



## CHILD PROTECTION TRAINING IN HIGHLAND: WHAT DO I NEED?

*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. Further information and booking is available at: [www.hcpc.scot](http://www.hcpc.scot) - further advice is also available from the Child Protection Committee: [CP.Training@highland.gov.uk](mailto:CP.Training@highland.gov.uk)*

### Introduction

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
- 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*

**Highland CPC would recommend that anyone who, as part of their job is likely to come into contact with children** should attend a **minimum** of one child protection training course in each 3 year period. This training should be undertaken as soon as possible upon employment but no more than six months after employment start date.

### **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 people who have minimal contact** with children, young people or family members, we would recommend:

- **Child Protection: Basic Awareness – 1.5 hours**

Note: An introductory e-learning package is also available from the Care and Learning Alliance. Staff can access this free of charge by emailing [CP.Training@highland.gov.uk](mailto:CP.Training@highland.gov.uk) to receive a voucher code

**Those who have direct contact with children, young people or other family members** (*including those working in adult services*) should attend (as a minimum):

- **Recognition and Response in Child Protection – 2-3 hours**

Note: Staff *do not need* to attend the Basic Awareness course before attending Recognition and Response but should seek advice from managers about which is more suitable for their roles/responsibilities

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

- **Developing Competence in Child Protection – 1 day**

This course is suitable any professionals with key responsibilities for child protection within their organisation. This may include responding to concerns about children, contributing to child protection assessment and planning processes and attending child protection meetings. It is assumed applicants have attended the Recognition and Response course and have an understanding of the principles of the Highland Practice Model.

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: This course covers child protection and the practice model. Staff attending this course should have already attended the Developing Competence in Child Protection and have a good knowledge of the Highland Practice Model.*

### **Graded Care Profile (GCP2) Training**

Highland is licensed to use the Graded Care Profile tool to help practitioners assess and evidence neglect. Practitioners must attend the Graded Care Profile training to receive the toolkit. NB: This training includes a short assessment activity to ensure staff are competent and confident in using the toolkit. Practitioners who would like to find out more about the GCP2 but would not be using the toolkit can attend one of the hour long briefing sessions (available from 1/9/18).

- Graded Care Profile Training – 1 day
- Graded Care Profile Briefing – 1 hour

### **WRAP – Workshop to Raise Awareness of PREVENT – 1.5 hours**

This briefing is available to all practitioners working in children and adult services and aims to provide attendees with an awareness and understanding of the PREVENT agenda and their role within it. In particular, it seeks to assist professionals in recognising potential risks and vulnerabilities which may increase the risks of individuals being persuaded by an extremist or terrorist ideology.

### **E-learning**

Please note, in addition to the formal courses outlined overleaf, the Child Protection Committee is also pleased to offer the following e-modules in partnership with the Care and Learning Alliance.

- Children Affected by Parental Substance Misuse
- Child Sexual Exploitation

These modules are available for everyone free of charge by visiting: <http://calaelearning.co.uk/>

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