

Children's MARS Education and Training

2022/2023



North Lincolnshire

**CHILDREN'S
MULTI-AGENCY
RESILIENCE &
SAFEGUARDING
BOARD**

Helping Children,
Protecting Children



Introduction and context

In the context of our One Family Approach, we want to create a system that works for all children and families to achieve our ambition for children to remain in their families, in their schools and in their communities.

Children's MARS Education and Training is set within the context of the One Family Approach in that we want children, young people and families to be supported by a workforce that is resilient, confident and competent to do what they think is the right thing to do via the fewest best interventions at the earliest point, leading to whole family turnaround.

In line with our commitment to listen, learn, review and adapt, through our Children's MARS arrangements, we are committed to a culture of learning and continuous improvement so that professionals who are working with children, young people and their families have the most up to date knowledge and skills to safeguard and promote the wellbeing of children and young people.

Our focus on education and training reflects 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.

Children's MARS Education and Training is wide ranging and varied across the early help and safeguarding pathway and we orientate our education and training to core activity as well as our 'Shine a Light' and 'Line of Sight' areas of focus. In 2022/23, our 'Shine a Light' areas of focus are in relation to child sexual abuse in the family environment, reducing harm from neglect and enhancing engagement with voluntary community and social enterprises (this is to be confirmed). Education and training pertaining our 'Line of Sight' areas of focus can be associated with any other emerging issues across the early help and safeguarding pathway.

Children's MARS Education and Training is underpinned by our Communications Strategy which includes our quarterly news updates, social media and email communications and Children's MARS Spotlights. Further information can be found on the communications page in this document.

Education and Training

A range of mechanisms are used to provide education and training opportunities to practitioners, volunteers or those coming into contact with children, young people and families. An overview is set out below.

Training Courses

Virtual or face to face training courses are available for staff to attend. These can be facilitated by local practitioners or commissioned national experts

E-Learning

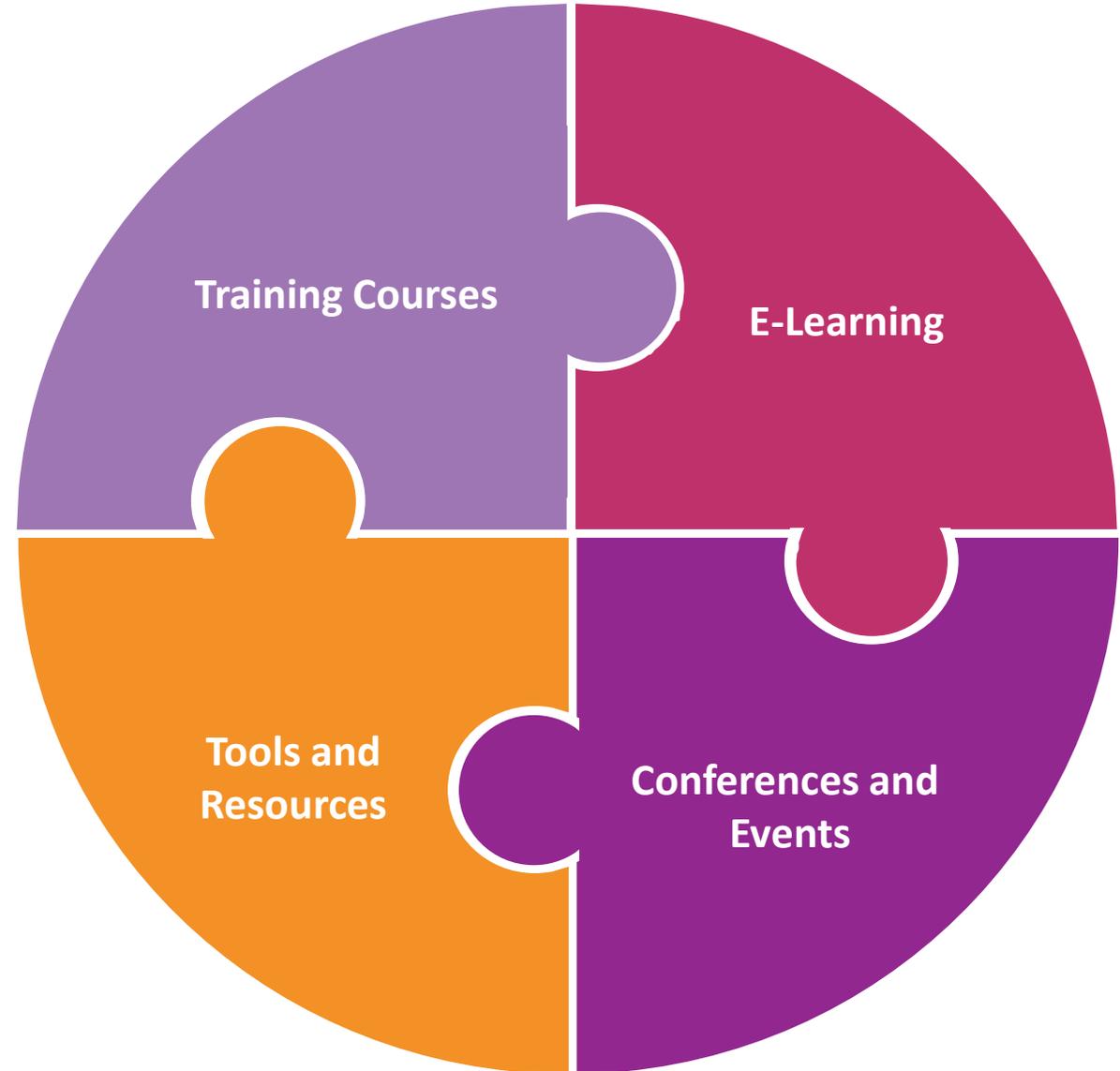
Local awareness level e-workbooks are available which are certified by the Children's MARS Board upon completion. Recommended national e-learning courses are also promoted

Tools and Resources

A wide range of resources including subject specific toolkits, are available on the Children's MARS website

Conferences and Events

Our Children's MARS conference and other events that held throughout the year provide a further opportunity for education, training, networking and developing relationships



Education and Training overview

Early Help and Safeguarding Pathway

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Early Help – Children’s MARS policy and procedure	n/a	This policy and procedure sets out the local approach to early help and provides advice around how to identify children who may benefit from early help, how to provide effective early help services and information about the role of the lead professional	Available to access anytime from the policies, procedures and guidance page of the Children’s MARS website	Awareness – Suitable for all staff
Assessing Need and Providing Help – Children’s MARS policy and procedure	n/a	This policy and procedure sets out the local approach to safeguarding children and young people and shares information about what staff should do if they are worried about a child	Available to access anytime from the policies, procedures and guidance page of the Children’s MARS website	Awareness – Suitable for all staff
Safeguarding Children Basic Awareness e-workbook	n/a	This e-workbook is designed to increase your awareness of safeguarding children. The e-workbook contains information about the Helping Children and Families in North Lincolnshire document and how to make a referral if you are worried about a child.	E-Workbook is available to access anytime from the training page of the Children’s MARS website	Awareness – Suitable for all staff
NSPCC Training in safeguarding and child protection	NSPCC	A wide range of courses are available from the NSPCC such as: <ul style="list-style-type: none"> • Safer recruitment • Online safety • Child protection in sport and physical activity • Safeguarding for charity, voluntary and community groups 	Available to access anytime via the below link NSPCC Training programme	Awareness – Suitable for all staff Please note there may be a charge for this training

Education and Training overview

Early Help and Safeguarding Pathway

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child Protection	Independent Reviewing Service, NLC	<p>This course will develop an awareness of professional’s responsibilities to safeguard children and the key processes that underpin this.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • understand their roles and responsibilities to safeguard children • understand the role and remit of the Children’s MARS Board • understand how you apply statutory guidance • understand the importance of information sharing and interagency working • understand private fostering • understand the principles of Working Together to safeguard children 	<p>7 June 2022 9.30am to 4.30pm MS Teams</p> <p>13 September 2022 9.30am to 4.30pm MS Teams</p> <p>8 December 2022 9.30am to 4.30pm MS Teams</p> <p>22 March 2023 9.30am to 4.30pm MS Teams</p>	<p>Masterclass – Suitable for all staff working with children and families</p> <p><i>Staff 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>

Education and Training overview

Shine a Light Area of Focus - Risk Outside the Home

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child Exploitation (including Risk Outside the Home)	IMAP, NLC	<p>Participants will:</p> <ul style="list-style-type: none"> gain an understanding of what Risk Outside the Home is including Child Criminal and Child Sexual Exploitation understand the County Lines Model and local approach to Risk Outside the Home be able to identify the vulnerabilities and risk factors understand the local picture and themes arising consider your role in reducing the risk to children 	<p>12 October 2022 1.00pm to 3.30pm MS Teams</p> <p>7 March 2023 9.00am to 12.00pm MS Teams</p>	Intermediate – Suitable for all staff
Brook Sexual Behaviours Traffic Light Tool	Various	<p>The Brook Sexual Behaviours Traffic Light Tool training helps professionals to identify, understand and respond appropriately to sexual behaviours in young people. 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> <p>All delegates will receive a Traffic Light Tool booklet to support their learning and a PDF of the tool</p>	<p>10 May 2022 1.00pm to 4.30pm MS Teams</p> <p>5 July 2022 1.00pm to 4.30pm MS Teams</p> <p>6 October 2022 9.30am to 1.00pm MS Teams</p> <p>8 November 2022 9.30am to 1.00pm MS Teams</p>	Masterclass – Suitable for all staff working directly with children

Education and Training overview

Shine a Light Area of Focus - Risk Outside the Home

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child Sexual Exploitation e-workbook	n/a	This e-workbook is designed to increase your awareness of child sexual exploitation and what to do if you suspect a child is being sexually exploited	Available to access anytime from the training page of the Children's MARS website	Awareness – Suitable for all staff
Child Criminal Exploitation e-workbook	n/a	This e-workbook is designed to increase your awareness of child criminal exploitation and what to do if you suspect a child is being criminally exploited	Available to access anytime from the training page of the Children's MARS website	Awareness – Suitable for all staff
Risk Outside the Home-Toolkit	n/a	The toolkit provides a range of resources for both professionals, children and young people and parents/carers around the types of abuse that form a part of Risk Outside the Home	Available to access anytime from the resources page of the Children's MARS website	Awareness/Intermediate – Suitable for all staff
Risk Outside the Home-Awareness training presentation	n/a	This training presentation provides all staff with a basic awareness of the types of harm associated with risk outside the home. It also provides basic information around our local approach to risk outside the home.	Available to access anytime from the training page of the Children's MARS website	Awareness – Suitable for all staff
Harmful Sexual Behaviour Awareness training presentation	n/a	This training presentation provides all staff working in schools, colleges and settings with an awareness of what harmful sexual behaviour is and how to appropriately respond to it within an education environment.	Available to access anytime from the training page of the Children's MARS website	Awareness – Suitable for schools, colleges and settings

Education and Training overview

Shine a Light Area of Focus - Risk Outside the Home

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Children's MARS Child Sexual Exploitation policy and procedure	n/a	This policy and procedure provides staff with information about Child Sexual Exploitation including information about the signs and indicators, what action to take and key tools and resources.	Available to access anytime from the policies and procedures page of the Children's MARS website	Awareness – Suitable for all staff
Children's MARS Child Criminal Exploitation policy and procedure	n/a	This policy and procedure provides staff with information about Child Criminal Exploitation including information about the signs and indicators, what action to take and key tools and resources.	Available to access anytime from the policies and procedures page of the Children's MARS website	Awareness – Suitable for all staff
Children's MARS children who runaway or go missing from home and care protocol	n/a	This policy and procedure provides staff with information about missing children including information about what action to take and key tools and resources.	Available to access anytime from the policies and procedures page of the Children's MARS website	Awareness – Suitable for all staff
Mind Your Language: Using appropriate language when working with children vulnerable to exploitation Toolkit	n/a	This toolkit provides staff with information around appropriate language to use when working with children who are vulnerable to exploitation. It provides examples of appropriate and inappropriate language and shares information around the impact inappropriate language has on children and young people.	Available to access anytime from the resources page of the Children's MARS website	Awareness – Suitable for all staff

Education and Training overview

Shine a Light Area of Focus - Risk Outside the Home

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Prevent awareness e-learning	Home Office	This e-learning offers an introduction to the Prevent duty, and explains how it aims to safeguard vulnerable people from being radicalised to supporting terrorism or becoming terrorists themselves. It will provide an important foundation on which to develop further knowledge around the risks of radicalisation and the role that you can play in supporting those at risk	Available to access anytime via the below link Prevent Awareness e-learning	Awareness – Suitable for all staff
Prevent referrals awareness e-learning	Home Office	This training is designed to make sure that when we share a concern that a vulnerable individual may be being radicalised, that referral is robust, informed and with good intention, and that the response to that concern is considered, and proportionate. You must complete the Prevent awareness course prior to undertaking this module	Available to access anytime via the below link Prevent Referrals e-learning	Awareness – Suitable for all staff
Channel awareness e-learning	Home Office	This training will help you understand: <ul style="list-style-type: none"> • The objectives of the Channel programme • The working process • Roles and responsibilities It will share key learnings and best practice from those already involved around the country, and will allow you to work through example case studies so you can see the process in action	Available to access anytime via the below link Channel Awareness e-learning	Awareness – Suitable for all staff
Prevent TBC	Karen Hackett	Course 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 	MS Teams	Intermediate - Suitable for all staff

Education and Training overview

Shine a Light Area of Focus - Risk Outside the Home

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child victims of Modern Day Slavery e-learning	NPCC Modern Slavery and Organised Immigration Crime Unit	Responding to child victims of modern slavery presents unique challenges for practitioners working on the frontline. This child-specific programme seeks to build on what you already know as a First Responder and/or safeguarding partner. The programme covers child-specific indicators of modern slavery, while also taking a closer look at forms of exploitation that are particularly prevalent. The programme guides the learner through the safeguarding and NRM referral processes, exploring best practice and the specific knowledge required to respond to child cases of modern slavery	Available to access anytime via the below link E-Learning Child Victims of Modern Slavery	Awareness – Suitable for staff working in first responder/safeguarding partner agencies
Modern Day Slavery document collection	Home Office	The document collection provides information about the government's work to end modern slavery, including details about how to refer victims into the national referral mechanism	Available to access anytime via the below link Modern Slavery document collection	Awareness – Suitable for all staff

Education and Training overview

Shine a Light Area of Focus – Child Sexual Abuse in the Family Environment

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child Sexual Abuse in the Family Environment - Toolkit	n/a	The toolkit provides information for all agencies to identify and respond to children who are at risk of, or subject to, child sexual abuse in the family environment. It outlines how agencies can help children if they are beginning to identify concerns and refer children to statutory services within North Lincolnshire including Children's Services and Humberside Police. It also outlines the support and services that such children and their parents can access for support and recovery	Toolkit is available to access anytime from the resources page of the Children's MARS website	Awareness/Intermediate – Suitable for all staff
Webinar: Disclosure of Child Sexual Abuse	Dr Michelle Cutland-CSA Centre and Keeping Bristol Safe Partnership	This session provides an overview of the evidence and research around disclosures of CSA by children and young people as well as providing viewers with practice advice on how to respond and receive disclosures in a range of settings.	This webinar is available to view on YouTube via the below link KBSP Webinar - Disclosure of Child Sexual Abuse - YouTube	Intermediate – Suitable for all staff
Practice in action session	TBC	This session will be an opportunity for staff to share good practice relation to child sexual abuse in the family environment. It will also raise awareness of the Children's MARS Child Sexual Abuse in the Family Environment toolkit including key messages for practice and available tools and resources	TBC	Awareness/Intermediate – Suitable for all staff

Education and Training overview

Line of Sight Areas of Focus

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Child to Parent Violence and Abuse	Amity Relationship Solutions	<p>By the end of the session participants will:</p> <ul style="list-style-type: none"> • have a better understanding of CPVA (child or adolescent to parent violence abuse) and its prevalence, risk factors, what it is and what it is not and how this can be misunderstood by practitioners and families themselves • understand how parents and young people feel about the violence and abuse in the home. Appreciate why it matters to parents and carers that practitioners recognise the issues faced by them everyday • learn useful strategies, tools, safety planning and supportive language that can help when working with parents and carers affected by CPVA 	<p>21 June 2022 9.30pm to 12.30pm MS Teams</p> <p>28 June 2022 9.30pm to 12.30pm MS Teams</p> <p>12 July 2022 9.30pm to 12.30pm MS Teams</p> <p>19 July 2022 9.30pm to 12.30pm MS Teams</p>	Masterclass – Suitable for all staff working with children, adults and families
Domestic Abuse - Toolkit	n/a	The toolkit provides information for all agencies to identify and respond to concerns around domestic abuse. It outlines how agencies can identify concerns and refer children to statutory services within North Lincolnshire including Children's Services and Humberside Police. It also outlines the support and services that such children and their parents can access for support and recovery	Toolkit is available to access anytime from the resources page of the Children's MARS website	Awareness/Intermediate – Suitable for all staff
Domestic Abuse – The Blue Door training programme	The Blue Door	<p>The below courses are available to practitioners via The Blue Door training programme:</p> <ul style="list-style-type: none"> • DASH/MARAC awareness training • Domestic Abuse Level 1 and 2 	Please email info@thebluedoor.org for further details	Various levels of training are available

Education and Training overview

Line of Sight Areas of Focus

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Female Genital Mutilation e-workbook	n/a	This e-workbook is designed to increase your awareness of Female Genital Mutilation including the different types of FGM and what to do if you suspect a child is at risk of or has undergone FGM.	Available to access anytime from the training page of the Children's MARS website	Awareness – Suitable for all staff
Children's MARS Guidance for identifying and responding to concerns about Female Genital Mutilation	n/a	This policy and procedure provides staff with information about Female Genital Mutilation including information about the signs and indicators, what action to take and key tools and resources.	Available to access anytime from the policies, procedures and guidance page of the Children's MARS website	Awareness – Suitable for all staff
Recognising and Preventing Female Genital Mutilation e-Learning	Home Office	This FGM training course provides safeguarding professionals with an overview of FGM, as well as their responsibilities in FGM cases. The e-learning module also contains information on how to prevent FGM, and provides professionals with guidance on how to support those who have been subjected to the procedure	Available to access anytime via the below link Home Office FGM E-Learning	Awareness – Suitable for all staff
Female Genital Mutilation resource pack	Home Office	This document provides guidance, case studies and support materials for local authorities, professional services and specialist voluntary organisations	Available to access anytime via the below link Female genital mutilation: resource pack	Awareness – Suitable for all staff
Children's MARS Honour Based Abuse and Forced Marriage Protocol	n/a	This protocol provides staff with information about Honour Based Abuse and Forced Marriage including information about the signs and indicators, what action to take and key tools and resources.	Available to access anytime from the policies, procedures and guidance page of the Children's MARS website	Awareness – Suitable for all staff

Education and Training overview

Line of Sight Areas of Focus

Education and Training	Facilitator	Detail	Date/Time/Venue	Level/Suitable for
Awareness of Forced Marriage e-Learning	The Foreign Officer & The Virtual College	<p>After completing this training you will be able to:</p> <ul style="list-style-type: none"> • Recognise the warning signs of forced marriage • Take the right actions to help protect the potential victim • Co-operate effectively with other agencies <p>This course is aimed at all professionals who have a responsibility to safeguard vulnerable children, young people and adults at risk and is aimed specifically at child protection services, health professionals, education professionals, police officers, children's social care, adult social care and housing authorities.</p>	<p>Available to access anytime via the below link</p> <p>Awareness of Forced Marriage e-learning</p>	Awareness – Suitable for all staff
Talk Suicide – suicide prevention training	Humber, Coast and Vale Health and Care Partnership	<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 	<p>Available to access anytime via the below link</p> <p>Suicide Prevention #TalkSuicide e-learning</p>	Awareness – Suitable for all staff
Drug Trends and Substance Misuse – local updates bitesize course	DELTA	<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. The content of this course will vary according to current local trends and the impact of seasonal drug use</p>	<p>30 June 2022 1.00pm to 2.00pm MS Teams</p> <p>28 September 2022 1.00pm to 2.00pm MS Teams</p> <p>6 December 2022 11.00am to 12.00pm MS Teams</p> <p>21 March 2023 3.00pm to 4.00pm MS Teams</p>	Intermediate - Suitable for all staff working with children and families

Education and Training overview

Training available upon request

The below training courses are available to staff upon request. Where there are enough staff requesting training, the Children's MARS team may facilitate a course. To make a request for training, please contact the Children's MARS team via email mars@northlincs.gov.uk

Education and Training	Facilitator	Detail
Reducing parental conflict	Targeted Family Support Service, NLC	The sessions aim to enhance your knowledge, understanding, skills, and confidence to work with parents. By the end of the training you will be able to: <ul style="list-style-type: none">• raise parents' awareness of the issue of parental conflict• use digital resources to help parents recognise conflict• enable parents to develop positive communication skills and helpful conflict behaviours
Missing children	Children's Advocacy Team, NLC	The learning objectives are to: <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
Managing allegations against adults who work with children	Independent Reviewing Service, NLC	To give all adults working with children an overview of the allegations process, policy and procedures. This course will make you aware of the process and legal framework regarding allegations, understand your responsibilities in procedures and understand the process about raising concerns regarding a staff members conduct towards a child
Child Safeguarding Practice Reviews	To be confirmed upon booking	This workshop will allow you to understand: <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• 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

Booking Information

Currently all Children's MARS training is provided free of charge to those working with children, young people and families in North Lincolnshire. There may be exceptions to this where charges apply to cover specific training courses. Where there is a charge, it will be highlighted in this programme and communicated when advertising and upon booking.

To book, please complete and return our booking form which is available to download from the training page of our website. Alternatively, please email mars@northlincs.gov.uk

Course bookings must have line manager approval. There is an expectation that participants commit to attending the full course and arriving and leaving at the times specified. Acknowledgement of attendance is only given for full attendance.

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 also be viewed via this link - [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.

To discuss course booking or other aspects of Children's MARS Board training please contact the Children's MARS team at mars@northlincs.gov.uk

Feedback and Evaluation

As part of our continuing commitment to provide quality training opportunities, those who attend our training events are requested to complete an electronic evaluation form to provide feedback in relation to the effectiveness of training on practice. The information is collated and the findings used in the design of further training events.

Feedback form link: <https://forms.office.com/Pages/ResponsePage.aspx?id=7VVmWP8siUCBI7TBC3s9o0UeLyQZA-BOMsRSudPQWNFUREk2V1k1UEJNRVpNSjFIV0pGN1NURIJINyQIQCN0PWcu>

Upon completion of the survey, certificates of completion are provided on behalf of the Children's MARS Board.

We will also take other opportunities to consider the longer term impact on practice through ad hoc post training evaluation processes and through our scrutiny and assurance framework.

Communications

Children's MARS Spotlights are used to communicate upcoming education and training, key messages for practice, tools and resources relating to our 'Shine a Light' areas of focus and other emerging local themes and trends. We encourage staff to distribute Spotlight and to make use of it via supervision/121's, team meetings and events in order to raise awareness across their respective organisations.

The Children's MARS Board also produces quarterly news updates which provide information on the work of the Board and includes updates on local and national guidance. We also promote new education and training opportunities, resources for professionals and volunteers, support for children and families and information relating to events and conferences.

Many of our key communications are promoted via email. If you wish to subscribe for Children's MARS communications emails, please complete the [communications sign up form](#).

A collection of our previous Spotlights and news updates can also be found on the [communications page](#).

The Children's MARS Board regularly post updates via the partnership social media pages Safe North Lincs. Support and advice for children and families can be found on our Facebook and Twitter pages.

Follow us on Facebook [Safe North Lincs](#) or Twitter [@SafeNorthLincs](#) or [scan the QR code below](#).



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