



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

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

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

Awareness Course	Date	Method	Course information	Facilitator	Fee
Child Sexual Exploitation, Child Criminal Exploitation and Prevent	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
Drug Trends and Substance Misuse – local updates bitesize course	30 September 2021 11am to 12pm 7 December 2021 2pm to 3pm 23 March 2021 11am to 12pm	MS Teams	<p>This bitesize course will enable you recognise potential signs and symptoms of substance misuse, including any possible immediate risk that this poses to both the individual and those around them. You will be able to recognise what drugs look like, the effects of drugs and alcohol and understand the treatment options available locally.</p> <p><i>The content of this course will vary according to current local trends and the impact of seasonal drug use.</i></p>	Stewart Sutton DELTA	Free
Risk Outside the Home for licensed premises	To be confirmed	To be confirmed	<p>For B&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>	To be confirmed	Free

			The product will comprise of a package including communications campaign and e-workbooks on Contextual safeguarding, CSE and CCE.		
#TalkSuicide – suicide prevention training	Anytime	#TalkSuicide website	<p>This eLearning will allow staff to:</p> <ul style="list-style-type: none"> • Identify the signs of when someone might be suffering from suicidal thoughts and behaviour • Feel comfortable speaking out about suicide in a supportive manner • Signpost anyone suffering to the correct services and support 	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
Child Protection for childminders and early years settings	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
Child Safeguarding Practice Reviews Workshop	Bespoke training on request	1 hour	MS Teams	<p>This workshop will allow you to understand:</p> <ul style="list-style-type: none"> • definition of a serious child safeguarding case • purpose of a child safeguarding practice review (CSPR) • responsibilities of the national Child Safeguarding Practice Review Panel • responsibilities of local safeguarding partners • decision making process about local and national reviews • rapid review process 	To be confirmed upon booking	Free

				<ul style="list-style-type: none"> • key points when completing a local CSPR or contributing to a national CSPR • interface with other reviewing processes • differences of opinion • What to do if ... – the process of notification of a CSPR or consideration for a CSPR 		
Prevent	13 May 2021	9:30 to 10:30	MS Teams	Aims: <ul style="list-style-type: none"> • To have an understanding of Prevent • To have an awareness of some of the groups/symbols and methods of radicalisation used • To explore British Values • Through case studies, understand your role when supporting children and young people • To recognise the signs of potential radicalisation • What to do if you are worried about a child 	Karen Hackett North Lincolnshire Council	Free
	24 November 2021					
DASH/MARAC Awareness Training *	To be confirmed via The Blue Door	Times confirmed on booking	The Blue Door	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: <ul style="list-style-type: none"> • To develop an understanding of the MARAC process, including DASH risk assessment and the role of the IDVA • Have a clear understanding of the MARAC criteria 	The Blue Door	Free Please note, you must have completed Domestic Abuse Level 1 or equivalent prior to undertaking this course.

				<ul style="list-style-type: none"> • Know when, and how, to complete a MARAC referral • Identify the responsibility of agencies when dealing with domestic abuse cases <p>To book, please email info@thebluedoor.org</p>		
Domestic Abuse Levels 1 and 2 *	To be confirmed via The Blue Door	Times confirmed on booking	Venue to be confirmed on booking	<p>The Blue Door offers a range of levels of Domestic Abuse courses to provide you with a greater awareness and understanding. www.thebluedoor.org/training/</p> <p>To book, please email info@thebluedoor.org</p>	The Blue Door	Free
Reducing Parental Conflict Modules 1-4	Anytime	Anytime	e-learning	<p>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.</p> <p>To view the full course content or training flyer, please visit the Children's MARS website.</p>	KnowledgePool	Free
Risk Outside the Home						
Child Exploitation including County	23 April 2021	9:30 to 12:00	MS Teams	<p>The learning objectives are to:</p> <ul style="list-style-type: none"> • have an understanding of what Child Criminal exploitation is 	Harriet Malkin, North	Free

Lines and Risk Outside the Home	25 June 2021	9:30 to 12:00	MS Teams	<ul style="list-style-type: none"> understand the County Lines Model and approach to Risk Outside the Home be able to identify the vulnerabilities and risk factors 	Lincolnshire Council	
	21 September 2021	1:30 to 4:00	MS Teams	<ul style="list-style-type: none"> understand the local picture and themes arising consider your role in reducing the risk to children 		
Missing Children	20 April 2021	10:00 to 12:00	MS Teams	<p>The learning objectives are to:</p> <ul style="list-style-type: none"> to raise awareness around why children and young people go missing from home and care to provide an overview of the processes and procedures relating to missing children and young people 	Missing Advocacy Team, NLC	Free
	9 June 2021					
	15 September 2021					
Humber Modern Day Slavery Group Training	Details to be confirmed					
Nature of Intelligence and Partnership Intelligence Forms	To be confirmed	TBC	MS Teams		Partnership Intelligence manager, Humberside Police	Free

Masterclasses

Masterclasses are designed for a higher level of understanding

Masterclass	Date(s)	Time	Venue	Course Information	Facilitator	Fee
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Course Title						
Brook Sexual Behaviours Traffic Light Tool	To be confirmed		MS Teams	<p>Brook's nationally recognised Sexual Behaviours Traffic Light Tool and training provides a highly visible, multi-agency response that helps professionals to identify, understand and respond appropriately to sexual behaviours in young people.</p> <p>The training and accompanying Tool equip professionals to make consistent and informed decisions that neither stigmatise nor criminalise young people. Participants will learn about healthy sexual development, understand key laws relating to sexual behaviour and gain knowledge on enabling robust and meaningful conversations around harmful sexual behaviours that cause concern.</p>	Brook	Free
Child Protection	21 April 2021	9:30am – 4:30pm	MS Teams	<p>This course will develop an awareness of professional's responsibilities to safeguard children and the key processes that underpin this. They will:</p> <ul style="list-style-type: none"> • understand your roles and responsibilities to safeguard children • understand the role and remit of the Children's MARS Board • understand how you apply statutory guidance 	Independent Reviewing Service - North Lincolnshire Council	Free
	19 May 2021					
	2 June 2021					

	14 July 2021			<ul style="list-style-type: none"> • understand the importance of information sharing and interagency working • understand private fostering • understand the principles of Working Together to safeguard children <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>		
	25 August 2021					
	6 October 2021					
	1 December 2021					
Domestic Abuse Level 3 *	The Blue Door – to book email info@thebluedoor.org	Times confirmed on booking	To be confirmed on booking	These courses will provide you with a higher awareness and understanding of Domestic Abuse. www.thebluedoor.org/training/	The Blue Door	£25
Identifying, Supporting and Protecting girls from Female Genital Mutilation	To be confirmed	½ day	MS Teams	<p>Participants will:</p> <ul style="list-style-type: none"> • gain a greater understanding about what FGM is, reasons for the practice, prevalence and the impact on girls' and women's lives • describe key legislation and statutory guidance that determines their personal safeguarding role 	The National FGM Centre	Free

				<ul style="list-style-type: none"> • understand the process for requesting an FGM Protection Order in England, Northern Ireland and Wales • be clear about the role of key services • explore gaps in local provision and how to address these • consider how to effectively and sustainably engage with girls, their families and communities • gain confidence in dealing with cases of FGM 		
Working with cultural and economic diversity and safeguarding children	To be confirmed	½ day	MS Teams	<p>Course aims:</p> <ul style="list-style-type: none"> • Explore the challenges and opportunities of working with children and families from a range of different cultural, religious, ethnic and economic backgrounds • Explore different cultural and religious belief systems and child care practices within different groups, the impact of these on parenting and the protective factors that may be associated with these • Recognise the impact of discrimination on children and families from particular cultural and economic groups 	The National FGM Centre	Free

				<ul style="list-style-type: none"> • Consider personal attitudes and beliefs and how these may impact on interventions with families whose backgrounds are different to your own and multi-agency working • Developed skills in distinguishing between cultural practices that are not harmful to children and those that are • Developed a basic awareness of a range of practices that are specific to certain communities which may be harmful to children including: corporal punishment, female genital mutilation, forced marriage and abuse linked to faith or belief • Developed skills in assessing the strengths of families from all cultural backgrounds whilst ensuring that areas of risk are identified and addressed • Consider where to seek advice about different cultures 		
Harmful Sexual Behaviour	11 November 2021	Full day	MS Teams	Working effectively with children who have engaged in harmful sexual behaviour can be challenging, complex and emotional. This one-day course aims to equip participants with an understanding of how to respond to and	Centre of expertise on Child Sexual Abuse	Free

				<p>manage harmful sexual behaviour, with a focus on effective assessment and intervention.</p> <p>Delegates will have:</p> <ul style="list-style-type: none"> • An improved ability to identify whether sexual behaviour is developmentally appropriate, problematic or harmful • A greater understanding of the prevalence of harmful sexual behaviour • A better understanding of the possible pathways to harmful sexual behaviour • Greater confidence in identifying and responding to concerns of harmful sexual behaviour • Greater confidence in developing robust and effective safety plans to manage harmful sexual behaviour • Greater confidence in supporting non-abusing family members to respond to, and effectively manage, harmful sexual behaviour 		
Intra-familial child sexual abuse	16 September 2021	Full day	MS Teams	This one-day introductory course provides an overview of the key issues needed to support professionals who work in collaboration with other agencies in identifying and responding	Centre of expertise on Child Sexual Abuse	Free

				<p>to cases of intra-familial child sexual abuse.</p> <p>Delegates will:</p> <ul style="list-style-type: none"> • Have a better understanding of the scale and nature of child sexual abuse • Learn how the impact of child sexual abuse presents in children and young people • Learn how children communicate their experiences of sexual abuse and the professional role in helping them do this • Learn how and why sexual abuse happens in families • Gain confidence in identifying and responding to concerns of intra-familial child sexual abuse • Have an improved ability to identify the potential signs and indicators of sexual abuse and sexually abusive behaviour 		
Neglect/GCP 2	To be confirmed	TBC	MS Teams	<p>Neglect This session will provide an introduction to the topic of child neglect, taking a lived experience approach of the family.</p> <p>GCP2</p>	TBC	Free

				This session will provide practitioners with the knowledge and skills to be accredited for use of the graded care profile 2 (GCP2).		
Youth Mental Health First Aid Training **	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 kelly.crow@northlincs.gov.uk</p>	Maria Callaghan, North Lincolnshire Council	£35 per person
Risk Outside the Home						
Working with women and young girls affected by gangs and county lines	9 September 2021	10am to 1pm	MS Teams	<p>Course aims:</p> <ul style="list-style-type: none"> Attendees learn about Abianda – our model of practice, values and services We provide an introduction to Solution Focused Practice, a cornerstone of our approach to working with young women We explore and challenge the stereotypes and myths around young women, gangs and county lines, and facilitate a critical discussion of the term "gang" 	Abianda	Free

				<ul style="list-style-type: none"> • We address the risks young women face, and the barriers to them accessing support • We share the ideal knowledge, skills and attitudes young women tell us they want professionals to have • Attendees will come away with enhanced understanding of how young women and girls are affected by gangs and county lines, what stops them getting help, and how to respond 		
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*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

Additional information regarding our upcoming courses can also be obtained from the training page of the Children's MARS website 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

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