



PSCB Safeguarding Children Training Programme 2016- 2017

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Welcome to PSCB's Safeguarding Children Training Programme!

Portsmouth Safeguarding Children Board Training courses are for everyone in the children's workforce and those working with adults who are parents and carers in the city. This includes paid staff and volunteers working in the statutory, voluntary and independent sectors.

The aim of the programme is:

- To improve practitioners' and managers' knowledge, skills and attitudes in relation to safeguarding children.
- To provide opportunities for practitioners to learn together through multi-agency training courses, workshops and seminars.
- To keep the workforce up to date with key messages from national and local Serious Case Reviews and research
- To develop the children's and adult's workforce to improve outcomes for children, young people and those who care for them.

The content of this training programme is based on the national government guidance 'Working Together to Safeguard Children 2015'.

Portsmouth Safeguarding Children Board Training Sub-Group is responsible for ensuring that both multi-agency and single agency training on safeguarding and promoting the welfare of children is provided at a number of different levels in order to meet local needs. PSCB Training Sub-Group provides and quality assures the training courses available within this programme. The programme is updated regularly to include key messages from Portsmouth Safeguarding Children Board and national and local Serious Case Reviews and research.

This training programme is developed and delivered by a multi-disciplinary team of locally based trainers who have particular knowledge and experience in various aspects of safeguarding children. Some of the courses are commissioned from specialist trainers and organisations from outside the local agencies.

How to use this training programme

The PSCB training programme offers a safeguarding training pathway for people working directly with children and parents to develop their skills and knowledge and also ensure that specialist areas are covered through workshops and seminars.

It is each individual organisation's responsibility to ensure that their staff are properly trained in relation to safeguarding children.

All workers and managers working with children and parents should have an appropriate level of safeguarding training. Workers and their managers should consider their training needs and apply to attend the relevant courses offered through this programme and other organisations in the city. Please see the course details in this booklet and use these as a guide as to which training course/s particular groups of staff should attend.

Everyone should have their regular safeguarding knowledge, refreshed at least every 3 years (every 2 years for designated staff in schools). This means that workers and managers should continuously reflect on their learning needs and identify the most appropriate training to keep their knowledge and skills up to date.

Working together is an essential feature of safeguarding and promoting the welfare of children and as stated above, the aim of this training programme is to offer multi-agency training opportunities to the workforce in Portsmouth. However, it is not always possible and practical for everyone to participate in the multi-agency programme and as such we also offer training courses on a single agency basis.

There will be new training courses on offer each year and other safeguarding training briefings, sessions or events organised by PSCB throughout the year. PSCB will promote any training event as widely as possible. Training events will be advertised on the PSCB website. Please have a regular look on www.portsmouthscb.org.uk.

Links with other safeguarding training delivered by Portsmouth City Council

There are also other relevant multi-agency safeguarding training courses available in the city. Portsmouth Safeguarding Children Board highlights other relevant safeguarding training as:

- Domestic Abuse Training - provided by Hidden Violence Service - please contact Sharon Furtado for booking information on 023 92841050.
- PREVENT training - provided by Hidden Violence Service - can be accessed through this link: <http://saferportsmouth.org.uk/prevent-duty/prevent-training> For further enquiries please contact Charlie Pericleous, PREVENT Co-ordinator for booking information on 023 92688357.
- SORTED programme - provided by Public Health - please contact Kelly Huggett for booking information on 023 92834235
- There are further safeguarding courses organisations who have access to PCC Learning and Development Section for key groups of professionals, for example social workers - contact LearningandDevelopment@portsmouthcc.gov.uk or 023 9284 1963 or use MLE for booking on.
- Safer Recruitment training is organised by Helen DuCane Helen.DuCane@portsmouthcc.gov.uk .

Terms and Conditions

How do I apply for a course?

Please read the course details and guidance in this booklet before you apply to check it is the right course for you. Applicants should discuss with their manager the courses they should attend and receive permission to attend.

Once you have identified which course is right for you, please fill in the PSCB Safeguarding Children Training Booking Form which can be found on the PSCB website (<http://www.portsmouthscb.org.uk/>). Alternatively, you can email the training administrator (pscbrtraining@portsmouthcc.gov.uk) and you will receive a booking form via email.

Please fill in one form per applicant (include on one form all the courses the applicant wants to attend) and return it via email to pscbrtraining@portsmouthcc.gov.uk. You can also send it to us in the post:

PSCB Safeguarding Children Training Programme
Quality Service Team, Children's Social Care
Floor 3, Core 5
Civic Offices
Guildhall Square, Portsmouth
PO1 2EA
FAO PSCB Training Administrator

By returning the booking form, you and your manager accept the suitability of the course and agree to the terms and conditions of the training programme.

How do I apply for Single Agency Training?

Please see page 16 of this booklet for information on our offer of Single Agency Training.

Please email the training administrator to discuss requirements and to obtain a booking form pscbrtraining@portsmouthcc.gov.uk

Charging Policy

The programme is funded by PSCB partner agencies. Schools pay for their training courses through a Service Level or Traded Services Agreement. Schools who have not signed up to the Service Level or Traded Services Agreement will be charged per delegate they send to attend the courses.

Safeguarding Children Basic Awareness courses and bespoke training courses delivered on a single agency basis will be charged per delegate attending the course.

There is also a cancellation policy which includes charges for non-attendance.

Course Allocation

Due to the multi-agency nature of the PSCB courses, **we do not advertise dates** that delegates can choose from. To ensure there is an optimum mix of professional staff and staff from voluntary organisations on each course, delegate places are arranged by the PSCB Training Administrator.

Cancellations/Non-Attendance

The demand for this training programme is ever increasing and there are more and more organisations accessing this training. As such, we need to reduce the instances where people do not attend the training and have not cancelled in ample time to allow others to take their place. Please be aware of our cancellation policy. If we do not receive 5 working days' notice for non-attendance, your organisation will be charged £50.

We realise that there may be exceptional circumstances, such as illness, which lead to a short-notice cancellation and this will be taken into consideration in relation to our charging policy. At the discretion of the training team, the delegate's space on the course can be substituted with a colleague of the same organisation. The line manager needs to inform us of their intention to do so and a booking form for the new delegate has to be completed and emailed to pscbrtraining@portsmouthcc.gov.uk (at the latest on the scheduled date of the training course).

However if the delegate or the delegate's line manager do not inform the office of the cancellation and/or substitution, the named delegate's failure to attend will be treated as 'non-attendance'. This may result in the penalty fee (£50) and the delegate will be taken off the waiting list. If the delegate wishes to attend the course at a later date, they or their line manager have to submit a new application and it will be treated as such.

Delegates must ensure that they sign the register at the start of each training course to avoid any unnecessary charging.

By returning the booking form, you are agreeing to attend the whole course. Certificates will not be issued to delegate's who do not attend the whole course. Feedback will be given to the delegate's line manager regarding attendance issues.

Portsmouth Safeguarding Children Board reserves the right to cancel a course. We make every effort to ensure this does not happen and delegates will be offered the next available date.

What material do I get from the training?

Course delegates will receive a copy of the powerpoint slides and useful hand-outs related to each course. A certificate will also be issued at the end of the course. We do try to keep photocopying course material to a minimum for each course and all of the practice documents and tools (SAF forms, TAC Review forms, inter agency referral forms etc) can be found at on the professionals page of the PSCB website - <http://www.portsmouthscb.org.uk/>

Safe Learning and Expectations

As stated above, it is the responsibility of the delegate and their manager to ensure that the course is suitable for their requirements. Together with your manager, delegates are expected to come with their own learning objective, what you expect to gain through attending the course and have opportunities when you return to the workplace for the knowledge and skills developed by attending the course to be put into practice.

We ask all course delegates to complete a pre- and post-evaluation form. This is so we can measure the improvement in learning from delegates attending our courses and respond to any feedback to enhance and develop our training programme. For some courses, we may

at times undertake more in depth evaluation which will involve contacting you and your manager several weeks after the course.

Safeguarding training can have a powerful effect on people's emotions. It can sometimes touch on personal feelings or professional conflicts or difficulties which an individual is finding upsetting at that particular time. The course presenters are aware of these things and make every effort to be sensitive to them and to do all they can to create a safe learning environment. Please speak to them if you feel you need to do so.

Trainers have the right and responsibility to discuss with delegates any safeguarding practice issues, which have been discussed as part of the course, to ensure procedures have been followed correctly and children are safe. This may include further discussion after the course with appropriate manager's and agencies.

We would also ask individuals who attend our courses to take personal responsibility to take care of themselves and give consideration to the learning needs of others on the course. We reserve the right to ask a delegate to leave if the delegate's behaviour is deemed inappropriate. All delegates will be required to abide by the site rules operating at the course venue. Feedback will be given to the delegate's manager about any issues relating to inappropriate behaviour.

Experiential learning and group participation is particularly effective in safeguarding training. Our training programme offers lots of opportunities to work together in small groups to undertake exercises to interact, try out new knowledge and skills whilst observing and learning from others. The exercises that are used are those which we hope provide a direct and concrete link back to the learners' work environment and therefore facilitate the transfer of learning.

We strive to ensure that our training programme is of high quality and that we use the best people to deliver our training. Please use our evaluation forms to provide constructive feedback about any aspect of the training. We collate this information and use it to inform future training provided and develop our training team.

Practicalities

We do not provide lunch on any of these training courses. We do provide refreshments (hot drinks and water) throughout the day. Please bring your own lunch and snacks.

Most of our courses take place at Portsmouth Academy for Girls Training Centre. The centre has ample car parking spaces and is accessible for wheelchairs.

Training Records

It is the responsibility of each organisation and individual practitioner to keep a record of attendance at safeguarding training courses. We do keep a record of attendance at our training courses to help us with the annual training needs analysis and so we can provide evaluation reports to PSCB.

Quality Assurance

The PSCB Safeguarding Children Training Programme is evaluated by Portsmouth Safeguarding Children's Board on an on-going basis.

By agreeing to the terms and conditions, delegates and their managers are agreeing to undertake evaluation of the training courses. We do evaluation on two levels:

- Initial evaluation: at the start and the end of the course, we will ask delegate's to complete a paper evaluation form.
- Follow up evaluation: for some courses, we will ask learner's and their manager's to complete a further paper evaluation six months after the course.

The programme is updated regularly to include key messages from Portsmouth Safeguarding Children Board and national and local Serious Case Reviews and research.

Complaints

Any issues that arise during the course should be discussed with the course trainers. Course trainers will deal with the complaint as best as possible and pass information on to the PSCB Safeguarding Children Trainer.

Any other complaints can be discussed with the PSCB Safeguarding Children Trainer on 023 92 688505 or made in writing and emailed to pscbtraining@portsmouthcc.gov.uk or posted to PSCB Safeguarding Children Training Programme, Floor 3 Core 5, Children's Social Care, Civic Offices, Guildhall Square, Portsmouth, PO1 2EA.

You will receive a response within 10 days of submitting your complaint.

Promoting equalities and inclusion in training

We expect all our staff, consultants, course participants and trainers to meet this commitment.

Therefore we will:

- Challenge behaviour and language that is discriminatory.
- Avoid discriminatory language. If this is used, it must be justifiable in terms of facilitating learning, and not gratuitous.
- Promote positive images of traditionally excluded groups.
- Be open to challenge and learn from this.
- Make reasonable adjustments to meet special requirements (e.g. we can supply information on any course in this guide in large print).
- Involve people who use services in development.
- Include examples in learning interventions of good practice in supporting people from minority groups.
- Use positive short listing for people who identify as having a disability.

We ask you to:

- Notify us of any special requirements.
- Challenge behaviour or language that you feel is discriminatory.

- Ensure that all staff are given opportunities to access learning.

Training Team

Our training programme is delivered by one Safeguarding Children Trainer and a team of suitably experienced and qualified trainers who work across the city. The trainers are knowledgeable about safeguarding and promoting the welfare of children and are also skilled in delivering training to groups of adults. We provide a supportive induction process and on-going opportunities for development for our trainers. If you are interested in joining our training team, please contact pscbtraining@portsmouthcc.gov.uk for further information.

Training Courses

eLearning

CAF Awareness (Please note that SAF has now replaced the CAF in Portsmouth, but this module will still provide relevant learning with regards to the 'early help' process).

Aim: To provide introductory training about 'early help' process and practice

Learning outcomes:

At the end of this course, delegates will be able to:

- To be able to identify children with additional needs early.
- To be able to describe Common Assessment Framework (CAF), Team Around the Child and Lead Professional processes to support children and families.

Safeguarding Children

Aim: To provide introductory training on how to work together to safeguard and promote the welfare of children

Learning outcomes:

At this end of this course, delegates will be able to:

- Recognise potential indicators of child maltreatment: physical, emotional and sexual abuse and neglect.
- Be able to follow local policies and procedures.
- Be able to identify what action to take when you have safeguarding concerns including to whom you should report your concerns to and seek advice and support from.

Information Sharing

Aim: To provide introductory training on the importance of information sharing in keeping children safe

Learning outcomes:

At the end of this course, delegates will be able to:

- Be able to describe the legal framework and guidance for information sharing.
- Be able to identify the 7 golden rules for information sharing.
- Be able to recognise key principles such as confidentiality and consent.

Who is it for? The eLearning modules are for everyone working with children and those working with adults who are parents in Portsmouth.

Time: The eLearning courses can be done individually or as a group. You have a month to complete and you can repeat it during this time as often as you like.

Certificate: You can print off a certificate after completing each unit.

Child Sexual Exploitation

Aim: To increase awareness of the main issues in relation to the sexual exploitation of children and young people

Learning Outcomes:

- Have an awareness of the background to child sexual exploitation, including definitions, the key legislation and research findings.
- Understand the risk assessment, including elements of a good assessment.
- Know the categories of risk and what vulnerability factors to look for when undertaking an assessment.
- Have a basic knowledge of the responsibilities of the key agencies involved in helping children that are being, or at risk of being sexually exploited.

Who is it for: The eLearning modules are for everyone working with children and those working with adults who are parents in Portsmouth.

Time: The eLearning courses can be done individually or as a group. You have a month to complete and you can repeat it during this time as often as you like.

Certificate: You can print off a certificate after completing each unit.

Female Genital Mutilation

Aim: To increase awareness of the main issues in relation to the Female Genital Mutilation

Learning Outcomes:

- Understand what FGM is and distinguishing the four types of FGM.
- Identify key health risks and consequences of FGM.
- State the legal position in the UK regarding FGM.
- Understand how and when FGM is carried out.
- Identify who is at risk of FGM and describe the key indicators.
- List some of the common justifications for FGM.
- Be aware of your role in preventing FGM and supporting those who have undergone FGM.

Who is it for: The eLearning modules are for everyone working with children and those working with adults who are parents in Portsmouth.

Time: The eLearning courses can be done individually or as a group. You have a month to complete and you can repeat it during this time as often as you like.

Certificate: You can print off a certificate after completing each unit.

Access: This eLearning module is provided by the Home Office. For direct access, please go to www.fgmelearning.co.uk and click on Hampshire in the area box.

Forced Marriage

Aim: To increase awareness of the main issues in relation to the Forced Marriage

Learning Outcomes:

- Recognise the warning signs of forced marriage
- Take the right actions to help protect the potential victim
- Co-operate effectively with other agencies

Who is it for: The eLearning modules are for everyone working with children and those working with adults who are parents in Portsmouth.

Time: The eLearning courses can be done individually or as a group. You have a month to complete and you can repeat it during this time as often as you like.

Certificate: You can print off a certificate after completing each unit.

Access: This eLearning module is provided by the Home Office. For direct access, please go to www.fgmelearning.co.uk and click on Hampshire in the area box.

Access: This eLearning module is provided by the Home Office. For direct access, please go to: http://www.safeguardingchildren.co.uk/resources/awareness-of-forced-marriage-register-fortraining/?utm_medium=email&utm_campaign=SCA%20resourcescourses&utm_content=SCA%20resourcescourses+Version+A+CID_11e5067ab58e9218c6ba3e4b0fbaa48&utm_source=Email%20Marketing&utm_term=Free%20Forced%20Marriage%20course

Prevent eLearning course

Aim: The aim of this module is to provide information on Channel and what your duties and responsibilities are in this process.

Learning Outcomes:

- Explain how Channel links to the government counter terrorism strategy (CONTEST)
- Describe the Channel process and its purpose
- Identify factors that can make people vulnerable to radicalisation
- Define safeguarding and risk ownership of the Channel process

Who is it for? The eLearning modules are for everyone working with children and those working with adults who are parents in Portsmouth.

Time: 30 minutes

Certificate: You can print off a certificate after completing each unit.

Access: This training is provided Portsmouth Safer Partnership and can be accessed at <http://saferportsmouth.org.uk/prevent-duty/prevent-training>.

Taught Courses

Basic Awareness - Safeguarding Children

Aim: To provide introductory training on how to work together to safeguard and promote the welfare of children who might be at risk of abuse and neglect.

Who is it for? Basic Awareness Safeguarding Children course is for everyone working with children and those working with adults who are parents in Portsmouth.

Learning Outcomes:

At the end of this course, delegates will be able to:

- Recognise potential indicators of child maltreatment: physical, emotional and sexual abuse and neglect.
- Be able to follow local policies and procedures.
- Be able to identify what action to take when you have safeguarding concerns including to whom you should report your concerns to and seek advice and support from.

Time: This is a three-hour taught course which we offer on a regular basis during term time.

Certificate: You will receive a certificate at the end of the course.

Working with Vulnerable Children - Missing, Exploited and Trafficked Module

Aim: To raise awareness of safeguarding specific issues focusing on CSE, Missing and Trafficking and related local protocols, processes and practice

Who is it for: All professionals working with children and young people

Learning Outcomes:

- Describe Child Sexual Exploitation, Missing and Trafficking
- Recognise indicators of children at risk and models of behaviour
- Use local evidence based tools to identify children at risk and be able to follow 4LSCB procedures
- Describe ways of supporting children at risk and local organisations who can help.

Time: This is a one day taught course which we offer on a regular basis during term time.

Certificate: You will receive a certificate at the end of the course.

Early Help Module

Aim: To support and equip key professionals with knowledge and skills to undertake 'early help' practice

Who is it for? The Early Help Module is for key professionals in organisations who take a lead in embedding good 'early help' practice - using the SAF (single assessment), Team around the Child processes and the Lead Professional role.

Learning Outcomes:

- You will be able to describe the 'early help' process and practice in Portsmouth in line with local policy.
- You will be able to undertake an 'early' assessment using the Portsmouth SAF (single assessment) paperwork and related tools.
- You will be able to devise an outcome focused plan for a child and their family.
- You will be able to recognise knowledge and skills necessary for the Lead Professional role.
- You will be able to contribute to a Team around the Child meeting and processes.
- You will be able to act as an advocate for the child.

Time: This is a one day course. We offer this training once per month during term-time. Please note that lunch is not provided.

Certificate: Full attendance is mandatory to qualify. You will receive a certificate at the end of the day.

Child Protection Module

Aim: To support and equip key professionals with knowledge and skills to promote good practice in child protection

Who is it for? This module is for designated officers/professionals with responsibilities with regards to making referrals to Children Social Care and attending Child Protection Conferences and working with children on Child Protection Plans.

Learning Outcomes:

By the end of the course, you will be able to:

- Define child maltreatment and identify signs of child maltreatment.
- Outline messages from Serious Case Reviews and recent research.
- Recognise how and when to refer to Children's Social Care when you have identified a safeguarding concern.
- Document safeguarding concerns in an appropriate way using the inter agency referral form.
- Contribute to Child Protection Conferences and make considered judgements about how to act to safeguard a child.
- Use the PSCB Resolving Professional Differences Protocol and escalation process.

- Act as an advocate for the child and be able to contribute more effectively to making conferences child centred.

Time: This is a one day course. We offer this training once per month during term-time. Please note that lunch is not provided.

Certificate: Attendance all day is mandatory to qualify. You will receive a certificate at the end of the day.

Supervision Module

Aim: To ensure consistency of approach in the supervision of people who work to safeguard children in Portsmouth and to provide supervisors with the skills to deliver the integrated supervision standards agreed by the Children's Trust and Safeguarding Children Board

Learning outcomes:

At the end of the course, delegates will be able to:

- Define what constitutes effective safeguarding supervision and its relationship to keeping children safe.
- Describe Portsmouth Safeguarding Children Board Supervision Standards.
- Be able to use the reflective Supervision cycle and understand how it can be as a model to facilitate effective supervision in both individual and groups sessions.
- Know how to use a tool to help staff evaluate and analyse information and to use this analysis to inform decision making where there are concerns about a child.
- Describe the role of the supervisor within the safeguarding children system.

Who is it for? This module is for managers/supervisors who have a role in providing safeguarding children supervision, support and guidance for practitioners.

Time: This is a one and a half day course, usually taught either Tuesday and Wednesday or Wednesday and Thursday (9:00 - 16:30 each day). Please note that lunch is not provided on these days.

Certificate: Full attendance at both days is mandatory to qualify. You will receive a certificate at the end of the day.

Manager's Module

Aim: To support manager's to recognise and meet their responsibilities under the Children Act 2004 Section 11/ Portsmouth Safeguarding Children Board COMPACT Standards

Learning Outcomes:

At the end of the course, delegate's will be able to:

- Recognise the Portsmouth Safeguarding Children Board COMPACT Standards and identify what good practice looks like in relation to these Standards.
- Describe the local context and processes and practice in relation to safeguarding children.
- Identify key messages from local and national research and Serious Case Reviews.
- Take responsibility for change in their own agency and have a plan for further development in relation to safeguarding children.

Who is it for? This module is for manager's to support them to develop services in line with Portsmouth Safeguarding Children's Board COMPACT standards and provides a refresher in terms of current national and local key messages.

Time: This is a one day course. (9:00 - 4:30pm). We offer this training once per term during term time. Please note that lunch is not provided on these days.

Certificate: Full attendance is mandatory to qualify. You will receive a certificate at the end of the day.

DSL Refresher

Aim: To support Designated Safeguarding Leads in schools to meet their responsibilities in relation to this role

Learning Outcomes:

- Describe national and local context, processes and practice in relation to safeguarding children
- Identify the emerging concerns from local and national research and Serious Case Reviews
- Describe the roles and responsibilities of the DSL
- Talk about and develop your school's safeguarding policy and practice

Who is it for: The course is for DSL's in schools who have already attended core modules of the PSCB Safeguarding Training Programme and who require a refresher.

Time: This is a one day course (9:00 - 4:30pm). We offer this training once per term during term-time. Please note that lunch is not provided on these days.

Certificate: Full attendance is mandatory to qualify for a certificate which you will receive at the end of the day.

Workshops and Briefings

Over the next year, PSCB will offer a variety of workshops and briefings. These training opportunities will link to learning from local and national Serious Case Reviews, audits and new developments. PSCB will try and communicate these opportunities as widely as possible but please regularly look at <http://www.portsmouthscb.org.uk/> for information.

Single Agency Training

Whilst most of the programme is delivered on a multi-agency basis, it is recognised that at times it is not possible or practical for large groups of staff to attend the multi-agency training programme. This typically is the case when a large group of staff require Basic Awareness Safeguarding Children. For example, many schools delivered this session on an INSET day to their whole staff team.

Basic Awareness Safeguarding Children - standard three hour session can be offered to staff groups 20+ and would take place in the workplace if appropriate. Timings can be negotiated.

Bespoke Training - half day or full day courses based on the content of the multi-agency training programme. This can be offered to staff groups up to 30 and be designed to meet specific learning needs within any given service. The training would take place in the workplace if appropriate.

Appropriate materials and a certificate for all delegates will be provided.

As stated above, please note that there is a charge for single agency training.

Contact Us

Email us on pscbtraining@portsmouthcc.gov.uk or call 02392 688338 for any enquiries and further information about the training programme.

Alternatively, you can write to:

PSCB Safeguarding Children Training Programme

Floor 3, Core 5
Civic Offices
Guildhall Square, Portsmouth
PO1 2EA

The PSCB Safeguarding Children Trainer is Helen Sewell.

The PSCB Training Administrator is Monika Lowerre.

Not the training you were looking for?

There are other departments within Portsmouth City Council who provide training for the children's and adult's workforce in Portsmouth.

If you were looking for a different course, please try the **Learning and Development Team** at Portsmouth City Council www.portsmouth.gov.uk or if you are working in Early Years, please try the Early Support Service eytraining@portsmouthcc.gov.uk

PSCB Recommended Training Requirements

Groups	Course duration	Course Title
All staff/ volunteers in contact with children and families	Half day taught course	Basic Awareness - Safeguarding Children
All staff/ volunteers in contact with children and families Can be done on an individual or group basis	Can be completed at delegate's pace	General e-learning courses: Safeguarding Children, CAF Awareness and Information Sharing Child Sexual Exploitation Female Genital Mutilation PREVENT
All staff who work predominantly with children and families and undertake 'early help' work (i.e. SAF, Team around the Child processes, Lead Professional role) This includes members of pastoral teams in schools, SENCO's and DOSC's (dependant on role and level of responsibility)	1 day taught course	Early Help Module - Understanding SAF, TAC and Lead Professional role Working with Vulnerable Children Module
All staff who work predominantly with children and families and contribute to assessing, planning and intervening where they are child protection concerns This includes members of pastoral teams in schools, SENCO's and DSL's (dependant on role and level of responsibility)	1 day taught course	Child Protection Module - Understanding 'significant harm' and child protection processes and practice Working with Vulnerable Children Module
All staff who have responsibility for providing support and supervision for practitioners/ volunteers with regards to safeguarding children This includes DOSC's in schools	1 and a half day taught course	Supervision Module Working with Vulnerable Children Module
Managers who have responsibility for developing their organisation's safeguarding practice This includes DSL's in schools	1 day taught course	Manager's Module - service development in line with PSCB COMPACT Standards
Manager's/ other staff who are involved in recruiting and selecting staff	1 day taught course	Recruitment and Selection Training - offered by PCC HR - please contact Helen Du Cane
Designated Safeguarding Leads in schools (require a 2 yearly update)	1 day taught course	Designated Safeguarding Lead Refresher Course
Senior managers responsible for strategic management of services Members of PSCB These sessions may also provide 'refresher' training for those who require it i.e. DSL's in schools	Varied Will depend on content of the session	PSCB / Learning from Serious Case Reviews, Briefings, Workshops and Conferences
All staff who work predominantly with children and families undertaking 'early help' and child protection work including practitioners, supervisors and managers These training courses may also provide 'refresher' training for professionals.	Varied - linked to messages from Serious Case Reviews and national research	PSCB / Other specialist courses provided by Portsmouth City Council Learning and Development Service and other departments: Domestic Abuse PREVENT