

Children's Care Learning & Development Programme

Updated September 2022



Contents

Setting the Scene in Middlesbrough	Page
Welcome and Introduction from the Director and Principal Social Worker	3
The Offer Explained	4
Our Organisational Values and Practice Priorities	5 - 6
Children and Relationships First	7

The Learning And Development Offer	Page
The Induction	8 - 9
The Core Offer	10 - 12
The Development Offer	13
The Learning and Development Course Library	14
Early Help Multi Agency Offer	14
The ASYE Programme	15

Engaging With Development	Page
Closing The Learning Loop	16
The Voice of Children and Young People	16
Contact Details	16

Introducing the Children's Services Learning and Development Programme

As an organisation, Middlesbrough Council are committed to the professional development of all of its staff.

In Children's Care we have created our new Learning and Development Offer which encompasses a wide variety of training opportunities to ensure that employees are equipped with the skills and knowledge to meet the demands of their roles.

The Offer itself has been carefully considered and aligns itself with the new Practice Model and Practice Standards contributing to services overall priority of "Children and Relationships First".

The Learning and Development offer caters for employees in all roles, at all levels. From the induction programme, right through to specific management training opportunities aimed at aspiring and established leaders with the service.

As an organisation we promote a learning culture with the ambition of continually improving our practice and in turn, the outcomes for the children and families that we work with. We encourage employees to engage with the offer and in return promise to support our staff in their development. To ensure our offer meets your needs there are a variety of different delivery methods including; E-Learning, short educational videos, interactive face to face seminars, virtual training and hot topic sessions.

Employees will also have access to Community Care Inform website. This includes a range of research, resources and toolkits to support you in your practice.

We are committed to the continual professional development of our entire workforce. Whilst we appreciate certain service areas will have specific statutory standards they need to adhere to, this offer will compliment those and engagement is welcomed from all Children's Care employees as well as Middlesbrough Foster Carers.

Engagement with this offer will help to ensure that as a service, we have the necessary knowledge and skills to meet the needs of children and families in Middlesbrough.



Sue Butcher
Executive Director
Children's Services



Rachel Farnham
Director
Children's Care



Siobhan Davies
Principal Social Worker
Children's Care

The Induction

As an employee of Middlesbrough Council you are required to complete your induction within 6 months of your start date to meet your corporate responsibilities. If there are any courses in this section you have not completed already, you should ensure you do so as quickly as possible.

The ASYE Programme

Middlesbrough Council provides a specifically tailored ASYE Learning and Development Programme delivered through our Centre for Practice Excellence.

Newly Qualified Social Workers (NQSWS) will be provided a 12 month curriculum of learning within which there will be a strong focus on the Knowledge and Skills Statements, Middlesbrough's Practice Model and Practice Standards. The learning sessions include guest speakers from within the organisation, partner agencies and those with lived experience. There is a strong emphasis on reflective practice, learning through being curious and adapting to constructive feedback.

The child's journey, along with developing best practice for exploring and understanding the child's world are integral parts of our ASYE curriculum.

The Core Offer

Our Core Offer is tailored to the needs of Middlesbrough Children. It has been developed with a focus on both national and local learning and supports the delivery of the Strategic Improvement Plan, Practice Model and Practice Standards. The courses within this section are courses that you are expected to prioritise and complete over a 3-year period. If you are a Social Worker who needs to meet Social Work England Continued Professional Development Standards this learning can be used as evidence towards that.

The Developmental Offer

Supporting your career progression is important to us.

The Developmental Offer is comprised of a range of courses available to those who either want to further develop skills and experience to work in a more complex way or those looking at their future career development, such as aspiring managers.

Places are subject to availability depending on the needs of the service and/or employee. These learning opportunities are to be discussed and agreed between employees and managers in supervision / appraisal.

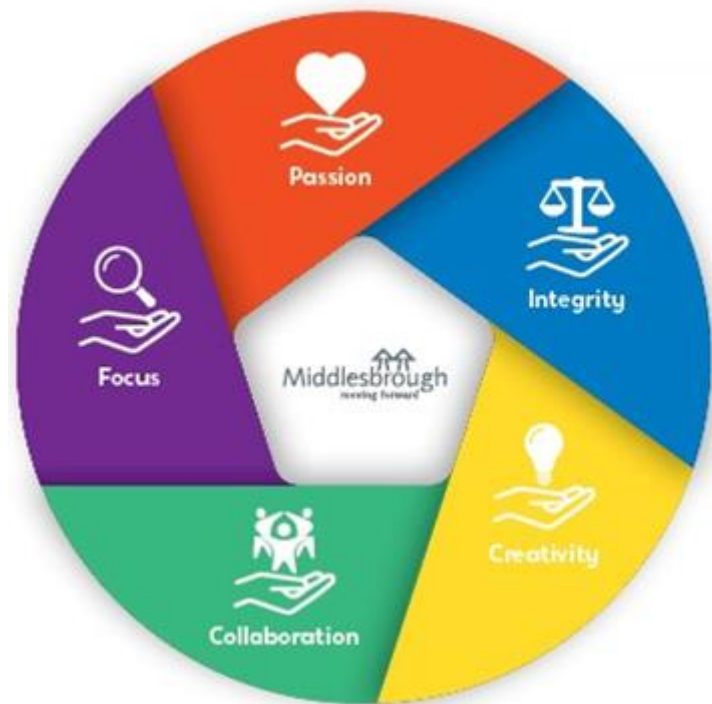
The Learning and Development Course Library

We recognise that every family is unique and therefore we have a wide range of training available to support your learning as and when the need arises. A large proportion of the offer is E-Learning which enables you to access bite size training opportunities at a time that is right for you and the children and families you are working with. Engagement with these opportunities should be identified by both employee and manager in supervision and appraisal. Places may be subject to availability and courses will be commissioned in line with service needs. You can book via Middlesbrough Learns as a "Self-Service" process.

Organisational Values & Practice Priorities

Our Values are at the heart of everything we do here at Middlesbrough Council. They are a critical element of our strategy to create a brighter future for Middlesbrough, and the foundation for how we operate, interact and make decisions.

From creative ideas, to working collaboratively within the organisation and with external agencies, to being passionate about doing things better - we can make a real difference to the people and place we serve.



Passion

We believe in Middlesbrough and are proud to work for the town



Integrity

We are open and transparent and treat everyone with respect



Creativity

We have the courage to try new ideas and new ways of working



Collaboration

We work with others to make Middlesbrough better



Focus

We are clear about what we will deliver to meet the needs of the town



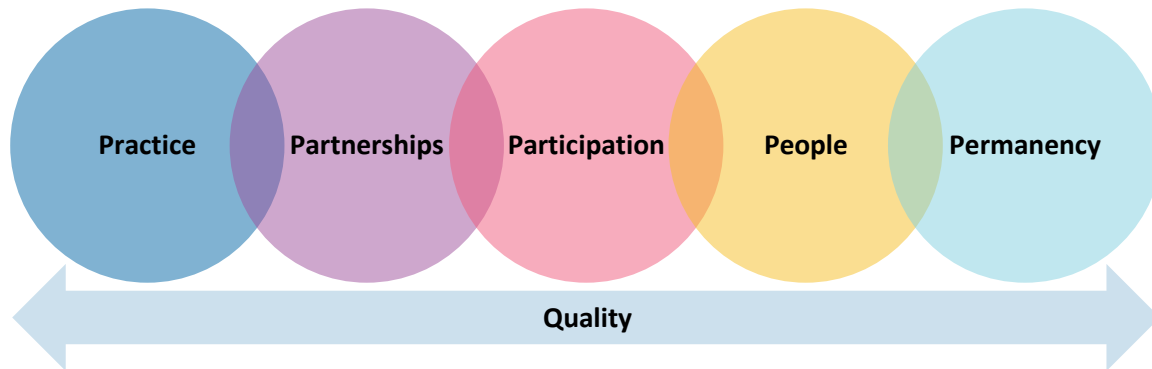
Our plans for Middlesbrough and its people are creative and ambitious and we all have an important part to play in delivering these plans to achieve the Mayor's Vision.

Tony Parkinson
Chief Executive – Middlesbrough Council

P's & Q

To complement our Organisational Values, in Children's Services we have created our P's and Q.

Our P's and Q underpin everything that our improvement journey entails along with the priorities for the children and families that we work with.



Priorities for our Children

Children receive the **right support at the right time**

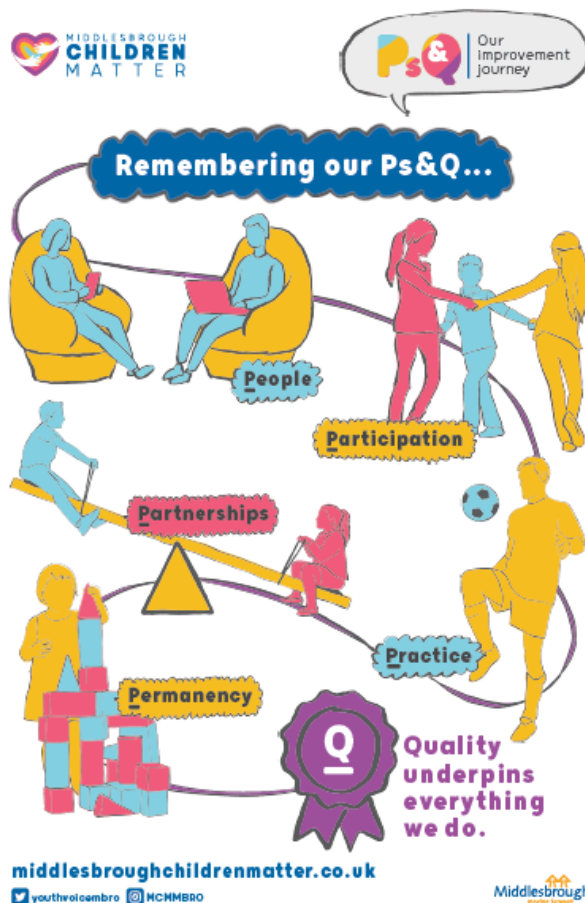
Children's needs are understood and met through **good quality assessment and review**

Children are supported to **remain within the family**, where this is not possible permanence planning is achieved in the child's timescales

Children are at the **centre**

Children benefit from **effective Supervision**, management oversight and decision making

We have strong **partnerships** that lead to better outcomes for children and young people



Middlesbrough Practice Model and Standards

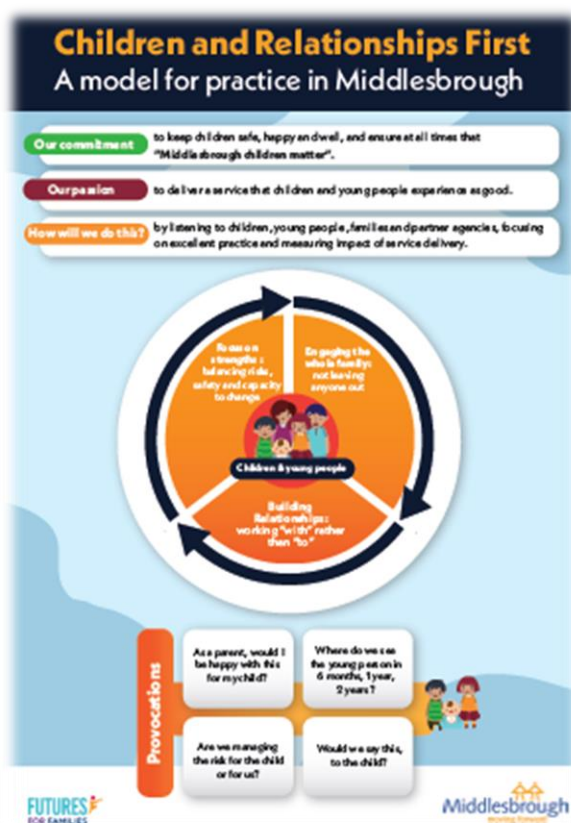
Children and Relationships First

In Middlesbrough Children & young people are at the centre of everything we do! We prioritise Children & Relationships first.

When using the model, we will:

1. Focus on strengths, balancing risks, safety and capacity to change
2. Engage the whole family, not leaving anyone out!
3. Build on relationships, working “with” rather than doing “to” families.

In addition to our Practice Model, Middlesbrough’s Practice Standards have been developed by employees for Middlesbrough children and their families. They provide a consistent understanding of what good practice looks like. The Training and Development offer is designed to support you to deliver good practice based on these standards and our practice model.



Children and Relationships First
A model for practice in Middlesbrough

Our commitment to keep children safe, happy and well, and ensure at all times that “Middlesbrough children matter”.


Our purpose to deliver a service that children and young people experience as good.

How will we do this? by listening to children, young people, families and partner agencies, focusing on excellent practice and measuring impact of service delivery.

Provocative questions:

- As a parent, would I be happy with this for my child?
- Where do we see the young person in 6 months, 1 year, 2 years?
- Are we managing the risk for the child or for us?
- Would we say this to the child?

FUTURES FOR FAMILIES | Middlesbrough moving forward





MIDDLESBROUGH
**CHILDREN
MATTER**

Middlesbrough

Middlesbrough Practice Standards

March 2021

Children and Relationships First
A model for practice in Middlesbrough

Practice Model Document	Practice Standards Document
 Practice Model.pdf <hr/>	 Middlesbrough-Practice-Standards-Mar <hr/>

The Training and Development Offer

The Induction

As part of your induction to Middlesbrough Council, you will be required to undertake a range of mandatory E Learning as a corporate requirement. This includes, but is not limited to

- GDPR Training
- PREVENT Awareness and PREVENT Referrals
- Mental Health and Wellbeing Awareness

In addition to these corporate requirements, Children' Services employees are also asked to complete the following service specific training as mandatory requirement.

Corporate Induction materials and E Learning can be found here:

- [Induction Materials \(Induction Tab\)](#)
- [Corporate Induction](#)

In addition to these corporate responsibilities, Children's Care employees are also required to undertake the following within their 4 week induction period.

Children's Services – Induction		
LCS/EHM Training	These courses are aimed aimed at new starters in within Children's Services and provide knoweldge of the releevant recording sytem.	E Learning Or Seminar
Practice Standards	This short video provides an overview in to the service area's Practice Standards	Video
Practice Model	This video will provide you with an understanding of our Practice Model and how we show Middlesbrough children that they matter. The Practice Model gives us a shared vision on how we approach our work with children, young people, families and our partners.	Video
CC Inform Introduction and Registration	This area will give you a brief overview of our online learning resource CCInform, you will be able to find information on: <ul style="list-style-type: none"> • What is CC Inform? • How do I register? • What are the benefits? 	Information Page
Tri.x – Children's Services Procedure Manual	This training will help you to understand how to navigate and access Middlesbrough's policies and new system. In addition it will: <ul style="list-style-type: none"> • Provide skills for you to champion for the Tri.x system within your team. • Familiarise you with the online procedures manual, how to access it and use it, saving to Favourites and adding a desktop icon. • Give a demonstration of how to use the full functionality of Tri.x 	E Learning

Threshold Training	<p>This short video will provide you with information on how:</p> <ul style="list-style-type: none"> • To underline principles of intervention in family life • To consider the meaning of ‘thresholds’ and the relevance for our work and the families we work with. • To identify the range of influences and biases that can contribute to our understanding of threshold decisions. • To link the child’s specific needs to decisions that can be made and how that decision contributes to meeting the need. • To become familiar with both the Continuum of Need and the document ‘Significant Harm and Significant Impairment of Health and Development: A Guide for Decision Makers.’ • To apply the continuum of need and decision making guide to a family situation and consider the child and family perspective on decision making. 	Video
LADO	<p>The purpose of this elearning is to outline to professionals the role of the Local Authority Designated Officer (LADO) and the support that can be provided.</p>	E Learning
SEND E Learning	<p>Since Middlesbrough’s Local Area Inspection of special educational needs and disability (SEND) in March 2017, colleagues across education, health and care have considered the information, advice and training opportunities available for professionals who may at some point, work with children and young people with SEND.</p> <p>As part of this work, an e-learning tool has been developed with the aim of providing a basic introduction to SEND for professionals. It is to provide an entry level insight into many of the procedures, types of intervention and the support available within Middlesbrough to help identify, assess, support and review the needs of children and young people with SEND in Middlesbrough.</p>	E Learning

The Centre for Practice Excellence Commitment

To ensure that both new starters and current employees feel supported in their learning journey, The Centre for Practice Excellence commits to:

- New Starters
The Centre for Practice Excellence will contact all new starters and offer the opportunity to talk through the Learning and Development Offer, including any personal areas of development and career development aspirations.
- Current Employees
In addition to the above, The Centre for Practice Excellence will also be available for “Career Consultations” for those wishing to discuss progression, development and further career aspirations.

Current employees looking to arrange a “Career Consultation” should contact:
C4PE@middlesbrough.gov.uk



Core Training in Children's Care

Our Core training is a minimum expectation of all employees within the Children's Care Service Area and is comprised of a range of training to help staff meet the needs of their role.

This package of training has been carefully considered in line with the priorities deriving from The Council Plan, Children's Services Improvement Plan and the Children's Services Workforce Development Strategy.

As part of the wider Training and Development Offer, this package of core training will support employees to:

- Keep children safe, happy and well
- Deliver a service that children and young people experience as good

Children's Services – Core Training		
Analytical Assessments	<p>This course demonstrates how to prepare a good quality, analytical assessment that understands what life is like for the child.</p> <p>It is underpinned by Middlesbrough Practice Model and Practice Standards and will cover the importance of preparing yourself and the family for assessment.</p> <p>Key skills focussed on within the training will be; the difference between fact, opinion and professional judgement, using evidence based tools to gather information and make decisions and the way in which the assessment informs the plan for the child and their family.</p>	Seminar
Developing Better Care Plans	<p>This course will teach you how to create SMART plans that set out how we will achieve the agreed goals for the child and their family.</p> <p>There will be a specific focus in the session on Safety Planning.</p>	Seminar
Communicating With Children	<p>This course is underpinned by Middlesbrough Practice Standard, Working with Children. It will encourage creative ways of engaging and communicating with children and young people.</p> <p>It offers a range of helpful tools that can be used to hear from the child, depending on the focus of the conversation. You will have opportunity to practice some tools within a safe and confidential space.</p> <p>It will cover the importance of meaningfully gathering the views of the child to inform assessment and decision making, and being clear about how you record on the child's file.</p>	Seminar
Section 47	<p>This course is underpinned by Middlesbrough Practice Standard 'Section 47 enquiries'. It will support your knowledge and understanding of the process, legislative framework and demonstrate what good looks like for Middlesbrough children.</p>	Seminar
Child Sexual Exploitation	<p>This course is designed to increase awareness of child sexual exploitation and provide staff with a greater understanding of the</p>	E Learning

	issues and processes so that children and young people can be safeguarded.	
County Lines	This E Learning module will explore the ways children, young people and vulnerable adults are exploited by criminal activity and give you mechanisms to safeguard and take action when someone is at risk.	E Learning
Domestic Abuse	This course is designed to increase understanding and awareness of domestic abuse as well as its impact on both parenting capacity and children's health, development and wellbeing.	E Learning
Court Skills & Pre Proceedings	This training is delivered over the course of two workshops and will focus on: <ol style="list-style-type: none"> 1. The legal and policy context to care proceedings and pre-proceedings. 2. Effective Pre-Proceedings 3. Effective Care Proceedings The content of sessions will be a mixture of relevant legislative detail, policy and process.	Seminar
Graded Care Profile	This course aims to give participants a clear understanding of theory and research evidence that informs and underpins the Graded Care Profile. In addition, it will: <ul style="list-style-type: none"> • Ensure participants understand the properties and evidence based construct of the tool. • Ensure participants understand how the tool captures key aspects of physical and emotional care and how it can contribute to assessments of child neglect. • On completion of the training, participants will be equipped with ability and understanding of how to use the tool in practice 	Seminar
Child Safeguarding Practice Reviews	This training aims to share key learning points from local Child Safeguarding Practice Reviews (formally serious case reviews) and enable the embedding of these key findings in practice.	Seminar
Life Story Work	Life Story Work is an important way of helping a child integrate their past into the present, helping them move forward into their future successfully. This training will help you consider and create a secure base for a child to help them explore their past, present and future. In addition, it will help you to use Middlesbrough's Life Story Toolkit to plan, carry out, record and present Life Story Work with children in our care.	
Neglect	This course is designed to raise the profile of neglect as a form of maltreatment, and to improve professional responses to children who are being neglected.	E Learning
Permanency	A specific programme of Permanency Training to be developed and delivered in the coming months.	
Substance Misuse (Drug and Alcohol Awareness)	This module aims to raise your awareness of drugs and alcohol looking at recommended guidelines for alcohol consumption, useful tips for cutting back as well as the more common drug types and their side effects and symptoms.	E Learning

	We will also provide sources of support for individuals and employers with information on the early warning signs that someone is developing a substance misuse problem and how to deal with it	
Genograms	<p>You will learn the various uses of genograms and culturagrams and how to apply these in your practice</p> <p>By the end of the session you will be able to:-</p> <p>Re-produce genogram using commonly used symbols and be able to draw a three generational genogram, understanding the importance of relationships</p> <p>Plot comprehensive information, track patterns, highlight strengths & hypothesise about concerns within the family system construct a culturagram.</p>	Seminar
Cultural Competence	<p>The course will explore:</p> <ul style="list-style-type: none"> • The values and beliefs of different faiths, belief systems and religions • Beliefs and culture in relation to family, parenting, education and behaviour • Intersectionality: power or complexity? • The need for good self-awareness of our own culture and beliefs • Frameworks for exploring the importance of faith and belief with children and families • Steps to consider when worried that beliefs, culture or religion may be linked to abuse 	Seminar
LGBTQIA+	<p>Children's Services are working in partnership with Stonewall to upskill the workforce in their understanding of LGBTQIA+ children and young people.</p> <p>Champions will roll out internal workshops in the coming months.</p>	
Trauma Informed Practice	<p>This programme includes the below sessions:</p> <ul style="list-style-type: none"> • Trauma Principles & Flipping the Lid • Transactional Analysis • Personality Adaptations • Neuroscience, Attachment & Trauma • PTSD & Complex Trauma • Developmental Trauma • Vicarious Trauma • Trauma and Shame/ The 4R's Model 	
Mental Capacity Assessments	<p>Our Mental Capacity Assessment Training has been broken down in to 4 key areas, the training must be attended in this order:</p> <ul style="list-style-type: none"> • Introduction to The MCA • How to Undertake a Capacity Assessment 	

	<ul style="list-style-type: none"> • How to Make an Application to the Court of Protection • MCA Follow Up Sessions 	
Threshold of Need	The purpose of this training is for practitioners in all agencies and the Local Authority working with children, to understand the Threshold of Needs and decision making when children and young people need help and from whom depending on the level of needs within families. It is used to help practitioners make decisions about which agency to refer to and when. To understand the “Working together to Safeguard Children 2013” (updated 2020) guidance on how Local Authorities and Agencies are to work together to offer help to families from Early Help right through to Children Social Care.	
Personal Education Plans	<p>This will give the social care workforce and insight in to:</p> <ul style="list-style-type: none"> • What the Virtual School is, its structure and it’s offer of support • The role of the Social Worker in PEPs • The importance of high aspirations 	Seminar
Adoption Tees Valley Offer	<p>Middlesbrough will be working in partnership with ATV to look at 3 separate areas of training:</p> <ul style="list-style-type: none"> • Child Permanence Reports • Developing an Plan • Early Permanence <p>This training will be undertaking with other Local Partners.</p>	Seminar
Family Links	<p>This 2-day training course promotes a consistent approach to developing family relationships and positive behaviour management strategies.</p> <p>It prepares staff to work effectively with parents using The Nurturing Programme on a one-to-one basis.</p>	Seminar

The Developmental Offer

The Developmental Offer encompasses both areas relating to specific areas of social work / early help practice and a range comprehensive leadership and management training opportunities.

Whilst these courses are not mandatory, we encourage staff to engage with the development offer in an effort to continually improve practice standards and outcomes for children and families within Middlesbrough.

Children's Services – Development Offer	
Achieving Best Evidence	Seminar
Age Assessments	Seminar
AIM3	Seminar
Practice Educator Stage 1	Seminar
Practice Educator Stage 2	Seminar

Management Development Programme



Our Management population play a critical role in modelling, embedding and enabling the Values and have a huge impact on the working culture needed to support our future ways of working. To enable this we have created a refreshed MDP which will support managers in developing and demonstrating the key behaviours and competencies defined in Middlesbrough Councils Values Manager Framework.

As a manager you automatically have access to the Management Development Programme via Middlesbrough Learns:



**Management
Development
Programme**
[Click to view](#)



In addition to the vast array of training opportunities available to the workforce, we have recently added a new library of E Learning for staff to engage with as appropriate. The commissioning arrangements mean the number of licenses are strictly limited and as such all courses are currently open to Social Workers only.

If you are not a social worker but feel you would benefit from this range of training then please contact: ella_seaton@middlesbrough.gov.uk

 **learningpool**
[Click here](#)

 <p>South Tees Safeguarding Children Partnership</p>	
The Offer:	Course centre - Teeswide Safeguarding All (melearning.university)
E Learning Packages:	 Teeswide Safeguarding Traini

Multi Agency Training Offer

In addition to the courses we deliver internally, we also have an ongoing commitment to working collaboratively with local partners to deliver a range of mutually beneficial training, including:

- Threshold Training
- My Family Plan Training
- Middlesbrough Practice Standards Training
- SEND E Learning

Moving forward, we will continue to develop and broaden this offer which will feed in to the wider Partnership Training Offer.


For further information on this please contact: C4PE@middlesbrough.gov.uk

The ASYE Programme

Learning and Development for Newly Qualified Social Workers

The ASYE Programme has been carefully designed by our Professional Development and ASYE Managers to provide a tailored approach to learning for those new to the profession.

The programme is made up of a range of themes that cover the 10 Post Qualifying Standards for child & family practitioners as well as few additional areas. The programme is designed to help promote learning and development within practice.

	The ASYE & Academy Induction	 ASYE Module Aims and Objectives Form
	Self Care, Time Management, Reflective Supervision	
PQS 1	The relationships and effective direct work	
PQS 2	Communication	
PQS 3	Child Development	
PQS 4	Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability	
PQS 5	Abuse & neglect of children	
PQS 6	Child & family assessment	
PQS 7	Analysis, decision-making, planning and review	
PQS 8	The law and the family and youth justice systems	
PQS 9	The role of supervision	
PQS 10	Organisational Context	

Engaging with Development

Middlesbrough Council's Children's Services directorate prioritise the development of their staff to ensure all children and families receive the service they deserve. To ensure that the offer meets the demands of our workforce we continually seek feedback from all involved in the learning and development journey.

The Voice of Children and Young People

At the heart of our Improvement Plan is our ambition to strengthen the influence and impact of the voice of children, young people and families. This means their voice will increasingly inform the design and delivery of services, and the way that they experience care and support.

Closing the Learning Loop

Middlesbrough Council strives to provide a wealth of learning opportunities for its employees and we are constantly looking to develop and improve our offer. To help us do this, we expect all employees undertaking training to actively engage with the feedback process.

With your feedback, as well as key information from providers, partners, performance data and audit outcomes, we will continually develop our offer to meet the needs of employees allowing you to deliver the best possible service for the children and families of Middlesbrough.

Please get in touch...

For further information in relation to the Learning and Development offer, or for specific training related queries, please contact:

<u>Name</u>	<u>Role</u>	<u>Email</u>	<u>Telephone</u>
Suzanne Brennan	Principal Social Worker	Suzanne_brennan@middlesbrough.gov.uk	01642 513639
Tom Crown	OD Business Partner	Thomas_crown@middlesbrough.gov.uk	01642 729445
Ella Seaton	OD Support Officer	Ella_seaton@middlesbrough.gov.uk	01642 727408

Workforcedevelopment@middlesbrough.gov.uk
C4PE@middlesbrough.gov.uk

