



# **Children's MARS Education & Training Programme 2021 - 2022**

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## Introduction

Welcome to the Children's MARS Board Education and Training Programme for 2021 – 2022.

The programme is built around the common professional standards that professionals working with children and young people must demonstrate:

- children and young people are at the centre of what we do
- respect for individuals, promoting their dignity and individuality
- that the wellbeing and safeguarding of individuals is promoted
- a value base that is built around recognising the rights of individuals
- honesty and integrity in their interactions with others
- high standards in the of quality of service, care and support for individuals, data protection, information sharing and record keeping
- an awareness and understanding of responsibilities to assess and manage risk
- accountability for actions and decisions
- keeping up to date with knowledge and skills

## Expectations in relation to continuing professional development

North Lincolnshire Children's MARS Board seeks to support individuals in keeping up to date with their knowledge and skills and also in the acquisition of further skills and expertise through the provision of training and in supporting development opportunities. The education and training promoted, co-ordinated and provided by the Children's MARS Board supports practitioners in maintaining and developing their core skills for working and engaging with children, young people and their families.

As part of the development opportunities provided by the board it runs information sessions, practice forums, locality days and conferences; which promote putting theory into practice, developing expertise and will enhance confidence in protecting children and young people. Publications that support learning and that may be of interest are highlighted in the awareness level training section.

There will be an expectation for employers to ensure staff complete the electronic feedback survey sent to all attendees of Children's MARS Board courses in relation to the effectiveness of training in relation to practice. Upon completion of the electronic feedback survey, delegates will receive certification from the Children's MARS Board. *(Note: This does not apply to courses that are promoted via the Children's MARS Board but co-ordinated and facilitated via other partnership leads).*

# Roles and responsibilities in relation to safeguarding training

Working Together 2018 sets out the specific roles and responsibilities agencies have in relation to safeguarding training. There are other documents such as [Safeguarding Children and Young People: roles and competences for health care staff intercollegiate document January 2019](#), which set out the specific requirements for individual agencies and the standards by which they will be inspected against.

## Employers

**Employers are responsible** for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's and young people's welfare.

It is the responsibility of employers to recognise that in order for staff to fulfil their duties in line with Working Together, they will have different training needs which are dependent on their degree of contact with children and young people and/or with adults who are parents or carers, their level of responsibility and independence of decision-making.

Employers should ensure that their employees who work or have contact with children are appropriately trained in child development and in how to recognise and act on potential signs of child abuse and neglect. Training should also include associated vulnerability risk factors, resilience and protective factors, identifying potential violent behaviour and assessing the capacity of a parent or carer to meet a child's needs, taking into account their own needs, circumstances, history, also any illness or addiction. Increasingly, professional bodies are requiring their members to demonstrate relevant education and training as part of revalidation.

Employers should ensure that appropriately qualified staff undertaking specialist roles in both children's and adults' services receive the necessary specialist training. For those experienced social workers undertaking key management and supervisory roles this should include, where relevant, training on managing referrals where there are concerns about the safety and welfare of a child or children.

Employers also have a responsibility to identify adequate resources and support for multi-agency training by:

- committing resources for multi-agency training, for example through funding, providing venues, providing staff who contribute to the planning, delivery and/or evaluation of multi-agency training
- providing staff who have the relevant expertise to support the Children's MARS Board (for example, by actively contributing to Children's MARS Board education and training programme)

- releasing staff to attend the appropriate multi-agency training courses and ensuring availability for them to complete multi-agency training tasks and apply their learning in practice
- encouraging and supporting their staff to complete post course evaluation forms
- ensuring that staff receive relevant single-agency training that enables them to maximise the learning derived from multi-agency training

## **The role of the Children's MARS Board**

The Children's MARS Board is responsible for developing local policies for safeguarding and promoting the welfare of children, in relation to the training of people who work with children or in services affecting the safety and welfare of children.

The Children's MARS Board must have in place a learning and improvement framework and this education and training programme is one element of this.

The Children's MARS Board should review and evaluate the quality, scope and effectiveness of single and inter-agency training to ensure it is meeting local needs.

The Children's MARS Board aims to promote a culture of learning and continuous improvement so that professionals who are working with children, young people and their families safeguard and promote the wellbeing of children and young people.

## **Application process**

To apply for a course, please complete a copy of the application form at the back of this programme **in full** and email to [mars@northlincs.gov.uk](mailto:mars@northlincs.gov.uk)

## **Common drivers for the training programme**

The Children's MARS Board education and training programme is built around national drivers, research and best practice, learning from national and local reviews of cases, learning from case audits and other scrutiny and assurance activity (including independent scrutiny) and local training needs analysis.

## **Aspirations of Children's MARS Board training**

The Children's MARS Board aspires to:

- to develop expert practitioners
- to equip people to identify and support children and young people at the earliest point of possible intervention
- to ensure that the experience of children and their families of services is positive because of how professionals have engaged and work with them

- to embed core values and principles of how we work with children and families across multi agencies
- to ensure a confident and competent workforce

## **Pricing structure**

Children's MARS Board training is designed to reflect national drivers and local procedures. It will add value to a professional's continuous professional development in the area of safeguarding and child protection. The Children's MARS Board has tried to keep charges as low cost or no cost, although some charges may apply to cover specific training courses.

**AWARENESS** - Workbooks and signposting to relevant websites and resources will be available free of charge. (Note: there may be a charge for e-learning by a national body).

**INTERMEDIATE/MASTERCLASSES** – There may be a charge for intermediate and masterclasses and this will be indicated in the training programme.

## Children's MARS Board training overview

### Awareness

Awareness training should be available to all staff within an organisation in relation to safeguarding children. These can be accessed via e-learning, workbooks or a delivered course. Below are links to publications, websites, e-learning and e-workbooks available on specific topics.

Awareness Course Title	Format	Publication/ website link/ e-learning
<b>Safeguarding Children</b>	e-workbook	<a href="#">North Lincolnshire Children's MARS Safeguarding Children e-workbook</a>
<b>Early Help</b>	e-workbook	In development
<b>Child Sexual Abuse</b>	Guidance	<a href="#">NSPCC Preventing child sexual abuse guidance</a>
	Toolkit	<a href="#">North Lincolnshire Children's MARS Child Sexual Abuse Toolkit</a>
	e-learning	Child Sexual Abuse in Sport - EduCare and NWG Network training (Charge of £5.00)
<b>Domestic Abuse</b>	Guidance	<a href="#">Domestic Abuse how to get help guidance - Home Office</a>
	Toolkit	<a href="#">North Lincolnshire Children's MARS Domestic Abuse Toolkit</a>
<b>Female Genital Mutilation</b>	e-workbook	<a href="#">North Lincolnshire Children's MARS Female Genital Mutilation e-workbook</a>
	e-learning	<a href="#">The Home Office and Virtual College FGM eLearning</a>
	e-learning	<a href="#">Recognising and preventing FGM eLearning - the Virtual College</a>
	Guidance	<a href="#">The Home Office Female Genital Mutilation resource pack</a>
	Guidance	<a href="#">North Lincolnshire Children's MARS guidance and procedure for identifying and responding to concerns about FGM</a>

<b>Honour Based Abuse and Forced Marriage</b>	Guidance	<a href="#">What is Honour Based Abuse? - Karma Nirvana</a>
	Guidance	<a href="#">Children's MARS Honour Based Abuse and Forced Marriage Protocol</a>
	e-learning	<a href="#">Awareness of Forced Marriage – The Virtual College</a>
	e-workbook	In development
<b>Neglect</b>	Guidance	<a href="#">North Lincolnshire Children's MARS Neglect guidance</a>
<b>Safer Recruitment</b>	e-learning	<a href="#">NSPCC Safer Recruitment</a>
<b>Risk Outside the Home</b>		
<b>Risk Outside the Home</b>	e-workbook	In development
<b>Child Sexual Exploitation</b>	e-workbook	<a href="#">North Lincolnshire Children's MARS Child Sexual Exploitation e-workbook</a>
	Guidance	<a href="#">North Lincolnshire Children's MARS Child Sexual Exploitation Procedure</a>
<b>Child Criminal Exploitation</b>	e-workbook	<a href="#">North Lincolnshire Children's MARS Child Criminal Exploitation e-workbook</a>
	Guidance	<a href="#">North Lincolnshire Children's MARS Child Criminal Exploitation Procedure</a>
<b>Missing from Home and Care</b>	Guidance	<a href="#">Statutory guidance on children who run away or go missing from home and care, DfE (2014)</a>
	Guidance	<a href="#">Children's MARS Children who runaway or go missing from home and care protocol</a>
<b>Modern Day Slavery</b>	Guidance	<a href="#">The Home Office Modern Day Slavery Document Collection</a>
	e-workbook	In development
<b>Prevent</b>	e-learning	<a href="#">The Home Office Channel awareness course</a> <a href="#">The Home Office Prevent awareness course</a> <a href="#">The Home Office Prevent Referrals course</a>
<b>Change the Narrative: Use of language</b>	Briefing Sheet	<a href="#">Children's MARS briefing sheet</a>

Awareness Course	Date	Method	Course information	Facilitator	Fee
<b>Child Sexual Exploitation, Child Criminal Exploitation and Prevent</b>	To be confirmed via licencing team	Face to face training	<p>This course is mandatory for Taxi Drivers for application of licences including annual or 3-yearly renewals.</p> <p>A PowerPoint presentation including 14 scenarios forms the basis of this training. A safeguarding plus course is also available.</p> <p>Approximately 250 drivers will require this training per year. Note: due to the COVID-19 pandemic, it is expected that this number of participants will require training over the next 6 months</p>	To be confirmed	Free
<b>Risk Outside the Home for licensed premises</b>	To be confirmed	To be confirmed	<p>For B&amp;Bs, pubs, off licences, shops, takeaways, beauty salons and tattoo parlours.</p> <p>Product to be developed that raises awareness around how to identify and report concerns and highlights their responsibilities to safeguarding children and vulnerable adults.</p> <p>The product will comprise of a package including communications campaign and e-workbooks on Contextual safeguarding, CSE and CCE.</p>	To be confirmed	Free
<b>#TalkSuicide – suicide prevention training</b>	Anytime	<a href="#">#TalkSuicide website</a>	<p>This eLearning will allow staff to:</p> <ul style="list-style-type: none"> <li>• Identify the signs of when someone might be suffering from suicidal thoughts and behaviour</li> <li>• Feel comfortable speaking out about suicide in a supportive manner</li> <li>• Signpost anyone suffering to the correct services and support</li> </ul>	Humber, Coast and Vale Health and Care Partnership	Free

## Intermediate

Face to face delivered courses for all staff who work directly with children, young people and families (appropriate to role)

Intermediate Course Title	Date(s)	Time	Venue	Course Information	Facilitator	Fee
<b>Child Protection for childminders and early years settings</b>	Dates run regularly throughout the year.		MS Teams	This course is targeted at Childminders and Early Years Settings to allow staff to understand how to help and protect children and what to do if you are concerned about a child or young person	Sharon Hannan, North Lincolnshire Council	Free
<b>Child Safeguarding Practice Reviews Workshop</b>	Bespoke training on request	1 hour	MS Teams	This workshop will allow you to understand: <ul style="list-style-type: none"> <li>• definition of a serious child safeguarding case</li> <li>• purpose of a child safeguarding practice review (CSPR)</li> <li>• responsibilities of the national Child Safeguarding Practice Review Panel (the Panel)</li> <li>• responsibilities of local safeguarding partners</li> <li>• decision making process about local and national reviews</li> <li>• rapid review process</li> <li>• key points when completing a local CSPR or contributing to a national CSPR</li> <li>• definition and purpose of a multi agency local learning review (LLR)</li> <li>• interface with other reviewing processes</li> <li>• differences of opinion</li> <li>• What to do if ... – the process of notification of a CSPR or consideration for a LLR</li> </ul>	To be confirmed upon booking	Free

<b>Prevent</b>	13 May 2021	9:30 to 10:30	MS Teams	<p>Aims:</p> <ul style="list-style-type: none"> <li>To have an understanding of Prevent</li> <li>To have an awareness of some of the groups/symbols and methods of radicalisation used</li> <li>To explore British Values</li> <li>Through case studies, understand your role when supporting children and young people</li> <li>To recognise the signs of potential radicalisation</li> <li>What to do if you are worried about a child</li> </ul>	Karen Hackett North Lincolnshire Council	Free
	24 November 2021					
<b>DASH/MARAC Awareness Training *</b>	To be confirmed via The Blue Door	Times confirmed on booking	The Blue Door	<p>This course has been designed to give professionals an overview of the MARAC (Multi Agency Risk Assessment Conference) process and to develop awareness of risk and how to assess it. The aims and objectives for the course are:</p> <ul style="list-style-type: none"> <li>To develop an understanding of the MARAC process, including DASH risk assessment and the role of the IDVA</li> <li>Have a clear understanding of the MARAC criteria</li> <li>Know when, and how, to complete a MARAC referral</li> <li>Identify the responsibility of agencies when dealing with domestic abuse cases</li> </ul> <p>To book, please email <a href="mailto:info@thebluedoor.org">info@thebluedoor.org</a></p>	The Blue Door	<p>Free</p> <p><b>Please note, you must have completed Domestic Abuse Level 1 or equivalent prior to undertaking this course.</b></p>

<b>Domestic Abuse Levels 1 and 2 *</b>	To be confirmed via The Blue Door	Times confirmed on booking	Venue to be confirmed on booking	The Blue Door offers a range of levels of Domestic Abuse courses to provide you with a greater awareness and understanding. <a href="http://www.thebluedoor.org/training/">www.thebluedoor.org/training/</a>  To book, please email <a href="mailto:info@thebluedoor.org">info@thebluedoor.org</a>	The Blue Door	Free
<b>Reducing Parental Conflict Modules 1-4</b>	Anytime	Anytime	e-learning	The Reducing Parental Conflict Programme has been designed to upskill practitioners in supporting parents to reduce conflict within their relationship, whether they are together or separated. In turn, they can then improve outcomes for their children.  To view the full course content or training flyer, please visit the Children's MARS website.	KnowledgePool	Free
<b>Risk Outside the Home</b>						
<b>Child Exploitation including County Lines and Risk Outside the Home</b>	23 April 2021	9:30 to 12:00	MS Teams	The learning objectives are to: <ul style="list-style-type: none"> <li>• have an understanding of what Child Criminal exploitation is</li> <li>• understand the County Lines Model and approach to Risk Outside the Home</li> <li>• be able to identify the vulnerabilities and risk factors</li> <li>• understand the local picture and themes arising</li> <li>• consider your role in reducing the risk to children</li> </ul>	Harriet Malkin, North Lincolnshire Council	Free
	25 June 2021	9:30 to 12:00	MS Teams			
	21 September 2021	1:30 to 4:00	MS Teams			

<b>Missing Children</b>	20 April 2021	10:00 to 12:00	MS Teams	<p>The learning objectives are to:</p> <ul style="list-style-type: none"> <li>to raise awareness around why children and young people go missing from home and care</li> <li>to provide an overview of the processes and procedures relating to missing children and young people</li> </ul>	<p>Missing Advocacy Team, NLC</p> <p>Missing coordinator, Humberside Police</p>	Free
	9 June 2021					
	15 September 2021					
<b>Humber Modern Day Slavery Group Training</b>	Details to be confirmed					
<b>Nature of Intelligence and Partnership Intelligence Forms</b>	To be confirmed	TBC	MS Teams		Partnership Intelligence manager, Humberside Police	Free

### Masterclasses

**Masterclasses are designed for a higher level of understanding**

Masterclass Course Title	Date(s)	Time	Venue	Course Information	Facilitator	Fee
<b>Child Protection</b>	21 April 2021	9:30am – 4:30pm	MS Teams	This course will develop an awareness of professional's responsibilities to safeguard children and the key processes that underpin this. They will:	Independent Reviewing Service - North Lincolnshire Council	Free
	19 May 2021					

	2 June 2021			<ul style="list-style-type: none"> <li>• understand your roles and responsibilities to safeguard children</li> <li>• understand the role and remit of the Children's MARS Board</li> <li>• understand how you apply statutory guidance</li> <li>• understand the importance of information sharing and interagency working</li> <li>• understand private fostering</li> <li>• understand the principles of Working Together to safeguard children</li> </ul> <p><i>Must have completed Safeguarding Awareness through the Children's MARS Board or own agency training before attending this course.</i></p> <p><i>It is not necessary to repeat this course unless you have been out of frontline local practice for more than two years.</i></p>		
	14 July 2021					
	25 August 2021					
	6 October 2021					
	1 December 2021					
<b>Domestic Abuse Level 3 *</b>	The Blue Door – to book email <a href="mailto:info@thebluedoor.org">info@thebluedoor.org</a>	Times confirmed on booking	To be confirmed on booking	These courses will provide you with a higher awareness and understanding of Domestic Abuse. <a href="http://www.thebluedoor.org/training/">www.thebluedoor.org/training/</a>	The Blue Door	£25
<b>Neglect/GCP 2</b>	To be confirmed	TBC	MS Teams	Neglect	TBC	Free

				<p>This session will provide an introduction to the topic of child neglect, taking a lived experience approach of the family.</p> <p>GCP2 This session will provide practitioners with the knowledge and skills to be accredited for use of the graded care profile 2 (GCP2).</p>		
<b>Youth Mental Health First Aid Training **</b>	Dates for 2021/22 to be confirmed	To be confirmed	To be confirmed	<p>This course will provide you with information, tools and techniques to promote a young person's mental and emotional wellbeing and support young people who might be experiencing mental and emotional distress.</p> <p>For booking details, please email <a href="mailto:kelly.crow@northlincs.gov.uk">kelly.crow@northlincs.gov.uk</a></p>	Maria Callaghan, North Lincolnshire Council	£35 per person
<b>Risk Outside the Home</b>						

\*These courses are included in the 2021 – 2022 programme as a means of promoting them, though they are coordinated and facilitated through the Blue Door and booking arrangements do vary

\*\*This course is included in the 2021 – 2022 programme as a means of promotion, though it is coordinated and facilitated through Public Health and booking arrangement do vary

**PLEASE NOTE - FURTHER TRAINING MAY BE ADDED IN YEAR, IF SO, THE PROGRAMME WILL BE REPUBLISHED ACCORDINGLY.**

## **Training course information**

Venues for training are clarified against each training course. Where possible refreshments will be available but lunch is not provided.

## **Training course disclaimer**

Please note that some of the training courses are targeted for practitioners who are involved in particular areas of work with children, young people and families and that some of the content and/or delivery methods maybe of a sensitive nature and may cause distress to individuals.

## **Training contacts**

To book on a course, please complete the booking form on the Children's MARS Board website or on contained with this education and training programme.

To discuss your course booking or other aspects of Children's MARS Board training please contact the Children's MARS team at [mars@northlincs.gov.uk](mailto:mars@northlincs.gov.uk)

Additional information regarding our upcoming courses can also be obtained from the training page of the Children's MARS website [www.northlincscmars.co.uk](http://www.northlincscmars.co.uk)

## **Training delegates pack**

A Children's MARS training delegates pack is provided via email prior to the course taking place. The pack contains information around housekeeping and what happens before, during and after the training course takes place.

The delegates pack can be viewed via the link below:

[Children's MARS delegates pack](#)

Further information relating to specific courses, including pre-course reading material will be distributed alongside the delegates pack within the week prior to the training course.

## North Lincolnshire Children’s MARS Board course booking form



This is a generic application form and should be used to apply for any of the Children’s MARS Board courses as described in the Children’s MARS Board Education and Training Programme. Applications must have line manager approval.

There is an expectation that participants commit to attending the full course arriving and leaving at the times specified. Charges will be made as listed on the programme. Acknowledgement of attendance is only given for full attendance.

A feedback survey will be distributed to the email address specified below after the course. Once completed, certificates will be issued on behalf of the Children’s MARS board. There will be an expectation for employers to ensure staff complete the feedback survey.

### Application:

Complete the booking form and return by email to [mars@northlincs.gov.uk](mailto:mars@northlincs.gov.uk)

<b>Course Details</b>	
<b>Course title</b>	
<b>Date</b>	
<b>Attendee Details</b>	
<b>Name</b>	
<b>Job Title</b>	
<b>Organisation</b>	
<b>Telephone</b>	
<b>Email Address</b>	
<b>Invoice Details</b>	
<b>Purchase order number or cost code</b>	
<b>Invoice address</b>	
<b>Line Manager Details</b>	
<b>Name of Line Manager</b>	
<b>Email address of Line Manager</b>	
<b>Other</b>	
<b>Special Requirements</b>	