

The minimum skills and knowledge specific towards the **0-5 Children's Workforce** in Nottingham City to use as part of working practice, which can be personalised in accordance with developmental needs

**1. Safeguarding & Welfare**

- Identifying harmful behaviour, neglect or abuse
- Aware of legal obligations for disclosure
- Understanding risk factors & effects
- Listening to concerns and planning solutions
- Recognise Contextualised Safeguarding
- Recognise the importance of Safer Sleeping in prevention of child death from a safeguarding perspective

**2. Promoting Behavioural Changes**

- Managing difficult conversations with families and young people
- Develop trust & respect
- Display transparency in choices & decision making
- Consulting, informing & negotiating
- Active listening & understanding
- Embrace and incorporate cultural competency into working practice
- Use clear 'strengths based' language

**3. Child Development**

- Recognise physical, intellectual, linguistic, social & emotional growth
- Early identification of developmental difficulties
- Understand the role of attachment in child development and relationships
- Understanding of mental health and emotional well-being
- Recognise education in the role of child development

**4. Integrated Working & Information Sharing**

- Understand data protection legislation
- Early intervention
- Understand the importance of informed consent
- Recognising the need for and when to make a referral
- Understanding thresholds for referrals
- Work effectively with multi-agency teams
- Recognises the continuing development of a Speech, Language & Communication (SLC) pathway.

**Supporting Transitions & Strength Based Approaches**

To support development of skills and knowledge listed above some development options are described below.

For all colleagues and managers who have **NO OR MINIMAL DIRECT CONTACT** with children, young people or their families

E-Learning/Digital Learning Portfolio—Click on the hyperlinks under titles highlighted in **blue** or **green** to be directed to other specific learning resources

Those highlighted in **green** remain a work in progress

- ♦ [Bruising In Babies](#)
- ♦ [Food Hygiene Awareness](#)
- ♦ [All Our Health: Vulnerable Children \(0-5's\)](#)
- ♦ [Supporting Pre-schoolers \(0-5\) Online](#)

- ♦ [My Space: Creating Enabling Environments For Young Children](#)
- ♦ [National Children's Bureau — Involving Families & Young Children In Participation](#)
- ♦ [Physical Activity for 0-5s during COVID-19](#)
- ♦ Further Reading—English As An Additional Language: [Naldic](#), [PACEY](#), [British Council](#)
- ♦ [Makaton Refresher](#)
- ♦ [Autism Awareness](#)

- ♦ [Look, Say, Sing](#)
- ♦ [People](#)
- ♦ [Hungry Little Minds](#)
- ♦ [CBeebies](#)
- ♦ [Start4Life](#)
- ♦ [Midwifery](#)
- ♦ [National Literacy Trust \(The Home Learning Environment\)](#)
- ♦ [Book Start](#)
- ♦ [Dolly Parton Imagination Library](#)
- ♦ [Healthy Child Programme](#)
- ♦ [HENRY](#)
- ♦ [Tiny Happy People](#)

- ♦ [What is Early Intervention?](#)
- ♦ [Early Interventions: The Next Steps](#)
- ♦ [Universally Speaking—The Ages & Stages of Child Development](#)

For all colleagues and managers who have **DIRECT CONTACT** with children, young people or their families—Click on the hyperlinks under titles highlighted in **blue** or **green** to be directed to other specific learning re-

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See other useful links in purple below

- ♦ [Additional CSE Resource - Seen & Heard](#)
- ♦ [NSPCC PANTS/Pantosaurus](#)

- ♦ [Paediatric First Aid \(Accredited\) Speak Out Stay Safe — NSPCC](#)

- ♦ [Action For Children—Managing Behaviour & Learning](#)
- ♦ [Better Start —The Science Within](#)
- ♦ [National Child Measurement Programme—A Conversation Framework For Talking To Parents](#)
- ♦ [NSPCC—Talking About Difficult Topics](#)

- ♦ [Best Start In Speech, Language & Communication — Supporting Guidance, Documents & Case Studies](#)
- ♦ [Ages & Stages](#)
- ♦ [Behaviour Change](#)
- ♦ [Big Little Moments](#)
- ♦ [Child Development Building Blocks \(0-12 months / 1-3 years\)](#)
- ♦ [Early Years Training Offer \(EYFS\)](#)
- ♦ [FRED](#)
- ♦ [Father Inclusive Practice—Think Dads](#)
- ♦ [Kids Independently Developing Skills \(KIDS\)](#)
- ♦ [Inspired Children Online Learning \(Power of Play, Positive Adults/Behaviour/ Children\)](#)
- ♦ [Trauma Informed Approaches](#)
- ♦ [Workforce Development Fund](#)

- ♦ [Early Years Foundation Stage \(EYFS\) - \(See Early Years Training Offer\)](#)
- ♦ [Early Years Foundation Stage \(EYFS\) UK Gov Framework](#)
- ♦ [The Balanced System: SLC Pathway](#)

**Other Useful Safeguarding Link**  
♦ [Interagency Safeguarding Children Procedures](#)

Colour Code

Open Access

Early Help/Targeted Support

Specialist Role

**Other Useful Links**  
♦ [NCVS training offer](#)  
♦ [Nottingham City Council resources](#)  
♦ [Research In Practice](#)

For further information and details of the e-learning please go to the Nottingham Children's Partnership Website— ([nottinghamchildrenspartnership.co.uk](http://nottinghamchildrenspartnership.co.uk))

**0-5 Resource Glossary:**

Those highlighted in **green** remain a work in progress

<b>Name of Resource</b>	<b>Description</b>	<b>Service</b>
All Our Health: Vulnerable Children (0-5's)	An E-Learning Resource containing various information on a wide range of topics.	NHS
Autism Awareness	Information to support those working with children with a diagnosis of Autism.	Various
Behaviour Change	Frame Works Institute provide an insight into how to change behaviour.	Small Steps Big Changes
Best Start In Speech, Language & Communication —Supporting Guidance, Documents and Case Studies	Guidance to help improve Speech, Language & Communication in the early years, including an Early Language Identification Measure and Intervention tool for use with children aged 2 to 2 and a half.	Public Health England
Big Little Moments	A resource which encompasses Building Big Brains with Big little moments. Everyday interactions support child development.	Small Steps Big Changes
Book Start	A national programme that encourages all parents and carers to enjoy books with their children from as early an age as possible.	Inspire
Bruising In Babies	Recognising bruising in babies.	Nottingham City Council Resources
CBeebies	Interactive and varied learning resources and activities for 0-5's	BBC
Child Development Building Blocks (0-12 months/1-3 years)	E-Learning in development.	Small Steps Big Changes
Dolly Parton Imagination Library	A free Books initiative for 0-5 years.	Dolly Parton Imagination Library
Early Years Training Offer	Statutory requirements and CPD training primarily for practitioners across the city who work within the EYFS (i.e. Maintained and none maintained schools, PVI Day nurseries, pre-schools, OOSCs and childminders).	Early Years Website
Father Inclusive Practice – Think Dads	A 1 day course to enable the delivery of the FRED programme.	Small Steps Big Changes (Fatherhood Institute)
Father Inclusive Practice – FRED (Father's Reading Everyday)	A resource supporting the workforce to adopt a more father inclusive approach.	Small Steps Big Changes
Further Reading: English As An Additional Language	A variety of resources supporting those working with families and children where English is a secondary or additional language.	Various
Food Hygiene Awareness	Learn around keeping equipment clean and preparing and handling food safely.	Food Hygiene Awareness/ Ask Lion Resource
Healthy Child Programme	An early intervention and prevention public health programme which focuses on a universal preventative service for children and families.	NHS
HENRY	A website with lots of information for best start, including resources for nutrition, emotional wellbeing, parenting skills, breastfeeding, and getting more active.	HENRY
Hungry Little Minds	Simple, fun activities for kids, from new-born to five	HM Government
Kids Independently Developing Skills (KIDS)	A set of resources, including child development tools, nutritional tools, life skills and Health A-Z.	NHS
Look, Say, Sing	A set of resources in several languages which encourage interaction between parents and their babies.	NSPCC
Makaton Refresher	Refresh yourself in Makaton (symbols/signs to communicate). Need more information? See more from the <a href="#">Learn Makaton website here.</a>	British Sign Language/ Ask Lion Resource/Learn Makaton
Murdoch Children's Research Institute — 0-5's Nutrition	Healthy Eating for 0-5 Years.	Murdoch Children's Research Institute
National Literacy Trust (The Home Learning Environment)	Resources and tools for early language development and parental engagement.	National Literacy Trust
NSPCC PANTS/Pantosaurus	With the help of our friendly dinosaur Pantosaurus, Talk PANTS is a simple conversation to help keep your child safe from sexual abuse.	NSPCC
Paediatric First Aid (Accredited)	Provides the knowledge, skills and confidence to deal with paediatric first aid situations. Statutory requirement for Ofsted registered settings and also suitable for those working with children in other environments.	Early Years Website/Ask Lion Resource
Parental Mental Health & Families	E-Learning Refreshers on Parental Substance Misuse/Mental Health.	Nottingham Children's Partnership
Parental Substance Misuse		
Peep	Peep programmes help practitioners, parents and carers to support children's learning and development.	Peep
Inspired Children Online Learning (Power of Play, Positive Adults/Behaviour/Children)	Online modules – see descriptions for key learning points.	Small Steps Big Changes (Inspired Children)
Signs of Safety	The overarching practice framework for all of its work with children and families. It describes a purposeful and collaborative way of working with families to secure the best outcomes for children and young people.	Nottingham City Council
Speak Out Stay Safe — NSPCC	Provides children the knowledge they need to stay safe from harm or abuse and to speak out if they're worried.	NSPCC
Start4Life	Trusted NHS help and advice during pregnancy, birth and parenthood	NHS
Tiny Happy People	Simple, fun and easy to do activities to help with children's communication skills.	BBC
The balanced System: Speech, Communication & Language (SLC) Pathway	An online tool, offering information both to parents/carers and professionals working with children under 5, to help them navigate the best support to deliver their outcomes drawing on a range of local and national resources available to support children's speech, language and communication skills and development at universal, targeted and specialist levels. This is expected to be launched in around March 2021.	Early Years
Trauma Informed Approaches	Bite sized sessions introducing Trauma informed approaches.	Small Steps Big Changes
Workforce Development Fund	Apply for funding for to access training.	Small Steps Big Changes