing training programmes, employers and LSCBs should ensure that specific or specialist topics are covered (for example, impact of parental mental health, domestic violence, substance misuse, sexual exploitation). Training programmes should be continually revised to ensure the inclusion of ongoing lessons from research, Serious Case Reviews and government inquiry reports.

**MERTON SAFEGUARDING CHILDREN BOARD's PRIORITIES**

## MSCB Priorities and Training



## MERTON SAFEGUARDING CHILDREN BOARD TRAINING PROGRAMME Training Grid

London Safeguarding Children Board has published the Competence Still Matters: Training framework for London. Competence Still Matters groups audiences together based on their degree of contact with children and their parents and level of responsibility. There are 8 groups as follows:

GROUP	ROLE/FUNCTIONS
<b>Group 1</b>	Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect. For example, librarians, GP receptionists, community advice centre staff, grounds men, recreation assistants, environmental health officers.
<b>Group 2</b>	Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of EHAP. For example, housing, hospital staff, YOT staff and staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.
	Members of the workforce who work predominantly with children, young people and/or their parents/carers and who could potentially

<b>Group 3</b>	contribute to assessing planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns. For example, paediatricians, GPs, youth workers, those working in the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probation staff, sports club welfare officers, those working with adults in, for example, learning disability, mental health, alcohol and drug misuse services, those working in community play-schemes.
<b>Group 4</b>	Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, including professionals from health, education, police and children's social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need. Professional advisors, named and designated lead professionals.
<b>Group 5</b>	Professional advisors, named and designated lead professionals.
<b>Group 6</b>	Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units.
<b>Group 7</b>	Senior managers responsible for the strategic management of services; NHS board members.
<b>Group 8</b>	Members of the LSCB including: board members; independent chairs; directors of children's services; elected members; lay members; members of executive and sub/task groups; business support team; inter-agency trainers.

Throughout our programme, courses are coded to facilitate professionals access to the training most relevant to them in relation to their roles and responsibilities.

The Merton Safeguarding Children Board, provides multi-agency training and the responsibility for single agency safeguarding children training remains with individual agencies.

**Basic Awareness Courses (BA)** are suitable for professionals in Groups 1 and 2 or as induction courses for staff new to the Borough. (These include CASA training, Introduction to Child Protection and Child Protection and Child Protection Refresher training)

**Core Courses (CC)** are essential requirements for practitioners in groups 3 and 4.

**Specialist Courses (SC)** focus on specialist safeguarding topics.

These can be accessed by professionals from groups 3-8. They can be also accessed as part of refresher requirements for professionals who have already attended Basic Awareness and Core training.

**Briefings (BRF)** on research, messages from case reviews, Serious Case Reviews and updates on local and national Guidance and Legislation will take

place on a quarterly basis and open to all staff

Please also refer to the London Competency Framework .

## MERTON SAFEGUARDING CHILDREN BOARD TRAINING PROGRAMME

The courses below show relevant groups.

Course Title	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8	Health level
Briefing – Introduction to Child Sexual Exploitation BRF 3		✓	✓	✓	✓	✓	✓		3
Briefing - 'Tools for the Jewels' - Empowering parents and professionals to be equipped with an understanding and positive approach to gangs and serious youth violence BRF4		✓	✓	✓	✓	✓	✓		3
Child Protection	✓	✓	✓						2

<b>Awareness BA1</b>									
<b>Child Protection Process CC1</b>			✓	✓	✓	✓			3
<b>Child Protection Refresher BA2</b>	✓	✓	✓						3
<b>Domestic Abuse - Understanding and Risk Assessing Domestic Abuse - Working with Children and their families SC1</b>	✓	✓	✓						2
<b>Equality and Diversity CC2</b>		✓	✓	✓	✓				3
<b>Fabricated and Induced Illness SC8</b>			✓	✓	✓	✓			3
<b>Female Genital Mutilation HC1</b>		✓	✓	✓	✓	✓	✓	✓	3
<b>Harmful Practices – Breast flattening, faith based abuse, corrective rape, widow rituals</b>		✓	✓	✓	✓	✓	✓	✓	3
<b>Harmful Practices – Forced Marriage and ‘Honour’ based Violence</b>		✓	✓	✓	✓	✓	✓	✓	3
<b>LADO training: Dealing with allegations against staff</b>				✓	✓	✓	✓		3
<b>Mental Illness - The impact of parental mental</b>		✓	✓	✓	✓				3



<b>illness on children and young people SC4</b>									
<b>Neglect - Understanding and Managing neglect SC11</b>		✓	✓	✓					3
<b>Safeguarding Disabled Children SC7</b>		✓	✓	✓	✓				3
<b>Sexual health, relationships and education HC3</b>		✓	✓	✓					3
<b>Substance misuse HC2</b>		✓	✓	✓					3
<b>Talking to young people about substance misuse HC4</b>		✓	✓	✓					3
<b>Trauma informed practice SC8</b>		✓	✓	✓	✓	✓	✓		3
<b>What is Sexual Violence? SC21</b>		✓	✓	✓					3
<b>Working with young People and exploitation</b>		✓	✓	✓	✓	✓	✓		3
<b>Working with resistant families SC10</b>		✓	✓	✓					3

<b>Workshop to Raise Awareness of Prevent (radicalisation ) WRAP SC9</b>			✓	✓	✓	✓	✓	✓	3
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## TRAINING PROGRAMME 2019-20

APRIL 2018				
CODE	TITLE	DATE	TIME	VENUE
BRF1	Working Together 2018 briefing	11.04.18	10.00 - 12.00	Cancelled
BA1	Introduction to Child Protection	18.04.18	09.30 - 16.00	Cancelled
BA3	CASA	27.04.18	09.30 - 13.00	Chaucer Room B
BRF6	Signs of Safety Managers and Lead Professionals - Briefing	30.04.2018	10.00 - 12.00	Council Chambers
MAY 2018				
CODE	TITLE	DATE	TIME	VENUE
CC1	The Child Protection Process	03.05.18	09.30 - 16.00	Chaucer Room D
BRF1	Working Together 2018 briefing	08.05.18	10.30 - 12.30	Cancelled
BA1	Introduction to Child Protection	09.05.18	09.30 - 16.00	Civic DE
BRF3	Child Sexual Exploitation Protocol Briefing	09.05.18	10.00-11.30	Council Chambers
BRF6	Signs of Safety Managers and Lead Professionals - Briefing	09.05.18	14.30 - 6.30	Council Chambers
BA2	Child Protection Refresher	16.05.18	09.30 - 13.30	Civic DE
SC1	Understanding and Risk Assessing Domestic Abuse - Working with Children and their families	17.05.18	09.30 - 16.00	Civic BC
HC5	Fabricated and Induced	22.05.18	09.30 - 16.00	Civic DE

	Illness			
BRF6	Sign of Safety Managers and Lead Professionals - Briefing	23.05.18	14.30 -16.30	Chaucer Room J
MC1	Local Authority Designated Officer (LADO) training: Managing allegations against staff	23.05.18	09.30 - 13.00	Civic BC
SC21	What is Sexual Violence	23.05.18	09.30-16.00	Cancelled
<b>JUNE 2018</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
SC10	Working with resistant families	06.06.18	09.30 - 16.00	Civic DE
SC11	Understanding and managing neglect	07.06.18	09.30 - 16.00	Civic DE
BRF6	Signs of Safety Managers and Lead Professionals - Briefing	07.06.18	09.30 - 11.30	Council Chambers
BA1	Introduction to Child Protection	14.06.18	09.30 - 16.00	Civic DE
BRF8	Briefing Lessons from the Royal Borough of Kingston upon Thames' LIR on Family J	18.06.18	10.30-12.30	Council Chambers
SC9	Workshop to raise awareness of Prevent	19.06.18	10.00-11.30	Council Chambers
BRF2	Harmful Sexual Behaviour Protocol	19.06.18	15.00-16.60	Council Chambers
HC1	Female Genital Mutilation	20.06.18	09.30 - 13.00	Civic DE
BRF6	Signs of Safety Managers and Lead Professionals - Briefing	21.06.18	09.30 - 11.30	Chaucer Room J
BRF7	Briefing: multi-agency protocol to meet the needs of children and unborn children whose parents or carers have mental health problems	26.06.18	14.00-16.00	Council Chambers
<b>JULY 2018</b>				

<b>COD E</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
BRF6	Signs of Safety Managers and Lead Professionals - Briefing	03.07.18	09.30 - 11.30	Council Chambers
SC13	Merton Gangs (girls and boys) and Child Sexual Exploitation	04.07.18	09.30 - 16.00	Civic DE
BA3	CASA	04.07.18	09.30 - 12.00	Chaucer Room B
BRF7	Briefing: multi-agency protocol to meet the needs of children and unborn children whose parents or carers have mental health problems	10.07.18	14.00-16.00	Civic CDE
BA1	Introduction to Child Protection	11.07.18	09.30 - 16.00	Chaucer Room B
BRF3	Child Sexual Exploitation Protocol Briefing	17.07.18	13.00-14.30	Council Chambers
BA2	Child Protection Refresher	18.07.18	09.30 - 13.30	Civic BC
<b>SEPTEMBER 2018</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
BRF3	Child Sexual Exploitation Protocol Briefing	11.09.18	10.00-11.30	Council Chambers
BRF1	Working Together 2018 briefing	11.09.18	14.30 - 16.30	Council Chambers
BRF7	Briefing: multi-agency protocol to meet the needs of children and unborn children whose parents or carers have mental health problems	12.09.18	14.00-16.00	Civic CDE
HC2	Substance Misuse and Young people	17.09.18	09.30 - 16.30	Chaucer Room 1
MC1	Local Authority Designated Officer (LADO) training:	19.09.18	10.00 -12.00	Chaucer Room B

	Managing allegations against staff			
BRF1	Working Together 2018 briefing	20.09.18	14.30 - 16.30	Civic BC
HC3	Sexual Health and Young people	24.09.18	09.30 - 16.30	Chaucer Room 1
BA1	Introduction to Child Protection	25.09.18	09.30 - 16.00	Civic DE
SC4	The possible impact of parental mental health on children and young people	26.09.18	09.30 - 16.00	Civic DE
MC2	Safer Recruitment	27.09.18	09.30 - 16.00	Civic DE
<b>OCTOBER 2018</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
HC4	Talking to Young People about Substance Misuse and sexual Health	01.10.18	09.30 - 16.30	Chaucer Room 1 <b>Cancelled</b>
BA2	Child Protection Refresher	04.10.18	09.30 - 13.30	Civic DE
HC2	Substance Misuse and Young people	08.10.18	09.30 - 16.30	Chaucer Room 1 <b>Cancelled</b>
SC1	Understanding and Risk Assessing Domestic Abuse - Working with Children and their families	10.10.18	09.30 - 16.00	<b>Cancelled</b> Civic DE
BA1	Introduction to Child Protection	16.10.18	09.30 - 16.00	Civic DE <b>Cancelled</b>
BRF1	Working Together 2018 briefing	17.10.18	14.30 - 16.30	Council Chambers
SC21	What is Sexual Violence	31.10.18	09.30-16.00	Chaucer Room B
<b>NOVEMBER 2018</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
HC2	Substance Misuse and Young people	01.11.18	09.30 - 16.30	<b>Cancelled</b>
BA1	Introduction to Child Protection	07.11.18	09.30 - 16.00	Civic DE
HC1	Female Genital Mutilation	08.11.18	09.30- 13.00	Chaucer Room C

HC3	Sexual Health and Young people	15.11.18	09.30 - 16.30	Cancelled
CC1	The Child Protection Process	20.11.18	09.30 - 16.00	Civic DE
SC7	Safeguarding disabled children	20.11.18	09.30 - 16.00	Chaucer Room B
BRF3	Child Sexual Exploitation Protocol Briefing	20.11.18	10.00-11.30	Cancelled
BA3	CASA	28.11.18	09.30 - 12.00	Civic DE
SC9	Workshop to raise awareness of Prevent	28.11.18	10.00-.11.30	Council Chambers
SC11	Understanding and managing neglect	29.11.18	09.30 - 16.00	Civic DE
HC4	Talking to Young People about Substance Misuse and sexual Health	29.11.18	09.30 - 16.30	Cancelled
<b>DECEMBER 2018</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
BA1	Introduction to Child Protection	11.12.18	09.30 - 16.00	Civic DE
BA2	Child Protection Refresher	18.12.18	09.30 - 13.30	Civic DE
<b>JANUARY 2019</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
BA1	Introduction to Child Protection	09.01.19	09.30 - 16.00	Civic DE
SC23	Harmful Practices: "Honour" Based Violence/Forced Marriage	10.01.19	09.30-13.30	Civic DE
HC2	Substance Misuse and Young people	24.01.19	09.30 - 16.30	Chaucer Room 1
SC1	Understanding and Risk Assessing Domestic Abuse - Working with Children and their families	31.01.19	09.30 - 16.00	Civic BC
<b>FEBRUARY 2019</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
SC9	Workshop to raise awareness of Prevent	06.02.19	10.00-.11.30	Civic DE
HC3	Sexual Health and	07.02.19	09.30 - 16.30	Chaucer

	Young people			Room 1
BA3	CASA	08.02.19	09.30 - 12.00	Civic DE
MC1	Local Authority Designated Officer (LADO) training: Managing allegations against staff	12.02.19	10.00 - 12.00	Civic BC
CC1	The Child Protection Process	13.02.19	09.30-16.00	Civic DE
HC4	Talking to Young People about Substance Misuse and sexual Health	19.02.19	09.30 - 16.30	Chaucer Room 1
<b>MARCH 2019</b>				
<b>CODE</b>	<b>TITLE</b>	<b>DATE</b>	<b>TIME</b>	<b>VENUE</b>
SC7	Safeguarding disabled children	06.03.19	09.30 - 16.00	Civic DE
BA1	Introduction to Child Protection	07.03.19	09.30 - 16.00	Chaucer B
BA2	Child Protection Refresher	13.03.19	09.30 - 13.30	Chaucer D
<b>APRIL 19</b>				
BA1	Introduction to Child Protection	03.04.19	09.30 - 16.00	Civic DE
SC11	Understanding and Managing Neglect	23.04.19	09.30 - 16.00	Civic BC
BRF3	Introduction to Child Exploitation	29.04.19	09.30-11.00	Civic BC
<b>MAY 19</b>				
SC24	Harmful Practices: Faith Based Abuse, Breast Ironing Widow Rituals, "Corrective" Rape	07.05.19	09.30 -13.30	Civic DE
BA1	Introduction to Child Protection	09.05.19	09.30 - 16.00	Civic BC
<b>JUNE 19</b>				
CC1	The Child Protection Process	05.06.19	09.30 - 16.00	Civic DE
SC8	Trauma informed practice	05.06.19	09.30 - 16.00	Chaucer J

SC10	Working with resistant families	06.06.19	09.30 - 16.00	Chaucer B
SC13	Working with young people and exploitation (gangs, CSE and County Lines)	10.06.19	09.30 - 16.00	Civic BC
BA2	Child Protection Refresher	11.06.19	09.30 - 13.30	Civic DE
BRF4	'Tools for the Jewels' - Empowering parents and professionals to be equipped with an understanding and positive approach to gangs and serious youth violence	13.06.19	10.00-12.30	Chaucer B
BA1	Introduction to Child Protection	19.06.19	09.30 - 16.00	Civic DE
<b>JULY 19</b>				
BRF3	Introduction to Child Exploitation	10.07.19	09.30-11.00	Civic BC
BA1	Introduction to Child Protection	11.07.19	09.30 - 16.00	Civic BC
<b>SEPTEMBER 19</b>				
BA2	Child Protection Refresher	11.09.19	09.30-13.13	Civic DE
SC8	Trauma informed practice	11.09.19	09.30 - 16.00	Civic BS
SC11	Understanding and Managing Neglect	12.09.19	09.30 - 16.00	Civic BC
<b>OCTOBER 19</b>				
BA1	Introduction to Child Protection	02.10.19	09.30 - 16.00	Civic DE
SC23	Harmful Practices: "Honour" Based Violence/Forced Marriage	03.10.19	09.30 -13.30	Civic DE
BRF4	'Tools for the Jewels' - Empowering parents and professionals to be equipped with an understanding and positive approach to gangs and serious youth	10.10.19	10.00-12.30	Civic DE



	violence			
SC1	Understanding and Risk Assessing Domestic Abuse - Working with Children and their families	22.10.19	09.30 - 16.00	Civic DE
<b>NOVEMBER 19</b>				
SC7	Safeguarding Disabled Children	04.11.19	09.30 - 16.00	Civic DE
BA1	Introduction to Child Protection	05.11.19	09.30 - 16.00	Civic DE
BRF3	Introduction to Child Exploitation	14.11.19	14.30-16.00	Civic BC
BA2	Child Protection Refresher	14.11.19	09.30-13.13	Civic DE
<b>DECEMBER 19</b>				
BA1	Introduction to Child Protection	04.12.19	09.30 - 16.00	Civic DE
SC13	Working with young people and exploitation (gangs, CSE and County Lines)	12.12.19	09.30 - 16.00	Civic BC
<b>JANUARY 20</b>				
SC8	Trauma informed practice	29.01.20	09.30 - 16.00	Civic DE
SC10	Working with resistant families	14.01.20	09.30 - 16.00	Civic BC
<b>FEBRUARY 20</b>				
SC11	Understanding and Managing Neglect	04.02.20	09.30 - 16.00	Civic DE
<b>MARCH 20</b>				
SC7	Safeguarding Disabled Children	04.03.20	09.30 - 16.00	Civic BC
SC1	Understanding and Risk Assessing Domestic Abuse - Working with	04.03.20	09.30 - 16.00	Civic DE

	Children and their families			
BRF4	'Tools for the Jewels' - Empowering parents and professionals to be equipped with an understanding and positive approach to gangs and serious youth violence	11.03.20	10.00-12.30	Civic DE

## COURSE TITLE

### Introduction to child protection

**Code: BA1**

Date	Time	Venue
Tuesday 11 Dec 2018	09.30 - 16.00	Civic DE
Wednesday 9 Jan 2019	09.30 - 16.00	Civic DE
Thursday 7 March 2019	09.30 - 16.00	Chaucer Room B
Wednesday 3 April 2019	09.30 - 16.00	Civic DE
Thursday 9 May 2019	09.30 - 16.00	Civic BC
Wed 19 June 2019	09.30 - 16.00	Civic DE
Thur 11 July 2019	09.30 - 16.00	Civic BC
Wed 2 Oct 2019	09.30 - 16.00	Civic DE
Tue 5 Nov 2019	09.30 - 16.00	Civic DE
Wed 4 Dec 2019	09.30 - 16.00	Civic DE

### Learning outcomes:

- To explore our own attitudes and perceptions in relation to child abuse
- To raise professional awareness about recognising types of abuse
  - To appreciate the possible impact of some parental difficulties on children and young people
- To identify professional roles and practice responsibilities, including within the Working Together Guidance
- To be aware of how to manage concerns about children.
- To be familiar with the referral process in Merton

**Competence Still Matters Group/s: 1,2,3**

**Inter-Collegiate Standards:2**

**Facilitator:** Carla Thomas

<b>COURSE TITLE</b>		
<b>Child Protection Refresher Course</b> <b>Code: BA2</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday 18 Dec 2018	09.30 - 13.30	Civic Centre DE
Wednesday 13 March 2019	09.30 - 13.30	Chaucer D
Tuesday 11 June 2019	09.30 - 13.30	Civic Centre DE
Wed 11 Sept 2019	09.30 - 13.30	Civic Centre DE
Tue 14 Nov 2019	09.30 - 13.30	Civic Centre DE
Tue 28 Jan 2019	09.30 - 13.30	Civic Centre DE
Tue 10 March 2020	09.30 - 13.30	Civic Centre BC

**Learning outcomes:**

- Revisit the current legislation and guidance
- Consider key messages and lessons from SCRs
- Review the various aspects of the child protection process
- Consider issues around information sharing
- Ensure that the child is kept at the centre of all assessments

**Competence Still Matters Group: 1, 2,3**

**Inter-Collegiate Standards: 3**

**Facilitators:** Carla Thomas

<b>COURSE TITLE</b>		
<b>Common and Shared Assessment (CASA) and Team Around the Child/Family Meetings (TAC/F)</b> <b>Code: BA3</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Friday 27 April 2018	09.30 - 13.00	Chaucer Room B
Wednesday 04 July 2018	09.30 - 12.00	Chaucer Room B
Wednesday 28 Nov 2018	09.30 - 12.00	Civic DE
Friday 08 Feb 2019	09.30 - 12.00	Civic DE

**Learning outcomes:**

- Overview of the revised Merton Child & Young Person Well Being Model (MWBM) 2013
- Introduction to Merton MASH, and the process for making referrals to MASH
- Aims and Principles of CASA and Team Around the Child/Family (TAC/F) meetings
- Introduction to suite of 4 forms for initial CASA & CASA Reviews/TAC/TAF
- Undertaking a CASA Assessment, including through subsequent

**Competence Still Matters Group: 1,2,3**

**Inter-Collegiate Standards: 2**

**Facilitator: Rebecca Doyle**

<b>COURSE TITLE</b>		
<b>The Child Protection Process</b>		
<b>Code: CC1</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday 03 May 2018	09.30 - 16.00	Chaucer Room D
Tuesday 20 Nov 2018	09.30 - 16.00	Civic DE
Wednesday 13 Feb 2019	09.30 - 16.00	Civic DE
Wednesday 5 June 2019	09.30 - 16.00	Civic DE

**Learning outcomes:**

By the end of the course participants should have an increased awareness of:

- The difference between s17 and s47
- The process involved in CP enquiries
  - The Child Protection Conference and its role in the safeguarding/protection process for a child
- the Signs of Safety model
  - the roles and responsibilities of individual professionals/agencies involved in the Conference and the Core Group, and

- To develop confidence in taking an active and professional role in the conference and/or core group

### **Competence Still Matters**

**Group: 3,4,5,6, Inter-**

**Collegiate Standards: 3**

**Facilitators:** Carla Thomas and an Independent Reviewing Officer

<b>COURSE TITLE</b>		
<b>Equality and Diversity</b>		
<b>Code: CC2</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
<i>Dates to follow</i>		

### **Learning outcomes:**

- Improve their skills and practice in respect of children and families from minority communities
- Work confidently when assessing parenting capacity in terms of strengths and weaknesses
- Particularly develop positive practice strategies when interacting with children and families from black and ethnic minority communities

## Competence Still Matters

Group: 3,4,5,6,

Inter-Collegiate Standards:

3

Facilitator:

COURSE TITLE		
<b>Understanding and Risk Assessing Domestic Abuse - Working with Children and their families</b>		
<b>Code: SC1</b>		
Date	Time	Venue
Thursday 17 May 2018	09.30 - 16.00	Civic BC
Wednesday 10 Oct 2018	09.30 - 16.00	Civic DE <b>Cancelled</b>
Thursday 31 Jan 2019	09.30 - 16.00	Civic BC
Tuesday 22 Oct 2019	09.30 - 16.00	Civic DE
Wednesday 4 March 2020	09.30 - 16.00	Civic DE

### Learning outcomes:

- To develop an understanding of what is domestic abuse



- To consider the experiences of victims
- To consider the impact of Domestic Abuse on Children and Young People
- To understand barriers to disclosure
  - To familiarise with the DASH risk assessment
  - To understand the role of MARAC
  - To consider safety planning
- To explore effective interventions

**Competence Still Matters**

**Group: 3,4,5,6, Inter-**

**Collegiate Standards: 3**

**Facilitator:** Zoe Gallen and Carla Thomas

<b>COURSE TITLE</b>		
<b>The impact of parental mental illness on children and young people</b>		
<b>Code: SC4</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Wednesday 26 Sept 2018	09.30 - 16.00	Civic DE

**Learning outcomes:**

- To explain types of parental mental ill health and how this can impact upon parenting

- To explore the impact of parental mental ill health on children, including
- possible effects on the child's physical and mental health
- To detail the legal responsibilities to take action if there are child safeguarding issues
- To explain the referral process to Children's Social Care and familiarize with the joint working protocol

**Competence Still Matters Group: 2,3,4,5**

**Inter-Collegiate Standards: 3**

**Facilitators:** Carla Thomas and Chris McCree

<b>COURSE TITLE</b>		
<b>Safeguarding disabled children</b>		
<b>Code: SC7</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday 20 Nov 2018	09.30 -16.00	Chaucer Room B
Wednesday 06 March 2019	09.30 -16.00	Civic DE

**Learning outcomes:**

- To highlight professional roles in safeguarding children
- To explain how to respond to child welfare concerns
- To identify specific issues for children with disabilities

**Competence Still Matters Group: 2,3,4,5**

**Inter-Collegiate Standards: 3**

**Facilitator:** Mary Webb

**COURSE TITLE**

**Trauma informed practice**

**Code: SC8**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Wed 5 June	9.30-16.00	Chaucer J
Wed 11 Sept 2019	9.30-16.00	Civic Centre BC
Wed 29 Jan 2020	9.30-16.00	Civic Centre DE

**Learning outcomes:**

- Give you an overview of the current research around trauma
- dissect PTSD and how do we recognise when our clients are in flight/fight or freeze?
- Consider how it impacts on our client group, development and attachment issues
- Look at the ACE studies and consider how it impacts on practice
- Discuss trauma informed practice and how it might be useful for your work.

**Competence Still Matters Group: 3-8**

**Inter-Collegiate Standards: 3**

**Facilitator:** Hayley Tuffin

**COURSE TITLE**

**Workshop to raise awareness of prevent—WRAP**

**Code: SC9**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday 19 June 2018	10.00-11.30	Council Chambers
Wednesday 28 Nov 2018	10.00-.11.30	Council Chambers
Wednesday 06 Feb 2019	10.00-.11.30	Civic DE

**Learning outcomes:**

- Understand Prevent Aims
- Thinks about who may be vulnerable to terrorism
- See how some people may be able to manipulate others to commit crimes
- Recognise when a vulnerable individual may be in need of help
- Be clear about what help and support may be available in your area and who you should turn to if you are concerned

**Competence Still Matters Group: 3-8**

**Inter-Collegiate Standards: 3**

**Facilitator:** Carla Thomas

**COURSE TITLE**

## **Working with resistant families**

**Code: SC10**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Wednesday 06 June 2018	09.30 - 16.00	Civic DE
Wednesday 27 Feb 2019	09.30 - 16.00	Chaucer D
Thursday 06 June 2019	09.30 - 16.00	Chaucer B
Tuesday 14 Jan 2020	09.30 - 16.00	Civic BC

### **Learning outcomes:**

- Messages and lessons from Serious Case Reviews
- Familiarising with different types of resistance
- Understanding and working with ambivalence
- Managing disguised compliance
  - Working with violence and aggression and understanding the impact on practice
- Working with denial
- What works

**Competence Still Matters Group: 2-4**

**Inter-Collegiate Standards: 3**

**Facilitator: Carla Thomas**



## **COURSE TITLE**

### **Understanding and managing neglect**

**Code: SC11**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday 07 June 2018	09.30 - 16.00	Civic DE
Thursday 29 Nov 2018	09.30 - 16.00	Civic DE
Tuesday 23 April 2019	09.30 - 16.00	Civic BC
Thursday 12 Sept 2019	09.30 - 16.00	Civic BC
Tuesday 4 February 2020	09.30 - 16.00	Civic DE

### **Learning outcomes:**

- Be aware of the current research in relation to childhood neglect
- Consider the multi-faceted definition of neglect
- Recognise possible indicators and risk factors
  - Understand the impact of neglect on the development of children and young people including the impact of cumulative harm
- Identifying met and unmet needs of children
- Planning interventions
- Measuring outcomes

**Competence Still Matters Group: 2-4**

**Inter-Collegiate Standards: 3**

**Facilitator: Carla Thomas**

**COURSE TITLE**

**Working with Young People and Exploitation (gangs, CSE and County Lines)**

**Code: SC13**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Monday 10 June 2019	9.00-16.00	Civic B/C
Thursday 12 Dec 2019	9.00-16.00	Civic B/C

**Learning outcomes:**

- Understanding a young persons idea of risk verses that of a professionals.
- Develop an understanding of young peoples journeys and experiences of exploitation (CSE, CCE, Gangs)
- Gain an understanding of the short and long term effects of trauma associated with exploitation
- Reframing how we think about exploitation - the negative effect of blaming language within assessments and case recording
- Understanding consent
- Developing skills in engaging with young people experiencing exploitation
- Learn how to realistically safety plan with young people experiencing
- What support do young people experiencing exploitation need?
- Referral Pathways and Protocols

**Competence Still Matters Group: 2-4**



## Inter-Collegiate Standards: 3

Facilitator: Emma Bradley, Jason Young, Josh Talbot

<b>COURSE TITLE</b>		
<b>Harmful Practices: Forced Marriage and Honour Based Violence</b>		
<b>Code: SC23</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday 10 January 2019	09.30 - 13.30	Civic DE
Tuesday 03 October 2019	09.30 - 13.30	Civic DE

Training outcomes overall for both sessions:

- Increase in awareness and understanding amongst professionals, in identifying and respond to harmful practices.
- Increase in the number of women at risk being identified by front line service providers as at risk of harmful practices as a result of the training.
- An increase in the number of women and girls at risk that are identified, supported and referred to Ascent Ending harmful practices partnership as a result of the training delivered across London.

## Competence Still Matters Group: 2-5

## Inter-Collegiate Standards: 3

**Facilitator: IKWRO**

<b>COURSE TITLE</b>		
<b>Harmful Practices: Breast Flattening, Faith Based Abuse, Corrective Rape, and Widow Rituals</b>		
<b>Code: SC24</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday 07 May 2019	09.30 - 13.30	Civic DE

Training outcomes overall for both sessions:

- Increase in awareness and understanding amongst professionals, in identifying and respond to harmful practices.
- Increase in the number of women at risk being identified by front line service providers as at risk of harmful practices as a result of the training.
- An increase in the number of women and girls at risk that are identified, supported and referred to Ascent Ending harmful practices partnership as a result of the training delivered across London.

**Competence Still Matters Group: 2-5**

**Inter-Collegiate Standards: 3**

**Facilitator: IKWRO**

<b>COURSE TITLE</b>		
<b>Local Authority Designated Officer (LADO) training: Managing allegations against staff</b>		
<b>Code: MC 1</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Wednesday 23 May 2018	09.30 - 13.30	Civic BC
Wednesday 19 Sept 2018	10.00 - 12.00	Chaucer Room B
Tuesday 12 Feb 2019	10.00 - 12.00	Civic BC

**Learning Objectives:**

- Understand the Merton process and procedures for managing allegations and serious concerns about professional practice and standards of care
- Become aware of the help and support available to staff/ volunteers and carers in relation to allegations made against staff
- Consider the process of implementing policies and strategies for staff/volunteers/carers in relation to minimising the risk of allegations and strategies for coping if they occur

**Competence Still Matters Group: 4, 5, 6,7**

**Inter-Collegiate Standards: 3**

**Facilitator:** John Shelley

<b>COURSE TITLE</b>		
<b>Introduction to Child Exploitation</b>		
<b>Code: BRF3</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Mon 29 April 2019	9.30-11.00	Civic B/C
Wed 10 July 2019	9.30-11.00	Civic B/C
Thur 14 Nov 2019	14.30-16.00	Civic B/C

**Learning outcomes:**

- Defining Child Sexual Exploitation, Gangs and Criminal Exploitation,
- Recognising signs of exploitation and gangs
- Knowledge of risk and vulnerabilities
- Overview of current climate and trends in Merton
- Referral pathways / protocols

**Competence Still Matters Group: 2-6**

**Inter-Collegiate Standards: 3**

**Facilitator:** Emma Bradley

**COURSE TITLE**

**Code: BRF4**

**'Tools for the Jewels' - Empowering parents and professionals to be equipped with an understanding and positive approach to gangs and serious youth violence**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday 13 June 2019	10.00 -12.30	Chaucer B
Thursday 10 Oct 2019	10.00 -12.30	Civic DE
Wed 11 March 2020	10.00 -12.30	Civic DE

**Learning outcomes:**

- Empowering parents and professional to be equipped with an understanding and positive approach to gangs and serious youth violence
- Enable our participants to support the Children of the future more effectively.

- Offer participants an exclusive insight in the world and mindset of young gang members

**Competence Still Matters Group: 2-6**

**Inter-Collegiate Standards: 3**

**Facilitator:** Unique Talent

<b>COURSE TITLE</b>		
<b>Briefing: multi-agency protocol to meet the needs of children and unborn children whose parents or carers have mental health problems</b>		
<b>Code: BRF 7</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday 26 June 2018	14.00 – 16.00	Council Chambers
Tuesday 10 July 2018	14.00 – 16.00	Civic CDE
Wednesday 12 Sept 2018	14.00 – 16.00	Civic CDE

**Learning outcomes:**

- Be Introduced to the multi-agency protocol to meet the needs of children and unborn children whose parents or carers have mental health problems
- Familiarise with the key principles

- Familiarise with the decision making process
- Consider implications for practice

**Competence Still Matters Group: 2-6**

**Inter-Collegiate Standards: 3**

**Facilitator:** Paul Bailey/ Carla Thomas

<b>COURSE TITLE</b>		
<b>Female Genital Mutilation</b>		
<b>Code: HC1</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Wednesday 20 June 2018	09.30 - 13.00	Civic DE
Thursday 08 Nov 2018	09.30 - 13.00	Chaucer room C

**Learning outcomes:**

- Be aware of the different types of FGM

- Understand the prevalence of FGM and identify high risk communities
- Understand the law in relation to FGM
- Explain the reasons why FGM is practiced and accepted in some communities
  - Be aware that FGM in young women below the age of eighteen is 'child abuse' a violation of the child's right to life, their body integrity as well as their right to health
  - Be able to recognise what the signs and indicators of FGM are and to make appropriate referrals to safeguard children and young people
- Be aware of the support services for women who have undergone FGM

**Competence Still Matters Group: 2-8**

**Inter-Collegiate Standards: 3**

**Facilitator:**

<b>COURSE TITLE</b>		
<b>Substance Misuse</b>		
<b>Code: HC2</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Monday 08 Oct 2018 <b>Cancelled</b>	09.30 – 16.30	Chaucer Conference Room 1
Thursday 01 Nov 2018 <b>Cancelled</b>	09.30 – 16.30	Chaucer Conference Room 1



Thursday 24 Jan 2019	09.30 – 16.30	Chaucer Conference Room 1
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### Learning outcomes:

By the end of the day participants will have:

- A greater awareness and knowledge of the different names used for substances including street names
- Increased awareness of the range of different substances including Novel Psychoactive Substances (NPS) that young people may use
- Increased knowledge of how substances are used, the equipment used and the effects including risks and harms attached to using different types of substances
- Increased knowledge of the legal status of different substances
- Explored attitudes to substance use and how these impact on those using substances
- Gained a better understanding of local substance misuse providers and how to make effective referrals
- Addressed cultural and faith contexts to relation to substance misuse

### Competence Still Matters Group: 2-8

Inter-Collegiate Standards: 3

Facilitator: Sarah Bell

**NB. Practitioners attending this course will also be expected to attend HC3 and 4**

<b>COURSE TITLE</b>		
<b>Sexual Health and Young People</b>		
<b>Code: HC3</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>

Monday 24 Sept 2018	09.30 – 16.30	Chaucer Conference Room 1
Thursday 15 Nov 2018 <b>Cancelled</b>	09.30 – 16.30	Chaucer Conference Room 1
Thursday 7 Feb 2019	09.30 – 16.30	Chaucer Conference Room 1

### **Learning outcomes:**

By the end of the day participants will have:

- Increased knowledge of sexually transmitted infections (STIs)
  - Greater awareness of contraception and where young people can access within Merton including local services that young people can be referred to
- Increased knowledge on sex, relationships and the Law
  - Increased knowledge and awareness of sexualised behaviour and the safeguarding issues relating to sexualised behaviour and sexual health
  - Increased knowledge and understanding of; sex and relationships within the context of faith and cultural issues and within the context of young people questioning their sexuality and or within the context of lesbian, gay, transgender young people
  - Greater awareness of the C-Card Scheme and how to register young people and promote condom use across Merton
- Greater awareness of local sexual health services for young people in Merton

**Competence Still Matters Group: 2-8**

**Inter-Collegiate Standards: 3**

**Facilitator: SPECTRA**

**NB. Practitioners attending this course will also be expected to attend HC2 and 4**



**COURSE TITLE**

**Talking to Young People about Substance Misuse and Sexual Health**

**Code: HC4**

Date	Time	Venue
Monday 01 Oct 2018 <b>Cancelled</b>	09.30 – 16.30	Chaucer Conference Room 1
Thursday 29 Nov 2018 <b>Cancelled</b>	09.30 – 16.30	Chaucer Conference Room 1
Thurs 19 Feb 2019	09.30 – 16.30	Chaucer Conference Room 1

**Learning outcomes:**

By the end of the day participants will have:

- Discussed early identification of young people at risk of substance use/misuse and or at risk of sexually transmitted infections and teenage pregnancy
- Discussed resilience and how to build young people resilience to prevent poor sexual health and substance use/misuse
- Had an opportunity to practice how to talk to young people about substance use and sexual health
- Increased confidence in knowing the different roles and responsibilities
- individual services have when working with young people, parents/carers and families when providing advice, information and specialist support around substance misuse, sexual health and healthy relationships
- Gain a clearer understanding of the different services across Merton, the thresholds of these services and how to effectively refer young people to specialist substance misuse and sexual health services

**Competence Still Matters Group: 2-8**

**Inter-Collegiate Standards: 2**

**Facilitator: Sarah Bell**

**NB. Practitioners attending this course will also be expected to attend HC2 and 3**

<b>COURSE TITLE</b>		
<b>Fabricated and Induced Illness</b>		
<b>Code: HC5</b>		
<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday 22 May 2018	09.30 - 16.00	Civic DE

**Learning outcomes:**

- Understand what is meant by FII and ways in which children present symptoms to health professionals and others
- Be aware of the way in which FII could present within their work setting
- Know how to respond to suspected cases of possible FII

**Competence Still Matters Group: 2-8**

**Inter-Collegiate Standards: 3**

**Facilitator:**