

The minimum skills and knowledge expected for the whole workforce from the Workforce Strategy

1. Safeguarding & Welfare

- Identifying harmful behaviour, neglect or abuse
- Aware of legal obligations for disclosure
- Understanding risk factors & effects
- Facilitating discussion
- Listening to concerns and planning solutions

2. Communication and Engagement

- Develop trust & respect
- Display transparency in choices & decision making
- Consulting, informing & negotiating
- Active listening & understanding
- Use clear 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

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
- Work effectively with multi-agency teams

Supporting Transitions

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

Free E-learning portfolio (*Bite-sized learning worksheets and links to other important resources also listed on website*)

- ◆ Female Genital Mutilation (FGM)
- ◆ Child Sexual Exploitation (CSE)
- ◆ Forced Marriage
- ◆ PREVENT
- ◆ Neglect
- ◆ Staying Safe Online

- ◆ Forming and Maintaining Relationships
- ◆ Barriers to Communication

- ◆ Children's attachment
- ◆ Parental Mental Health - Think Child, Think Parent and Think Family
- ◆ Parental Substance Misuse - The Impact on Children

- ◆ Information Sharing Overview
- ◆ Overview of Communication Skills in Social Work
- ◆ Family Support Pathway

Face to Face courses: For all colleagues and managers who have DIRECT CONTACT with children, young people or their families (**may be a charge for attendance on the course*)

- ◆ Introduction to Safeguarding Children
- ◆ Signs of Safety Awareness Briefing
- ◆ Safeguarding Children & Young People from Child Sexual Exploitation/Broken Dreams

- ◆ Self Harm Awareness & Suicide Modules
- ◆ Understanding and Responding to Domestic Violence and Abuse

- ◆ Safeguarding Disabled Children Training*
- ◆ Multi Agency Risk Assessment (MARAC)

- ◆ Introduction to Working with Children & Families in the City (Including Child Development)*

- ◆ Good Assessment Skills*
- ◆ N-Gage Assessment Toolkit*

- ◆ Solihull Approach –(Attachment) (Including Child Development)*

- ◆ Understanding and Supporting Child Development*
- ◆ Mental Health First Aid Youth

- ◆ Priority Families Induction

Colour Code

Open Access

Early Help

Targeted Support