

The minimum skills and knowledge expected for the 0-19 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

### 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

- ◆ [Female Genital Mutilation \(FGM\)](#)
- ◆ [Child Sexual Exploitation \(CSE\)](#)
- ◆ [Forced Marriage](#)
- ◆ [PREVENT](#)
- ◆ [Safer Sleeping](#)
- ◆ [Parental Substance Misuse](#)
- ◆ [Council For Disabled Children](#)
- ◆ [Staying Safe Online](#)
- ◆ [Contextual Safeguarding Network — Podcasts](#)

- ◆ [Barriers to Communication](#)
- ◆ [Forming and Maintaining Relationships](#)
- ◆ [Introduction To Signs of Safety Presentation](#)
- ◆ [Young Minds](#)
- ◆ [CAMHS Nottingham City YouTube Page](#)

- ◆ [Children's Attachment](#)
- ◆ [Safer Sleeping](#)
- ◆ [Education Endowment Foundation \(EEF\)](#)
- ◆ [Communication Trust](#)

- ◆ [Parental Mental Health - Think Child, Think Parent and Think Family](#)
- ◆ [Action For Children—Mental & Emotional Wellbeing Resource](#)
- ◆ [All Our Health](#)

- ◆ [Information Sharing Protocols](#)
- ◆ [Data Protection](#)
- ◆ [Family Support Pathway](#)

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 resources

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

See other useful links in purple below

- ◆ [Introduction to Safeguarding Children](#)
- ◆ [Contextualised Safeguarding: - Safeguarding Children & Young People from Child Sexual Exploitation \(CSE\) - Child Criminal Exploitation \(CCE\)](#)
- ◆ [Harmful Sexual Behaviour](#)
- ◆ [Neglect Strategy/Toolkit/Neglect specific training](#)

- ◆ [Introduction to Working with Children & Families in the City \(Including Child Development\)](#)
- ◆ [Signs of Safety/Tools/Practice Models](#)
- ◆ [Cultural Genograms](#)
- ◆ [Capturing a Child's Voice](#)
- ◆ [English As An Additional Language](#)
- ◆ [Trauma Informed Practice](#)

- ◆ [Solihull Approach](#)
- ◆ [Child Development Tool/Training](#)
- ◆ [Routes To Inclusion \(R2i\) Toolkit](#)

- ◆ [Mental Health First Aid Youth Training](#)

- ◆ [Leadership for Change](#)
- ◆ [Swimming Together or Sinking Alone— Healthcare and The Art Of Systems Leadership](#)
- ◆ [Understanding Thresholds For Social Care](#)
- ◆ [Record Sharing/Record Keeping](#)

- ◆ [Self Harm Awareness & Suicide Modules\\*](#)
- ◆ [SHARP: If Toys Could Talk\\*](#)
- ◆ [Understanding and Responding to Domestic Violence and Abuse](#)

\*For more information email [Camhs.Sharp@nottinghamcity.gov.uk](mailto:Camhs.Sharp@nottinghamcity.gov.uk)

- ◆ [Safeguarding Disabled Children Training](#)
- ◆ [Multi Agency Risk Assessment \(MARAC\)/Cash Ric](#)

#### Other Useful Safeguarding Link

- ◆ [Interagency Safeguarding Children Procedures](#)

Colour Code

Open Access

Early Help/Targeted Support

Targeted Support/Social Work/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))

[AskLion](#) can be used alongside the Children's Partnership Development Offer as a signposting resource for Parents and Families including for areas such as community events, general support, health/self-care, housing and finance

**0-19 Resource Glossary:**

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

Name of Resource	Description	Service
Action For Children—Mental & Emotional Wellbeing Resource	Advice and activities to support children with their mental and emotional wellbeing.	Action For Children
All Our Health	An E-learning Resource on a wide variety of topics.	NHS
Capturing A Child's Voice	Simple "get to know you" exercises for those working with children.	Nottingham City Council
Child Development Tool	A physical (and digitally available) <b>resource</b> covering key child development milestones.	SSBC
Child Development Tool Training	Sessions and briefings to support the effective use of the tool.	SSBC
Communication Trust	Focuses on supporting children and young people who struggle to communicate because they have speech, language and communication needs (SLCN) and to ensure they can communicate to the best of their ability. The trust also supports those who work with children and young people to increase their knowledge of communication skills through practical and informative resources.	The Communication Trust
Contextualised Safeguarding: Podcasts	Useful podcast listening tools that relate to the theme of Contextualised Safeguarding, which is defined as contexts beyond families and within the home are associated with abuse.	Contextual Safeguarding Network
Council For Disabled Children	A helpful and useful resource for information within the disabled children's sector.	Council For Disabled Children
Cultural Genograms	An educational tool discussing a structured way to address family cultural beliefs and practices and be used within practice.	Nottingham City Council
Education Endowment Foundation (EEF)	A charity based organisation that aims to break the link between family income and educational achievement. The EEF aims to support professionals by providing clear and actionable guidance in schools by providing evidence based resources to improve practice and boost attainment.	Education Endowment Foundation (EEF)
English As An Additional Language	A resources to support those working with families and children where English is a secondary or additional language.	Oxford Council
Good Assessment Skills	Developing skills, knowledge and confidence in undertaking assessments and utilising this in day to day practice.	Nottingham City Council
Family Support Pathway	The Family Support Pathway is a guide for all practitioners and managers in every agency working with children, young people and their families. It will enable practitioners within the Children's Partnership and Adult Services to work in collaboration and have a shared responsibility to support children and families.	Nottingham City Council
Introduction to Working with Children & Families in the City (Including Child Development)	Growth and developmental stages, difficulties and assessment, motivation and encouragement, attachment and parenting.	Nottingham City Council
Leadership For Change/Sinking Together Swimming Together	Articles from Richard Vize on building trust and working together to promote change.	Leadership For Change
Mental Health Resources	A variety of professional and charitable resources focusing on mental health including Child Adolescent Mental Health Services (CAMHS), Mental Health Support Teams (MHST's) and Young Minds.	Various
Neglect Toolkit	A colour coded toolkit which identifies the severity of Neglect when working with children and young people.	Nottingham City Council
N-Gage Assessment Toolkit	Ngage assessment toolkit is a simple to use, intuitive way to engage young people in full assessments, using young people endorsed pictorial cues to identify key issues in their lives.	The Drug Aware Award
Prevent	Supports with tackling the radicalisation of individuals and supporting vulnerable people who might be targeted and recruited to the cause of violent extremism.	Police
Routes to Inclusion (R2i)	Developed by members of the Educational Psychology Service (EPS), Behaviour Support Service (BST) and Nottingham City Primary SENCOs. It provides a supporting framework for the identification, assessment and intervention of children presenting with social, emotional and mental health (SEMH) needs.	R2i
Safer Sleeping	Safer sleep advice gives simple steps to supporting a baby to sleep to reduce the risk of sudden infant death syndrome (SIDS).	Lullaby Trust
SHARP: If Toys Could Talk	Raising awareness and understanding of emotional distress in young children.	Child Adolescent Mental Health Services (CAMHS)
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
Solihull Approach	Aims to increase emotional health and well-being through both practitioners and parents. It does this through resources and training across the child and family workforce.	Solihull Approach
Strength Based Approach: Practice Framework	Supports professionals in applying a strengths-based approach to their work	UK Gov
Taking A Strength Based Approach: Video	An introductory video to strength based approaches by Devon Council, including information on scaling.	Devon Council
Trauma Informed Practice	Exploring the childhood psychological impact of trauma.	Nottingham City Council