**CHILDREN, YOUNG PEOPLE AND FAMILIES IN HIGHLAND:**

**WHAT INTERAGENCY TRAINING DO I NEED?**

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***Please take a few minutes to read this guide as it will help you and your manager identify the types of training you should be accessing in relation to the Highland Practice Model and Child Protection in line with your roles and responsibilities.***

***Introduction***

*‘The well-being and safety of children and young people in Scotland is paramount. They have the right to be cared for and protected from harm, and to grow up in a safe environment in which their well-being, rights and needs are respected’*

Everyone working with children, young people and families must work together to ensure the best outcomes are achieved. This includes:

* paid and unpaid staff/ volunteers working directly and indirectly with children and young people (including young people over the age of 16 who are still subject to a supervision requirement by a Children’s Hearing and those who still need intervention to protect them)
* those working with family members such as parents /carers (including services which work exclusively with adults)
* those managing and supervising staff working with children, young people and/or family members
* those commissioning and monitoring services that support children, young people and adults

*Child Protection National Learning and Development Framework 2012*

*If you are unsure as to the level of training you require, please ask your practice lead, line manager or child protection advisor. Alternatively, you can contact us directly on 01463 703541 for further guidance.*

**Participants will receive a certificate on completion of the training. Please note how long the training is valid for. Your details will also be held on the master sheet which evidences your attendance should you require it for registration purposes.**

**Anyone who, as part of their job is likely to come into contact with children** should attend child protection training on a regular basis. Training should be undertaken as soon as possible upon employment but no more than six months after employment start date. ***You should discuss with your line manager, practice lead or child protection advisor which level of introductory training is suitable for your role and responsibilities.***

***REMEMBER: CHILD PROTECTION IS EVERYONE’S RESPONSIBILITY***

*The Child Protection Committee recommends you undertake multi-disciplinary training as described in this guide. The training aims should complement rather than replace learning and development provided within your own agency/service/discipline.*

***Who should attend which training courses?***

In line with the *National Framework for Child Protection Learning and Development 2012*, practitioners should undertake training as follows:

**For non-teaching staff,** such as cleaning staff and canteen staff, **who have minimal contact** with children, young people or family members, we would recommend:

* **the E-learning course (go to** [**www.hcpc.org**](http://www.hcpc.org)**)** This course may also be used as a “bridge” until such time that staff can attend training. There is no charge.

**Those who have direct contact with children, young people or other family members** *(including teaching staff, non-teaching staff, PSA, EYP, canteen staff, facilities/janitorial staff*

* **Introduction to Child Protection – 40mins – 1 hour** (school based or out-with)

For teaching staff particularly Nursery Supervisors, PTs primary, Guidance and Support Staff

* **Recognition and Response in Child Protection – 3.5 hours**

This includes groups such as child minders, teachers, youth workers, foster carers, nursery staff, community psychiatric nurse (addictions) etc.

*NB: Where applicants choose to attend Identifying and Sharing Concerns without the Introductory/Refresher training, an understanding of the principles of the Highland Practice Model will be presumed*

Those who carry out **direct and regular work** with children, young people and/or family members *including adult services* come should undertake the following courses:

* **Child Sexual Exploitation Briefing – 3 hours**
* **Developing Competence in Child Protection\* – 1 day \***
* **Getting Our Priorities Right: Children Affected by Parental Substance Misuse – 1 day**

\*Please note, these courses are mandatory for Head Teachers, Practice Leads and Social Workers. And strongly advised for PT Guidance, PT SfL.

In addition, these courses are targeted at Named Persons and Lead Professionals, Substance Misuse Services, Domestic Abuse Services and Third Sector Organisations with specific responsibilities for children, young people and family members.

*NB: Staff in this group do not have to repeat the Introductory course (although this is an option) before attending these courses. However, an understanding of the principles of the Highland Practice Model will be assumed at this level*

The **Intensive Contact Workforce** has **specific responsibilities for child protection issues as part of their role**. This includes Named Persons/Lead Professionals and those with core responsibilities for assessment and planning for children *including those based within adult services*.

It is recommended that practitioners and managers in this group attend:

* **Working Towards Positive Outcomes: Assessment, Analysis and Actions - 2 day course**

*NB: Staff attending this course should have already attended the Developing Competence in Child Protection and Highland Practice Model courses*

**Further information and the training calendar can be found at: www.hcpc.scot**