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

**WHAT INTERAGENCY TRAINING 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 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 which is valid for a maximum of 3 years. 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 a **minimum** of one child protection training and highland practice model 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. ***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 people who have minimal contact** with children, young people or family members, we would recommend:

* **An Introduction to Child Protection and the Highland Practice Model – 1½-2 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 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 – 3.5 hours**

Note: Staff do not need to attend both the Introductory course and 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 courses:

* **Child Sexual Exploitation Briefing – 3 hours**
* **Developing Competence in Child Protection\* – 1 day**
* **The Highland Practice Model\* – 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 (Adult and Children’s Services).

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.

Note: 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*

**NB: From May 2017 all training information and an electronic booking system will be available at:** [**www.hcpc.scot**](http://www.hcpc.scot) **– in the meantime you should continue to use** [**www.forhighlandschildren.org**](http://www.forhighlandschildren.org)