Training Courses

**Developing Skills in Assessment and Analysis**
This training aims to assist practitioners working closely with children and families to develop their analytical skills when undertaking assessments. Upon completion participants will:

- Be able to apply the skills acquired to a range of early assessments and interventions including neglect, domestic violence and emotional harm.
- Have addressed the components of an effective assessment, and the subsequent analysis of the information gathered.
- Have used case material to develop analytical skills.
- Have identified some of the challenges inherent in supervising staff undertaking assessments.
- Have revisited issues around how judgements are made and the influence on practice decisions.
- Consider the reflective mindset and the differences between intuitive and analytic thinking.

(1 day)

**Developmental Attachment Theory**
There is no doubt that professional judgement is at the heart of the assessment process, but it needs to be informed by knowledge and the application of a theory. Where children are concerned, knowledge of child development, both physical and psychosocial, is crucial and this sits very comfortably with Developmental Attachment Theory. A training course designed to provide practitioners with a theoretical grounding in Developmental Attachment Theory, whilst focusing more broadly on the components of an effective assessment and the subsequent analysis of the information gathered, will assist them to make sense of what is ‘going on’ in families in a way which takes into account the requirements of the National Assessment Framework.

Upon completion of our 1 day course participants will:

- Have some understanding of developmental attachment theory and its relevance to children’s development and functioning.
- Begin to identify attachment related behaviour in children, young people and carers.
- Explore how early childhood experiences impact upon attachment relationships.
- Explore how an individual’s experience of attachment impacts upon self confidence, self esteem and self efficacy and their future relationships.
- Explore appropriate intervention strategies.

(1 day)
Our **3 day course** aims to enable practitioners to apply developmental attachment theory to all assessments and to enhance their skills and confidence in the analysis of information gathered. Upon completion participants will:

- Understand developmental attachment theory, its relevance to children’s development and functioning and to assessment of children and their families
- Recognise patterns of attachment including models of caregiving
- Begin to identify attachment related behaviour in children, young people and carers
- Explore how early childhood experiences impact upon attachment relationships
- Explore how an individual’s experience of attachment impacts upon self confidence, self esteem and self efficacy and their future relationships
- Identify sources of information and ways in which this can be gathered and reported
- Practise the use of information gathering tools
- Analyse information using developmental attachment theory as a tool
- Identify and assess the extent to which children may be at risk
- Explore appropriate intervention strategies
- Take account of attachment issues when proposing or creating packages of support to meet identified need

(3 days)

**Child Development**

Upon completion of training participants will:

- Understand the key stages of child development from birth to adolescence
- Explore the concept of identity
- Consider the impact of attachment issues, separation and loss on children’s development
- Understand the importance of the development of healthy self-esteem
- Understand the issues involved in caring for children with special needs who have also experienced developmental delay

(1 day)

**Child Protection**

Upon completion of training participants will:

- Understand the legal and policy context of child protection work
- Recognise and respond appropriately to signs and symptoms of abuse
- Relate child abuse to difficulties in attachment relationships
- Explore appropriate intervention strategies
- Understand the processes of assessment, planning and review

(1 day)

**The Assessment of Alleged and Convicted Male Sex Offenders and their Families**

This **7 day training course** is completed in 3 sections. The first section consists of 3 consecutive days, the second 2 days, and the third a further 2 days. The training course aims to equip social workers with the knowledge and skills required to undertake risk assessments of sex offenders and their families. To this end it introduces a comprehensive assessment framework which is currently used throughout Lincolnshire. The first 3 days of training explore:

- Relevant theory and models pertaining to male sexual offending behaviours
- Relevant theory and models pertaining to female sex offenders
- Relevant theory and models pertaining to internet sex offenders
• **Risk factors, their identification and assessment issues**

*(3 days)*

The second part of the course is completed in two days. This explores:

- Issues arising for the partners of alleged / convicted sex offenders
- The impact of sex offenders upon victims and their siblings
- Issues of assessment in relation to the protective carer.

*(2 days)*

The third section of the course introduces an assessment framework which allows for the consistent gathering of information and aids in analysis throughout the assessment. Over the course of 2 days, social workers will:

- Gain knowledge in assessment issues specific to sex offenders and their families
- Have the opportunity to familiarise themselves with the assessment framework
- Practise their interviewing skills.

*(2 days)*

**Inappropriate sexual behaviours in young people**

Upon completion of training participants will:

- Have gained an overview of normal child sexual development
- Identify inappropriate sexual behaviour in terms of child development
- Develop practical strategies to manage inappropriate sexual behaviours
- Explore appropriate intervention strategies

*(1 day)*

**Recording, report writing and presentation skills**

Upon completion of training participants will:

- Understand the importance of recording and report writing as an effective form of communication
- Have explored the difference between fact, opinion and hearsay
- Have considered the impact of their values on their written work
- Have improved confidence when presenting to an audience
- Have had an opportunity to practice and develop skills in this area
- Have considered data protection issues, confidentiality issues and the Human Rights Act

*(1 day)*

**Costs**

All costs include:

- Direct training time
- Planning time for individual courses
- Any subsequent revision/update of materials
- Electronic versions of handouts are provided for copying.

Production of a handbook (electronic version), tailored to the specific needs of the organisation, would incur an additional one off charge, to be agreed. A quote for production of printed handbooks
is available on request but experience suggests that ‘in-house’ or locally sourced printing is likely to be more cost effective.

If you are interested in commissioning our service, we would be delighted to discuss your requirements with you and in meeting your needs.

We look forward to hearing from you.

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