

## BSCB Guide to safeguarding children training pathways for employers

Who?		What?	Content
PROVIDED INTERNALLY	All those <u>who have any contact</u> with or working with children and young people and/or adults who are parents or carers	<b>Mandatory Induction</b>  (e-learning or face to face)	<ul style="list-style-type: none"> <li>• Recognition of and action on potential signs of abuse and neglect in line with own agency procedures and Buckinghamshire Safeguarding Children Board (BSCB) policy</li> <li>• Recording of information appropriately</li> <li>• Keeping the focus on the child</li> </ul>
	Those <u>in regular contact</u> or who have a period of intense but irregular contact with children, young people, parents/carers	<b>Single-agency training</b>  (preferably face to face)	<ul style="list-style-type: none"> <li>• The above +</li> <li>• Information sharing in line with 2006 guidance</li> <li>• Using The Assessment Framework for Children in Need</li> <li>• Communication with children and young people particularly in relation to disclosures</li> </ul>

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PROVIDED BY BSCB	<p>Those <u>in regular contact</u> or who have a period of intense but irregular contact with children, young people, parents/carers.</p> <p>They <u>may</u> make referrals to Social Care but this would be in addition to their main role.</p> <p>Refer to your line manager &amp;/or your Agency Training Pathways for further guidance.</p>	<p><b>Inter-agency training</b></p> <p>BSCB 1-day course 'Everyones's Responsibility'</p>	<ul style="list-style-type: none"> <li>• The above +</li> <li>• Principles underlying multi-disciplinary and multi-agency working in order to promote the best outcomes for children and their families</li> <li>• Keeping the child's needs paramount - the importance of observing, communicating and listening to children and young people so that their wishes and feelings are taken into account</li> <li>• Formally challenging other professionals.</li> </ul>

Who?		What?	Content
PROVIDED BY BSCB	Those <u>who work predominantly</u> with children, young people, parents/carers and who are operationally involved in / have particular responsibilities in contributing to or undertaking S47 enquiries; need to attend CP Conferences and Core Groups and /or have advisory, designated or specialist CP roles. Includes key professionals who mainly work with adults	<b>Inter-agency training</b>  BSCB 2 day course: Working Together in Safeguarding Children  + continued relevant single agency training	<ul style="list-style-type: none"> <li>• The above +</li> <li>• Working together to identify, assess and meet the needs of children where there are safeguarding concerns</li> <li>• Clarifying roles and responsibilities of lead agencies undertaking S47 enquiries and duty of agencies to co-operate</li> <li>• Promoting a common understanding of key terms, definitions and thresholds for action with reference to national guidance and local arrangements</li> <li>• Improving communication and contribute to effective multi-agency working relationships</li> <li>• Working together on child focussed assessments drawing from shared knowledge about child development, risk and resilience, family history and decision making</li> <li>• Learning from research and serious case reviews</li> </ul>
	As above	<b>Inter-agency training</b>  BSCB Specialist courses which cover a wide range of subjects.  Refer to BSCB Inter-agency Training Programme for full details.	<ul style="list-style-type: none"> <li>• The above +</li> <li>• The impact of parenting issues such as domestic violence, mental illness, alcohol and drug misuse and learning disability on parenting capacity</li> <li>• Addressing issues raised in serious case reviews such as disguised compliance, aggressive behaviour and avoidance with families</li> <li>• Understanding the dangers of the rule of optimism and lack of challenge</li> <li>• Updates on BSCB policies and procedures and current issues including findings from local serious case reviews and audits</li> </ul>

There are further requirements for professional advisers, named and designated leads, operations & senior managers and BSCB board members.