



# Hounslow

Safeguarding Children Partnership

2022 -2023

Learning programme

Welcome to HSCP learning events for 2022. Most events (apart from some sexual abuse courses) will be online via MS Teams or Zoom. We will inform applicants of any change pending Covid guidance.

### Selecting learning

Individuals should decide which learning is relevant to their role and employment. Most professional bodies have their own learning requirements and guidance such as Keeping Children Safe in Education and CQC. Additionally the HSCP local priorities are neglect (page 5) and familial child sexual abuse (pages 11-13).

We encourage the school DSL following introductory level training, to undertake training in line with HSCP priorities above. We do not provide a specific DSL course.

We also offer an extensive range of online courses. To self-register click <https://hounslowscp.vc-enable.co.uk/register>.

All learning offered in this brochure assumes a pre-existing basic knowledge of safeguarding and child protection. Anyone requiring this should complete an online introductory level module available via the link above.

We look forward to seeing you on-screen or in person.



## Contents 2022/23

Page	Course	Time	Dates
4	Disclosure and Barring service + LADO lunchtime	1.00-2.00	22/9/22
5	Hounslow's neglect strategy. Quality of Care tool	9.30-12.00	29/9/22      12/12/22
6	Private fostering	1.00-2.30.	16/11/22
7	Parental Substance Misuse. Awareness and treatment	10.00-12.30	25/10/22
8	Safeguarding young people and substance misuse <i>In person <u>at St John's Road</u></i>	1.30-3.30	15/11/22/ 9/5/23      22/2/23
9	Mental health first aid <i>In person <u>at St John's Road</u></i>	Two days 9.00-4.30	7+8/11/22      16+17/1/23 24+25/4/23      26+27/6/23
10	Domestic Abuse and Violence. Introduction. Basic Professional Awareness + Understanding	9.00-1.00	17/11/22
11	'Honour' based violence + forced marriage	9.00-1.00	24/11/22
12	Criminal and sexual exploitation of children		7/3/23      20/6/23
12	Familial child sexual abuse. <i>In person <u>at St John's Road</u></i>	Two mornings 9.00-1.30	16+19/9/22      25+28/11/22
13	Harmful sexual behaviour + Sibling sexual abuse <i>In person <u>at St John's Road</u></i>	1.5 days 9.30-5.00 9.30-1.00	16+17/1/23      20+21/3/23 15+16/5/23      24/25/7/23
14	Familial child sexual abuse for managers	Two mornings 9.30-1.00	13+14/10/22      16+17/11/22
15	Child sexual abuse. Signs and indicators. Online event with CSA centre	9.30-1.00	8/11/22
16	Brook. Traffic light tool	9.30-1.00	1/11/22      16/3/23
17	Brook. Sex pressures and pornography.	1.00-4.30	2/12/22      23/1/23
18	Brook. Gender and sexual orientation	1.00-4.30	9/12/22



## **DBS + LADO services**

**28<sup>th</sup> September 2022 1.00-2.00**

### **Safeguarding Children Leads update online MS Teams**

**For leads in schools + early years + health and social care staff**

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This update focusses on the proper management of potential harm that can be caused to children by professionals working in our varied settings and the management of allegations sometimes made by children young people and parents. Hounslow's LADO service and the national Disclosure and Barring Service (DBS) can be key to this area of safeguarding work.

The Disclosure and Barring Service (DBS) was formed in 2012 to help employers make safer recruitment decisions. DBS Regional Outreach Service focuses on working collaboratively with safeguarding and recruiting organisations to offer localised DBS support and developing understanding. Kiran Rehal is the DBS Regional Outreach Adviser for Greater London and will be delivering this lunchtime online session with Hounslow's LADOs Grace Murphy and Sarah Paltenghi.

During this one hour online session they will explain their respective roles and will include:-

- Different levels of DBS checks
- When an employee is eligible for a check
- DBS Update Service
- Barring and Duty to Refer
- Making a good barring referral

There is no cost to attend.

For places please email [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Hounslow neglect strategy + Quality of care tool

29/9/22

12/12/22

MS Teams 9.30-12.00

## Aims

Neglect is an ongoing priority for Hounslow's Safeguarding Children Partnership. The 2.5 hour sessions promote awareness and understanding of our neglect strategy. The strategy aims to improve how we all work with families where parental quality of care is of concern and considered inadequate. The sessions will introduce our quality of care tool, enable people across all agencies to use it in practice and ensure that it is widely used

Outline Hounslow's multi professional strategy for improving our work with families

Enable use of the Quality of Care tool in all agencies

Promote working together in cases of neglect via the tool

Share workers 'top tips' on using the tool in practice.

Emphasise the importance of inter-agency collaboration to understand the nature of neglect

Illustrate the benefits of using the Quality of Care tool

For places email 'Neglect' and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Private fostering

MS teams 16/11/22 1.00-2.30

HSCP has a responsibility to ensure professionals and volunteers meet their statutory responsibility to safeguard children's welfare and safety. This includes those working for children's and adult services.

## Aims and outcomes

**Private fostering a safeguarding issue?**  
**Understand the legislation and regulation**

**Your role.**  
**Know your responsibility to identify privately fostered children**

**Local authority**  
**LA duties for privately fostered children**

**Cascade information**  
**Enable you to share best practice with your colleagues**

**Guidance and support**  
**Where to find information advice and support on private fostering**

For places email 'Private fostering' to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Parental Substance Misuse Awareness and treatment

MS teams

25/10/22

10.00-1.00

Parental substance misuse is one of three major areas of known risk to children's health development and welfare, the others being domestic abuse and mental ill health. This course is provided to develop essential learning from the introductory level for all frontline Social Care Health, Wellbeing and Education Practitioners, anyone whose work involves safeguarding children and young people and promoting their welfare.

## Aims and outcomes

### Different substances

Know commonly used substances, their classes, methods of use and potential impact on parenting

### Recognising concerns

Enable practitioners to identify when there could be an issue with a parent or carer's substance misuse

### Attitudes to substance misuse

Examine personal and societal beliefs about drug and alcohol users, including stereotypes and myths

### Theoretical underpinning

Examine prevalent ideas on substance misuse, including the disease model and social learning theory

### Changing behaviour

Appreciate the Cycle of Change to enable behaviour change

### Different treatment models

Know and understand treatment models delivered at ARC

### Referrals

Information on referral routes and partnership working

For places email 'Parental substance misuse' to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Substance Misuse and Safeguarding Advice and Support Working with young people

In person.  
15/11/22/

St John's Road Isleworth.  
22/2/23

1.30-3.30  
9/5/23

This session is designed to provide professionals with the capacity to support young people in an informed and holistic manner. Understanding substance misuse and abuse, the risks involved and the capacity to engage young people in open and confidential conversations about drugs are essential abilities for professionals. Given the high prevalence rates of addiction among youth today, the importance of having an understanding is crucial.

## Aims and outcomes

### Impact of Various Substances

Increase knowledge of drugs (including alcohol), the effects on one's health, the law and recognising indicators of substance use

### Prevalence of Substance Misuse

Discuss current trends and prevalence rates

### Why Drugs/Alcohol?

Develop an insight about young people's motivation for using drugs including alcohol

### Associated Risks

Explore risks such as mental health, sexual exploitation and gang involvement etc

### Parental Misuse

Explore the Hidden Harm project -parental substance misuse

### Screening Tools and Drug Testing

Discover ways in which substance misuse is quantified and tested

### Drug Boxes

Collectively explore replicas of class A-C drugs

### Effective Communication

Consider how to have an honest dialogue about drugs, understand harm reduction and also know how and when to refer individuals to specialists

For places email date + 'Young people substance misuse' [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)



# Two day course. Youth Mental Health First Aid

In person. St John's Road. Isleworth. 9.00-4.30  
 7+8/11/22 16+17/1/23 24+25/4/23 26+27/6/23

There is concern at increasing mental health problems among children and young people and particularly since Covid. Non-mental health specialists are increasingly encountering young people in need of basic mental health support. This course aims to equip the non-specialist with the knowledge and skill to provide Mental Health First Aid to young people ensuring those who need it can access appropriate help quickly. After completing the two day course you will receive a certificate saying that you are a Youth Mental Health First Aider.

## Aims and outcomes

<p><b>Understanding</b></p> <p>An in depth understanding of young people's mental health and factors that affect wellbeing</p>	<p><b>Spot triggers</b></p> <p>Practical skills to spot the triggers and signs of mental health issues</p>
<p><b>Confidence</b></p> <p>Confidence to reassure and support a young person in distress</p>	<p><b>Skill</b></p> <p>Enhanced interpersonal skills such as non-judgemental listening</p>
<p><b>Help recovery</b></p> <p>Knowledge to help a young person recover their health guiding them to further support –through self-help sites, place of learning, the NHS, or a mix – engaging with parents, carers and external agencies where appropriate</p>	<p><b>Long term support</b></p> <p>Ability to support a young person with a long-term mental health issue or disability to thrive</p>
<p><b>Your wellbeing</b></p> <p>Tools to look after your own mental well being</p>	<p><b>16 per course</b></p> <p>Small groups to keep people safe and supported while they learn.</p>
<p><b>Young participants</b></p> <p>Young people are welcome on the course, for under 16s we need written consent from a parent or guardian</p>	<p><b>Action plan and manuals</b></p> <p>Learning takes place across four sessions. Through a mix of group activities, presentations and discussions, each session is built around a Youth Mental Health First Aid action plan. You will get an MHFA manual to keep and refer to whenever you need it</p>

For places email MHFA and dates to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Domestic Abuse and Violence, an Introduction. Basic Professional Awareness and Understanding.

MS teams

9.00-1.00

17/11/22

Domestic abuse and violence is a fact of life for a high proportion of children living in families where there are safeguarding or child protection concerns (45-90% of families). Abusive and violent behaviour in intimate relationships is a complex and puzzling phenomenon both from the perpetrators and survivor point of view. There are many myths and huge stigma that can get in the way of professionals being able to effectively help women; mothers to make decisions that are in their own and their children's best interests.

This course offers professionals the opportunity to explore reflect and gain insight and understanding to be able to better connect with and help women who find themselves in violent and abusive relationships.

## Aims and outcomes

### Impact of abuse

Better understand the impact on women of being subject to relationship abuse

### Perpetrator reactions

Are alert to perpetrators diversionary reactions to professional's interventions

### Power and control

Consider the dynamics of power and control and the impact on women and girls

### Substance misuse

Explore the role that alcohol and other drugs have in many abusive relationships.

### Early help

Appreciate the importance of early intervention

For places email 'Domestic Abuse' and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Forced marriage and 'Honour' based violence

MS teams

9.00-1.00

24/11/22

In a borough with Hounslow's diversity we would expect services to be called on to safeguard children and young people from illegal and harmful cultural practices such as forced marriage and associated 'honour' related violence. However, this rarely features in the work of our protective services. These are hidden problems and there is work to do to raise awareness and the capacity of professionals and community organisations to offer help and support to affected people in our community. This course is part of that initiative led by the community safety partnership within Hounslow's VAWG strategy (Violence against Women and Girls).

## Aims and outcomes

<b>Prevalence</b> The likely prevalence of forced marriage	<b>Context</b> Understand the context of forced marriage why it happens
<b>Action to take</b> Recognise and act upon potential risks	<b>Understanding risk</b> People potentially at risk including those with a disability mental health problem or special needs
<b>Working safely</b> Appreciate safe practice when raising concerns about forced marriage	<b>Guidance</b> Know and use child protection and best practice guidance
<b>Support and advice</b> Put children and young people who may be at risk in contact with help and advice locally and nationally	<b>National and international</b> Understand the role of the Forced Marriage Unit and Foreign and Commonwealth Office

For places email 'Forced marriage' and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Criminal and sexual exploitation. Safeguarding young people.

In person. St John's Road. Isleworth

9.30-3.45

7.3.23 20.6.23

In recent years several high profile prosecutions and enquiries such as Oxford and Rotherham exposed a lack of professional understanding about these forms of child abuse. As a result we saw that the children and young people targeted by abusive adults were often left unprotected by professionals. Often the abuse of the children escalated a result of the professional failure.

Understanding has grown as a result of these cases and we are more aware of how such abuse is organised and perpetuated and various systems are in place to co-ordinate better detection of offenders and improved protection of children and young people. There have also been developments in improved ways of working with and communicating with young people. This is important because many children who are entrapped into sexual or criminal exploitation have said nobody had ever told them how to recognise risky people or situations.

## Aims and outcomes

### Understanding

Develop understanding of how sexual and criminal exploitation is organised to entrap young people

### Boys

Highlight the abuse of boys who are often forgotten and how explore how young people are groomed and entrapped.

### Recognising CSE/CEE

Explore the common attitudes underlying professional failures to protect young people

### Developmental differences

Appreciate different choices made by young people and adults to understand entrapment and the difficulty of 'reaching' some young people

### Use preventative materials

Practice using some of the materials that you will be given so that you can easily use them with young people

### London and local procedures

Familiarise you with the way in which you should respond procedurally to concerns and be aware of local initiatives to combat this form of child sexual abuse

For places email 'CSE/CEE' and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Familial Child Sexual Abuse

Two day class based @ St John's Road 9.00-1.30  
Applicants must attend both days 16+19/9/22 25+28/11/22

## Aims

Hounslow Safeguarding Children Partnership has made familial child sexual abuse a priority and is developing a strategy to improve our work in this important area of child protection. In the UK we 'miss' most children who are sexually abused. According to the Office of the Children's Commissioner we identify only 1 in 8 children at risk. We asked Hounslow professionals what they need to help them to keep children safe. They told us they need training as a starting point. This course aims to equip professionals across the children's workforce with basic knowledge about familial sexual abuse and enhance confidence in our existing communication skills with children and young people.

Findings from Hounslow's audit	Who sexually harms children?
Numbers of children at risk	Understanding sexually harmful adults' behaviour
What inhibits the protection of children?	Impact of sexually harmful adults on professional practice
Responding to children's help seeking behaviour	Working with non-abusing parents/carers
The impact of sexual abuse	Consider dynamics of power in families
Signs and indicators	

For places email 'Familial Sexual Abuse' and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)  
Those in managerial roles please see CSA for managers on page 14.

# Harmful sexual behaviour+Sibling sexual abuse

Class based @ St John's Road Day 1 9.30-5.00 Day 2 9.30-1.00 Both days must be attended  
16+17/1/23 20+21/3/23 15+16/5/23 24+25/7/23

## Aims

Hounslow SCP made familial child sexual abuse a priority in 2021 and is responding to professional requests for training by providing this and related courses on neighbouring pages in this brochure. This course is particularly important because about 40% of children who are abused sexually in their family are abused by a sibling or other close relative such as cousin nephew, niece. Harmful sexual behaviour by young people particularly in the family is challenging to our conception of what sibling relationships are like and can be complex and an emotional concern to deal with. This course aims to equip professionals with increased awareness and understanding of the nature of harmful sexual behaviour in children and young people, improve assessment and intervention and enable better support to the children and young people involved and their parents/carers.

## Outcomes

Greater understanding of prevalence and possible pathways to harmful sexual behaviour and sibling sexual abuse

Improved ability to identify whether sexual behaviour is developmentally appropriate, problematic, or harmful

Increased confidence in identifying and responding to harmful sexual behaviour and sibling sexual abuse

Develop capacity to create robust and effective safety plans to better manage harmful sexual behaviour and sibling sexual abuse

Improved confidence in supporting non-abusing family members in their response to and management of harmful sexual behaviour

When the concerns are about sibling sexual abuse greater confidence in adopting a whole family approach to support all those affected

For places email 'Sibling Sexual Abuse' and preferred dates to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

## For managers Familial Child Sexual Abuse

Two ½ days	MS Teams	9.30-1.00	Applicants must attend both days
13+14/10/22			16+17/11/22

### Aims

Hounslow Safeguarding Children Partnership members have agreed that familial child sexual must be a priority and a strategy to improve our work here is in development. Nationally we ‘miss’ most children who are sexually abused, the Office of the Children’s Commissioner estimate we identify only 1 in 8 children at risk. We undertook an audit of our own practice in 2020 and found most cases required improvement and some were not adequate. This is nobody’s fault. Familial sexual abuse is probably the most challenging area of child protection work and over the past 20 years there has been a steady decline in the number of children coming to notice. This means many professionals including managers have not had the opportunity to deal with the complexities and learn. The result is that almost none of us are properly equipped to manage this work. For this reason we are committed to developing our staff and enabling the workforce to better understand and respond to concerns about sexual abuse in the family environment.

This course for managers only and will cover the areas below. Please see pages 12 + 13 for recommended complementary learning.

Findings from Hounslow’s audit	What is inhibiting the protection of children by professionals? The role of managers
Numbers of children at risk. Signs and indicators	Who sexually harms children?
The importance of understanding sexually harmful adult behaviour. A working model.	Impact of sexually harmful adults on professional practice
Supporting staff to understand and respond to children’s help seeking behaviour and enabling children talk about abuse	Understanding the importance of working with non-abusing parents/carers and supporting staff to do so
Considering the impact of sexual abuse in a trauma informed way	Consider dynamics of power in families and a model to work towards moving the balance of power
Making joint enquiries genuinely joint	

For places email ‘CSA for managers’ and preferred date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

## Hounslow priority

Once only learning event with expert colleagues

**Familial Child Sexual Abuse  
Signs and indicators template  
Online Zoom event. 8.11.22.  
9.30-1.00**



**Please join us. To book email the date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)**

Hounslow Safeguarding Children Partnership made familial sexual abuse a priority following an audit in 2020 and after professionals told us they feel unprepared for this area of child protection.

**The knowledge and skill gap is of course not just local, it is a national concern.** The centre of expertise was funded by the Home Office to better tackle child sexual abuse by understanding its causes, scope, scale and impact. We know a lot about child sexual abuse and some progress has been made in dealing with it, but gaps in knowledge and understanding limit how effectively we are tackling the issue.

**The centre has developed a Signs and Indicators Template to aid professional understanding.** Hounslow Safeguarding Children Partnership has arranged this online event with the centre to showcase the resource and disseminate this in Hounslow. Click for quick information about the template:

[https://www.youtube.com/watch?v=Ox7PiWaqbnc&feature=emb\\_imp\\_woyt](https://www.youtube.com/watch?v=Ox7PiWaqbnc&feature=emb_imp_woyt)

Find out more about the resource here: <https://www.csacentre.org.uk/knowledge-in-practice/practice-improvement/signs-indicators-template/>

**We look forward to seeing you online**

**For places email 'Signs and indicators template' to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)**





**Brook Traffic Light Tool training.  
Delivered via Zoom by Brook for  
Hounslow**



**Time 9.30-1.00 1/11/22 6/3/23 1.00-4.30**

Brook's nationally recognised Sexual Behaviours Traffic Light Tool training provides a highly visible, multi-agency response that helps professionals to identify, understand and respond appropriately to sexual behaviours in young people.

The tool and accompanying training provide professionals within and across organisations with a framework for identifying whether behaviour is part of healthy development or if there is cause for concern. It will also provide guidance on when to safeguard and/or signpost to internal or external support.

The training equips professionals to make consistent and informed decisions that neither pathologises nor criminalises young people. Participants will be trained to have robust and meaningful conversations around harmful sexual behaviour that causes concern and will be equipped to embed the tool within their practice.

**Learning outcomes: by the end of the training participants will be able to**

- Explain parts of the law which refer to sexual behaviour
- Know how their values relating to sexuality affect decision making
- Rate different scenarios as green, amber or red
- Use an action plan; created in the training, to support the integration of the toolkit into internal training

**For places email your preferred 'Brook traffic light' + date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)**

# Sex Pressures and Pornography

## Course delivered via Zoom by Brook for Hounslow



1.00-4.30 2/12/22  
9.30-1.00 23/1/23

Brook is a UK based charity offering a wide variety of sexual health services to young people mainly under 25. They are experts in this field.

### Sex Pressures and Pornography

There is growing concern about the influence that freely available online pornography may have on the development of children and young people and on their relationships. The aim of these learning sessions with Brook is to enable participants to gain knowledge and skills about the influences and pressures young people face as they develop and explore their emerging sexuality.

The sessions aim to:-

- Offer an insight into the pressures of online life for young people
- Give an overview of the laws relevant to young people's sexual relationships, pornography and Youth Produced Sexual Imagery (YPSI)
- Consider the impact of pornography, YPSI and Image Based Sexual Abuse (IBSA) on young people and explore how to talk to young people about their relationships, pornography and YPSI

Sessions are open to any Hounslow professionals working with children and young people.

For places email 'Sex Pressures and Pornography' + date to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)

# Gender identity and sexual orientation



09/12/22

1.00-4.30

Zoom session

**The aim of this session delivered by Brook for Hounslow staff is to explore sexuality and gender and provide participants with more in-depth knowledge and skills around the topic.**

Research shows that people are happier and more productive in an environment in which they feel they can be themselves without fear of harassment or abuse. Society as a whole is becoming more tolerant of the diversity of sexual orientations, but homophobia is still ingrained in many institutions and communities. This continues to have an extremely negative effect on the lives of LGBT+ people and should be considered in any gender and sexuality education programme.

## **Participants will be able to:**

- Discuss attitudes to lesbian, gay, bisexual and transgendered young people
- Discuss stereotypes, judgements and assumptions around sexuality
- Describe LGBT + issues affecting young people and identify ways of supporting the young people you work with around these issues
- Gain knowledge and skills about the influences and pressures young people face as they develop and explore their emerging sexuality
- Increase empathy and understanding of LGBT + experiences
- Engage with and deliver education to young people in an LGBT + inclusive way
- Explore practical ways of challenging homophobic, bi phobic, transphobic bullying.

**For places email 'Gender identity and sexual orientation' to [LSCB@hounslow.gov.uk](mailto:LSCB@hounslow.gov.uk)**