



NEWHAM
SAFEGUARDING CHILDREN
PARTNERSHIP

Newham Social Care Academy Training Programme September 2024 – July 2025



BUILDING A
FAIRER
NEWHAM



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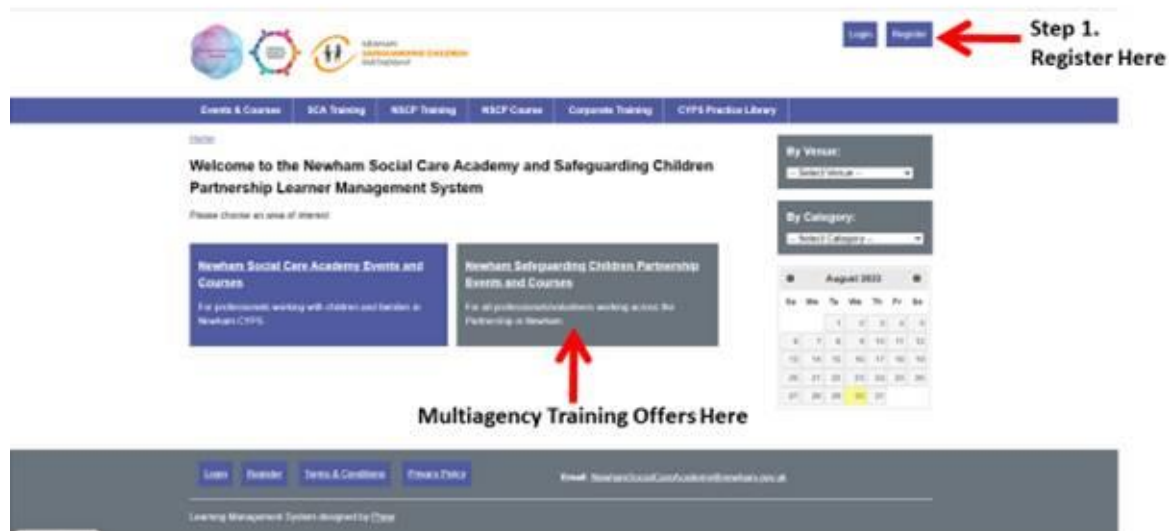
Booking system for SCA

Training will continue to be booked via the learning management System (LMS) with the Social Care Academy (SCA) that was implemented in April 2023.

Please see the guidance below to create your account on the site, if you do not have one, and also on how to book a course.

Use the link below to access the site and it can also be accessed via the Practice Library.

<https://newhamsca.event-booking.org.uk/>



You can view our 'How to' videos on registering and booking a course by using the following links:

- [How to create an account on the SCA Training System](#)
- [Watch 'Booking a course on the SCA Training System' | Microsoft Stream \(Classic\)](#)

Any concerns email
NewhamSocialCareAcademy@newham.gov.uk

At a Glance Learning and Development Offer for September – December 2024

September	October	November	December
<p>10/09/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for practitioners/social worker/PA's (online) <p>11/09/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for managers/auditors (online) <p>23/09/24 and 24/09/24</p> <ul style="list-style-type: none"> Safe and Together Overview (2 x half days online) <p>24/09/24</p> <ul style="list-style-type: none"> Domestic Abuse and MARAC training (online) <p>26/09/24 and 15/10/24</p> <ul style="list-style-type: none"> Social Work England Registration and Renewal Support Session (online) <p>30/09/24, 01/10/24, 07/10/24 and 08/10/24</p> <ul style="list-style-type: none"> Safe and Together Core Workshop (4 x full days online) <p>25/09/24, 09/10/24, 22/10/24, 05/11/24, 19/11/24</p> <ul style="list-style-type: none"> 5 day Introduction to Systemic Practice (in-person) 	<p>01/10/24</p> <ul style="list-style-type: none"> Supervision Reflective Workshops for Managers (in-person) <p>08/10/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for practitioners/social worker/PA's (online) <p>09/10/24</p> <ul style="list-style-type: none"> Chronologies (in-person) <p>09/10/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for managers/auditors (online) <p>14/10/24, 15/10/24, 21/10/24 and 22/10/24</p> <ul style="list-style-type: none"> Safe and Together Core Workshop (4 x full days online) <p>28/10/24 and 29/10/24</p> <ul style="list-style-type: none"> Safe and Together Overview (2 x half days online) <p>22/10/24</p> <ul style="list-style-type: none"> Induction to Children and Young People's Service (online) <p>25/10/24</p> <ul style="list-style-type: none"> Half day Introduction to Systemic Ideas (online) 	<p>04/11/24, 5/11/24, 11/11/24 and 12/11/24</p> <ul style="list-style-type: none"> Safe and Together Core Workshop (4 x full days online) <p>05/11/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for practitioners/social worker/PA's (online) <p>06/11/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for managers/auditors (online) <p>07/11/24</p> <ul style="list-style-type: none"> Supervision Reflective Workshops for Managers (in-person) <p>18/11/24, 19/11/24, 25/11/24, and 26/11/24</p> <ul style="list-style-type: none"> Safe and Together Core Workshop (4 x full days online) <p>21/11/24</p> <ul style="list-style-type: none"> Genograms (in-person) <p>26/11/24</p> <ul style="list-style-type: none"> Enhanced Systemic Skills (in-person) <p>https://newhamsca.event-booking.org.uk/</p>	<p>03/12/24 and 04/12/24</p> <ul style="list-style-type: none"> Safe and Together Overview (2 x half days online) <p>03/12/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for practitioners/social worker/PA's (online) <p>04/12/24</p> <ul style="list-style-type: none"> Practice Learning Conversation (PLC) training workshop for managers/auditors (online) <p>05/12/24</p> <ul style="list-style-type: none"> Supervision Reflective Workshops for Managers (in-person) <p>17/09/24</p> <ul style="list-style-type: none"> Domestic Abuse and MARAC training (online)

At a Glance Learning and Development Offer for January – March 2025

January	Feb	March
<p>21/01/25</p> <ul style="list-style-type: none">• Induction to Children and Young People’s Service (online) <p>24/01/25</p> <ul style="list-style-type: none">• Half day Introduction to Systemic Ideas (online)	<p>11/02/25</p> <ul style="list-style-type: none">• Chronologies (in-person)	<p>12/03/25</p> <ul style="list-style-type: none">• Genograms (in-person) <p>25/03/25</p> <ul style="list-style-type: none">• Domestic Abuse and MARAC training (online) <p>26/03/25</p> <ul style="list-style-type: none">• Enhanced Systemic Skills (in-person)

<https://newhamsca.event-booking.org.uk/>

At a Glance Learning and Development Offer for April – July 2025

April	May	June
<p>25/04/25</p> <ul style="list-style-type: none">• Half day Introduction to Systemic Ideas (online)	<p>TBC</p>	<p>TBC</p> <p>July</p> <p>15/07/25</p> <ul style="list-style-type: none">• Enhanced Systemic Skills (in-person) <p>18/07/25</p> <ul style="list-style-type: none">• Half day Introduction to Systemic Ideas (online)

Pan-London offer from the London Safeguarding Children Partnership (LSCP)

Find a wide range of half day and bite size offers on the following on website at <https://www.londonscb.gov.uk/resources/training-and-bookings/> .

The programme will be disseminated in September.

Septembers offers

To start off the programme, the incredible Bal Howard (www.bkhtraining.co.uk) will be delivering an overview session:

Overview of Hidden Harm and harmful traditional practices

Friday 6 September at 9:30am - 10:30am.

To book on please use this link: <https://www.eventbrite.co.uk/e/951371446607?aff=oddtcreator>

Newham Social Welfare Alliance Training (Well Newham)



Offer a training development pathway for all frontline workers in the borough who are regularly having conversations with residents who are presenting with a range of social welfare issues. There are a number of themes with different session topics included delivered by our specialist tutors.

The purpose of this is to enhance the skills you already have! And facilitate you getting in touch with others having similar conversations across the borough. The training sessions are all delivered online and are free to attend, after attending a session we will recommend other sessions to support your learning, and provide resources and useful contact information for you to refer back to.

For more information and to check for the most up-to-date programme please visit

[Events for frontline workers | Well Newham](#)

If you need any additional support to participate in the training session please contact us: helena.taylor@newham.gov.uk
or agata.roszczynska@newham.gov.uk

Topics include:

- Working with Migrants (17.09.24 and 07.10.24)
- Core Conversations (20.09.24 and 20.11.24)
- Children Safeguarding Awareness training (03.10.24 and 03.12.24)
- Introduction to Extremism and Radicalisation: The Newham Context (01.10.24)
- Housing and Homelessness training (11.10.24 and 10.12.24)
- No Recourse to Public Funds (NRPF) training (24.10.24)

Half day Introduction to Systemic Ideas



This is a half day introduction to systemic practice and ideas.

This is mandatory training for all staff in the Children and Young People Service.



Trainers
Family Therapy team

Online

25.10.24

24.01.25

25.04.25

18.07.25

Please arrive 10 minutes prior to the start time.

10:00 **Start**

13:00 **Finish**

Introduction to Systemic Practice (5 day)

The 5 day course acts as a core course for those who wish to be informed about key systemic ideas and interventions that are relevant to working directly with service users, colleagues and partners.

The key systemic theories provide a coherent foundation for systemic thinking and practice. The course will emphasise a greater understanding of the core systemic theories of change that have a philosophical basis, an evidence base and identified practices and interventions.



Trainers

Family Therapy Team

In-person

25.09.24, WG04/05

09.10.24, WG04/05

22.10.24, WG04/05

05.11.24, TBC

19.11.24, TBC

Please arrive 10 minutes prior to the start time.

09:30 Start

16:00 Finish

Enhanced Systemic Skills



This course is for Social workers and practitioners who have completed the 5 Day Systemic training and want to continue to develop and embed their systemic skills

½ day training focussed on developing, embedding and practicing systemic skills and techniques. The training is based around a framework of purposeful systemic social work and an associated ‘toolkit’ developed by the clinical team to support practitioners to utilise systemic approaches in their practice.

Learning Objectives:

- Enhance the systemic skills of social work and early help practitioners through the provision of a map of tools and techniques for working alongside families
- Explore the influence of social graces and power within practitioner / family relationships to support the choice of tools that ‘fit’ for families
- Using strengths based approaches while also attending to information about risks of harm
- Create a space for systemic practitioners to come together to share their expertise / learning / successes / challenges in applying systemic tools in their practice

Trainers

Jack Evans, Family Therapist
and Vicki Kitts, Team Leader
Families First

In-person room tbc

26.11.24

26.03.25

15.07.25

Please arrive 10 minutes prior to the start time.

09:30 Start

12:30 Finish

Induction to Children and Young People's Service (CYPS)



This is a mandatory one day learning event for all new starters in CYPS.

The topics include:

- The journey of the child
- The Social Care Academy
- The Newham Practice Model
- Early Help
- Fostering, Private Fostering and SGO's
- The role of the PDSW
- Newham Parenting Offer
- Mandatory courses, training, supporting resources and your development pathway
- Your wellbeing
- QA

Facilitator

Elena Nicolaou, Safeguarding Children Workforce Development Lead and facilitators from across CYPS

Online/in-person tbc

22.10.24

21.01.25

April TBC

July TBC

Please arrive 10 minutes prior to the start time.

09:30 Start

17:00 Finish

Chronologies



Learning Outcomes:

- Exploration of the purpose, uses and benefits of chronologies as a tool to support social work practice.
- Increased understanding of how to create and analyse chronologies in practice



Trainers

Clare Popham, PDSW
and colleague

In-person

09.10.24 10:00-12:00

11.02.25 14:00-16:00

Please arrive 10 minutes
prior to the start time.

Court Skills Workshops

Newham Social Care
Academy



Stay Tuned.
Coming Soon!



Court Skills by Bedford Row Barristers



Stay Tuned.
Coming Soon!

Trainers

Ann Osborne, Barrister and
Amanda Jepson, Barrister (42
Bedford Row Barristers)

In-person

TBC

Please arrive 10 minutes
prior to the start time.

Domestic Abuse and MARAC training



Domestic Abuse & MARAC Awareness training is taking place next month with further dates scheduled. This training is being delivered by our colleagues from Hestia and will be delivered via MS Teams.

This training aims to enable practitioners who come into contact with victims of domestic abuse to be able to identify risk factors and make appropriate onward referral to support services, including the MARAC for the highest risk cases.

Staff can book on to any of the sessions below via their Fusion account by clicking on the corresponding link in the table below:

[Click here](#) (24.09.24)

[Click here](#) (17.12.24)

[Click here](#) (25.03.25)

For any queries regarding this training please email adults.servicestraining@newham.gov.uk

If you are an agency worker, and are not set up on Fusion, you can still access the training but will need to complete a form. Please contact Elena Nicolaou (elena.Nicolaou@newham.gov.uk) or Mohammed Arfan (known as Arfan) (Mohammed.Arfan@newham.gov.uk).

Online

- Tuesday 24th September
10:30am – 1pm
- Tuesday 17th December
10:30am – 1pm
- Tuesday 25th March 2025
10:30am – 1pm

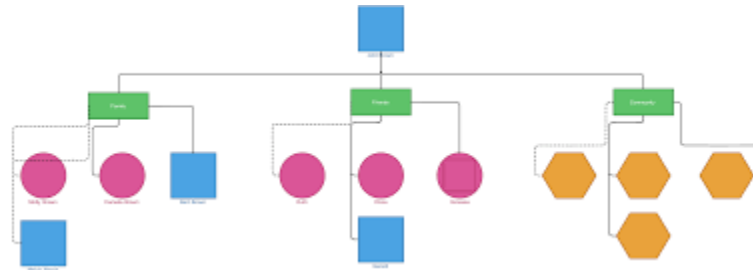
Please arrive 10 minutes prior to the start time.

Genograms



Learning outcomes:

- Introduction to genograms and their use as relational intervention with children and families
- Increased understanding of how to create genograms with children and families.
- How to use genograms at different stages of relational work with a family



Trainers

Clare Popham, PDSW
and colleague

In-person

21.11.24 14:00-16:00
12.03.25 10:00-12:00

Please arrive 10
minutes prior to the start
time.

Leadership offer

The Social Care Academy remain exploring leadership training for the 24/25 period. The information below is regarding Corporate leadership offers and a forthcoming 'Developing Diverse Leaders' course.

- ❖ 'Developing Diverse Leaders' will be launched in the Autumn 24. There will be 20 places, and the course starts in January 2025. It's for 6/7 months and includes workshops and group coaching, as well as a corporate project. The link below is from the previous course (cohort 1) but will be the same for 24/25

[New Leadership Development Programme Launched - Developing Diverse Leaders | Intranet \(sharepoint.com\)](#)

- ❖ Women in Leadership apprenticeships starting in the Autumn 2024. Attending a briefing session is required prior to applying.

[Women in Leadership - Level 3 & Level 5 \(sharepoint.com\)](#)



Mandatory Merger training



Purpose: To support staff with the transition through enhancing their knowledge, skills and confidence in practice.

There will be separate communication regarding the timetables, launching in September. The programme will include workshops, group conversations, court skills and effective court report writing and shadowing.

- Assessment processes workshops
- Intervention processes workshops
- Facilitated group conversations
- Facilitated group conversations for managers

Court Skills training by Kingsley Knight:

These are in person and all day training sessions.

19th and 20th September
2nd and 3rd December

The sessions are targeted so staff will receive invitations as necessary due to a limited number of places.

Online and Digital Safety



Stay Tuned.
Coming Soon!



Practice Learning Conversation (PLC) training workshop for practitioners/social worker/PA's



This PLC workshop is designed for social workers, PAs, and early help practitioners who have a PLC for a child or family they are working with. The workshop aims to support you in understanding how to prepare for your PLC, the questions asked during a PLC, the meaning of the grading, and the subsequent steps.

To facilitate detailed support and discussions, we have kept the workshop small. Whether you are new to PLCs or looking to refresh your knowledge, this session is for you.



Trainers

Quality Assurance team

Online

10.09.24

08.10.24

05.11.24

03.12.24

Please arrive 10 minutes prior to the start time.

12:00 **Start**

13:00 **Finish**

Practice Learning Conversation (PLC) training workshop for managers/auditors



This workshop is designed for managers who undertake the PLC. The aim is to support you with best practices in conducting an audit, including preparation, top tips, grading, and next steps after completing the PLC.

To facilitate discussions and questions, we have kept the numbers small. Whether you are new to completing our PLCs or would like a refresher, this workshop is for you.



Trainers Quality Assurance team

Online

11.09.24

09.10.24

06.11.24

04.12.24

Please arrive 10 minutes prior to the start time.

12:00 **Start**

13:00 **Finish**

Safe and Together Core training

Respect



We are excited to announce the Safe & Together™ Model CORE Training (Social Care Staff ONLY)

The Safe & Together CORE Training is designed to provide a skills-oriented foundation for domestic violence-informed practice for professionals directly supporting families affected by domestic abuse. Each day of training provides experiential classroom training focused on the following foundational practice areas: assessment, interviewing, documentation, case planning.

This **4-day course** will be delivered as live remote sessions via Microsoft Teams on:

CORE Training will teach you how to:

- Identify the impact of domestic violence on children and family functioning
- Create fact-based assessment of the perpetrators' behaviour patterns
- Partner with adult survivors of domestic violence
- Intervene with perpetrators
- Understand how domestic violence intersects with other issues like substance abuse and mental health.

Trainers

Respect facilitators

ONLINE

- **Course 66**– Sep 30th | Oct 1st | Oct 7th | Oct 8th (10am-4pm) | Deadline: 16th September 2024
- **Course 67**– Oct 14th | Oct 15th | Oct 21st | Oct 22nd (10am-4pm) | Deadline: 30th September 2024
- **Course 68**– Nov 4th | Nov 5th | Nov 11th | Nov 12th (10am-4pm) | Deadline: 21st October 2024
- **Course 69**– Nov 18th | Nov 19th | Nov 25th | Nov 26th (10am-4pm) | Deadline: 4th November 2024

It is recommended to log in 5 minutes prior to the scheduled time.

10:00	Start
16:00	Finish

Safe and Together Overview



We are excited to be offering the Safe & Together™ Model Overview Training.

This one-day training provides participants with an introduction to and overview of the Safe & Together™ Model. The presentation provides participants with information about creating a domestic violence-informed child welfare system, the principles and components of the Safe & Together Model and information about the framework behind competency-building in child welfare around domestic violence. The training will be useful to anyone in the borough who comes into contact with families affected by domestic violence.

The training objectives are:

- To introduce a perpetrator pattern framework
- To introduce and understand the Safe & Together Model principles and components and how those guide practice in various roles
- To introduce how to use the Safe & Together Model as a way to enhance good practice in various roles, reduce risk effectively and achieve better outcomes

Trainers

Respect facilitators

ONLINE

- Course 20 – September 23/24 (1-4pm) Deadline: 16th September 2024 (12:00)
- Course 21 – October 28/29 (1-4pm) Deadline: 21st October 2024 (12:00)
- Course 22 – December 3/4 (1-4pm) Deadline: 26th November 2024 (12:00)

(Sept and Oct courses are fully booked)

It is recommended to log in 5 minutes prior to the scheduled time.

13:00 **Start**

16:00 **Finish**

[Click to book Safe-and-Together-Overview](#)



Social Work England Registration and Renewal Support Session



Description to follow on invitation.

This session is for social workers or those registering for the first time including students.

No booking required.

Trainers

Juliet Azubuike, Senior Social Worker and colleague/s

Online

26.09.24: 10:00-11:00

15.10.24: 13:00-14:00

Please arrive 10 minutes prior to the start time.

Supervision Reflective Workshops for Managers



The goal of these workshops is to review the strengths and areas needing improvement in how we record supervision. By evaluating the supervisory process, we can directly enhance the quality of services provided to children and families in Newham. By focusing on supervision, these workshops aim not only to raise the standard of supervisory practices but also to ensure that social workers are effectively prepared, guided, and empowered in their roles.

The learning outcomes for this

1. Practitioners will adopt improved supervision recording practices in aligned to PPF/SMART outcomes, with clear template established for effective supervision
2. Practitioners to have a cleared view of what a good /outstanding supervision record looks like.
3. Directly improve the quality of services provided to children and families by strengthening the supervisory component of social work.

Trainers

Practice Learning Reviewers
and Practice Development
Social Workers

In-person

01.10.24: 12:00-14:00

07.11.24: 10:00-12:00

05.12.24: 10:00-12:00

Please arrive 10 minutes
prior to the start time.

Working Together 2023



Stay Tuned.
Coming Soon!



Research in Practice Development day – Cultural humility and anti-racist practice

Cultural humility is a stance that attempts to understand peoples' identities in relation to race and ethnicity, gender, sexual orientation, class and socioeconomic status, education, social needs.

This workshop will support participants to consider what cultural humility and anti-racist practice means to them in the context of their professional identities and organisations.

Through the engagement of critical thinking and open dialogue, participants will work towards being more attuned to addressing racism, marginalisation and exclusion on the personal, team and organisational level.

Designed for

- Practitioners working across direct service delivery
- Middle managers
- Leaders

Learning outcomes

- To share concepts, strategies and tools to harness the power of diversity, so all recipients of services, feel welcome, respected and can thrive.
- To promote greater understanding of how to address racism, marginalisation and exclusion on the personal, team and organisational levels.
- To reflect on our individual journeys of cultural humility.
- To explore the critical nature of allyship.

research
in practice



Trainers

Research in Practice

Online

Date TBC spring 2025

**Please arrive 10
minutes prior to the start
time.**

Corporate Learning and Development Offer



The Learning & Organisational Development team have on offer a wide range of [learning and development opportunities](#) including live online sessions on different topics. These range from; 'How to keep a virtual audience engaged' to 'What is imposter syndrome?' Please encourage colleagues to visit our intranet page to learn more about these.

If colleagues are unable to attend any of the sessions, they can explore the resources on our intranet pages as well as the [My Career Development](#) portal, which has a huge array of learning resources.



Mandatory training



Everyone working for Newham is required to complete mandatory training, including agency workers and consultants. Your role and contract type will determine which courses or events are required. It is your responsibility to ensure that you have completed all mandatory training.

Each of the mandatory courses, and who should do them, has been approved as necessary by our corporate management team on the basis that it fulfils a legal safety requirement in relation to health or data and will protect you and the Council. Or, as in the case of the Corporate Welcome, it is an opportunity to meet the Chief Executive and the Mayor and learn more about the Council.

Please see the link below.

[Mandatory Training List.pdf \(sharepoint.com\)](#)

SUPPORT

FREQUENTLY ASKED QUESTIONS

[Frequently asked questions>](#)

HEALTH & SAFETY SUPPORT

Raise a request using the [Contact Health & Safety Form](#).

HR LEARNING & ORGANISATIONAL DEVELOPMENT TEAM SUPPORT

Email:

hrlearning@onesource.co.uk

Mentoring



Mentoring - personal and professional growth for everyone

Mentor Connect, is our online mentoring platform that a number of colleagues are

already making great use of. Abi is strongly passionate about mentoring and would like everyone in the organisation to have the opportunity to be mentored or to mentor. If you would like to find out more before committing or would like to attend a briefing session, please see here.

[Mentor Connect at London cross-council partnership \(onpld.com\)](https://onpld.com)



Lunchtime Seminars

Wednesdays 13:00-14:00 online, term-time only



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Lunchtime seminar title	Planned date	Facilitator	Description
Special Guardianship Orders (SGO's)	04.09.24	Kuldip Kaur, SGO Support Team Manager	A quick practice guidance to the procedures in Newham for assessments to provide permanence children. The focus will be on the application and assessment process, for both Connected Carer and Special Guardian assessments. We will look at the good practice for viability and the full assessment of carers, as well as the final phases of assessments and the placement and support following the making of an order.
CGL	11.09.24	Mark Soorjoo, Pharmacy Liaison and Harm Reduction Team Leader	CGL (drug and alcohol service) - basic awareness, trends, support pathways, training
Family Hub service update	18.09.24	Roomaan Abdoolwahed, Charlotte Bawden, Dawn Henry (Early Help)	There are 6 Family Hub strands and this session will provide a service update for each. There will be a Q&A at the end.
New Way: Newham Wellbeing Action For Youth	25.09.24	Paris Clarke, Jason L.Bent, Natalie Blanchard (New Way)	New Way: Newham Wellbeing Action For Youth - Newham Vanguard clinical team lunchtime seminar. The team work with young people up to 25 years of age and families, that are impacted by, or at risk of youth violence, info about the service, referral pathways and QA
Missing Children and Young People	02.10.24	Kathy Tumilty, Gemma Wright and Steve P Mence (Reset, YES and police)	TBC
Private Fostering	09.10.24	Nasim Ahmed, Private Fostering Lead	TBC
CGL – Family and Carers service	16.10.24	Tanvi Kunder, Family and Carers Worker	CGL intro to family and carers service
Becoming a Social Worker	23.10.24	Samantha Jones, Service Manager, Social Care Academy	TBC
Family Group Conferences (FGC's)	06.11.24	Maureen Henderson, FGC Manager/team	Please join our team for a lunchtime seminar which will provide information on Family Group Conferences. At the seminar we will cover the following areas <ul style="list-style-type: none"> • What is an FGC? • Principles • The FGC Model and how to refer • Benefits (for family and professionals) • FGCs supporting Children in care and Care leavers • FGCs where there are Offending and exploitation concerns • How to prepare for an FGC

Lunchtime Seminars

Wednesdays 13:00-14:00 online, term-time only



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Reg 24	13.11.24	Mark Thompson and Suzette DuRand, Fostering Team Managers	<p>The lunchtime seminar for Reg 24 arrangements will provide an overview of both the legislative context and responsibilities of the local authority when making a regulation 24 placement. The seminar will explain the processes involved in terms of approval, managing timescales, what is considered good practice and how to work towards best practice and good outcomes for the children and families subject to Reg 24 arrangements.</p> <p>Regulation 24: This is a legal regulation that allows children's services to place a child with a family member or friend in an emergency. Children's services will have to carry out certain basic checks about the family member's home life. They will need to do a brief assessment of their ability to care for and protect the child. These placements are authorised by Regulation 24 of the Care Planning, Placement and Case Review Regulations 2010.</p>
Systemic approaches to Contextual Safeguarding	20.11.24	Rebecca Harvey, Family Therapist	This training will explore systemic approaches to understanding and intervening in contextual safeguarding, particularly child sexual and criminal exploitation.
Becoming a manager	27.11.24	Samantha Jones, Service Manager, Social Care Academy	TBC
Family Hub service update	04.12.24	Roomaan Abdoolwahed, Charlotte Bawden, Dawn Henry, Early Help	There are 6 Family Hub strands and this session will provide a service update for each. There will be a Q&A at the end.
SGO's	11.12.24	Kuldip Kaur, SGO Support Team Manager	A quick practice guidance to the procedures in Newham for assessments to provide permanence children. The focus will be on the application and assessment process, for both Connected Carer and Special Guardian assessments. We will look at the good practice for viability and the full assessment of carers, as well as the final phases of assessments and the placement and support following the making of an order.
Co-production	18.12.24	Clare Popham, Practice Development Social Worker	<ul style="list-style-type: none"> - Introduction to co-production within our work with families. - Relational approaches which support co-production
Private fostering	08.01.25	Nasim Ahmed, Private Fostering Lead	TBC
Systemic approaches to Professional Curiosity	15.01.25	Philippa Simmons, Senior Family Therapist	<p>In this seminar we will explore our understanding of professional curiosity identifying the key skills and strategies required for the <i>doing</i> of curiosity, the influence of pre-understandings on our approach and an exploration of obstacles to curiosity.</p> <p>We will discuss ideas of 'purposeful curiosity' and 'rigour and imagination' as frameworks for applying Professional Curiosity in contexts of risk and complexity.</p>

Lunchtime Seminars

Wednesdays 13:00-14:00 online, term-time only



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CPD and career progression	22.01.25	Samantha Jones, Service Manager, Social Care Academy	TBC
Claire's Law	29.01.25	Jane Luby, Practice Development Social Worker	The Domestic Violence Disclosure Scheme (commonly referred to as Clare's Law) is a police policy giving people the right to know if their current or ex-partner has any previous history of violence or abuse. In this lunchtime seminar you will learn who can and how to apply for a Clare's Law disclosure, so you can use this in your work with current or potential victim/survivors of domestic abuse to support their safety.
Family Hub service update	05.02.25	Roomaan Abdoolwahed , Charlotte Bawden, Dawn Henry, Early Help	There are 6 Family Hub strands and this session will provide a service update for each. There will be a Q&A at the end.
Reg 24	12.02.25	Mark Thompson and Suzette DuRand, Fostering Team Managers	<p>The lunchtime seminar for Reg 24 arrangements will provide an overview of both the legislative context and responsibilities of the local authority when making a regulation 24 placement. The seminar will explain the processes involved in terms of approval, managing timescales, what is considered good practice and how to work towards best practice and good outcomes for the children and families subject to Reg 24 arrangements.</p> <p>Regulation 24: This is a legal regulation that allows children's services to place a child with a family member or friend in an emergency. Children's services will have to carry out certain basic checks about the family member's home life. They will need to do a brief assessment of their ability to care for and protect the child. These placements are authorised by Regulation 24 of the Care Planning, Placement and Case Review Regulations 2010.</p>
Co-production	26.02.25	Clare Popham, Practice Development Social Worker	<ul style="list-style-type: none"> - Introduction to co-production within our work with families. - Relational approaches which support co-production
CGL	05.03.25	Mark Soorjoo, Pharmacy Liaison and Harm Reduction Team Leader	CGL (drug and alcohol service) - basic awareness, trends, support pathways, training
SGO's	12.03.25	Kuldip Kaur, SGO Support Team Manager	A quick practice guidance to the procedures in Newham for assessments to provide permanence children. The focus will be on the application and assessment process, for both Connected Carer and Special Guardian assessments. We will look at the good practice for viability and the full assessment of carers, as well as the final phases of assessments and the placement and support following the making of an order.
Systemic Approaches to Poverty	19.03.25	Jack Evans, Family Therapist	Exploration of the impacts of poverty and inequality; ideas for how practitioners might contribute to addressing these by reframing poverty as an issue of economic injustice and developing stories which challenge stigmatising poverty narratives.

Lunchtime Seminars

Wednesdays 13:00-14:00 online, term-time only



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New Way: Newham Wellbeing Action For Youth	26.03.25	Hannah Stringer and Paris Clarke (New Way)	New Way: Newham Wellbeing Action For Youth - Newham Vanguard clinical team lunchtime seminar. The team work with young people up to 25 years of age and families, that are impacted by, or at risk of youth violence, info about the service, referral pathways and QA
Private fostering	02.04.25	Nasim Ahmed, Private Fostering Lead	TBC
Becoming a social worker	23.04.25	Samantha Jones, Service Manager, Social Care Academy	TBC
FGC's	30.04.25	Maureen Henderson, FGC Manager/team	<p>Please join our team for a lunchtime seminar which will provide information on Family Group Conferences. At the seminar we will cover the following areas</p> <ul style="list-style-type: none"> • What is an FGC? • Principles • The FGC Model and how to refer • Benefits (for family and professionals) • FGCs supporting Children in care and Care leavers • FGCs where there are Offending and exploitation concerns • How to prepare for an FGC
A brief introduction to Non-Violent Resistance	07.05.25	Jemma Healey, Family Therapist	Non-violent resistance, NVR, is an approach with its roots in the civil rights movement which has been developed to address children's violent and/or self-destructive behaviours. This seminar will provide a brief overview of the key principles of NVR which can be applied to our work with families
Reg 24	14.05.25	Mark Thompson and Suzette DuRand, Fostering Team Managers	<p>The lunchtime seminar for Reg 24 arrangements will provide an overview of both the legislative context and responsibilities of the local authority when making a regulation 24 placement. The seminar will explain the processes involved in terms of approval, managing timescales, what is considered good practice and how to work towards best practice and good outcomes for the children and families subject to Reg 24 arrangements.</p> <p>Regulation 24: This is a legal regulation that allows children's services to place a child with a family member or friend in an emergency. Children's services will have to carry out certain basic checks about the family member's home life. They will need to do a brief assessment of their ability to care for and protect the child. These placements are authorised by Regulation 24 of the Care Planning, Placement and Case Review Regulations 2010.</p>
Becoming a manager	21.05.25	Samantha Jones, Service Manager, Social Care Academy	TBC
Parent & Young Carers Service	04.06.25	Vipeena Limbachia	TBC

Lunchtime Seminars

Wednesdays 13:00-14:00 online, term-time only



NEWHAM
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0-19 Health Service	11.06.25	TBC	TBC
Co-production	18.06.25	Clare Popham, Practice Development Social Worker	<ul style="list-style-type: none"> - Introduction to co-production within our work with families. - Relational approaches which support co-production
CPD and career progression	25.06.25	Samantha Jones, Service Manager, Social Care Academy	TBC
Prevent	02.07.25	Ghaffar Hussain/Mike Shoemith (Community Safety)	<p>Although extremism is understandably not on most people's minds when performing volunteer or community work in their local area, it is important to recognize how extremist groups can impact individuals and their communities. This course will provide the historical and current threat from extremism within Newham and East London, whilst giving you the tools to be able to recognise and report extremist symbols, messaging and misinformation.</p> <p>This training will cover:</p> <ul style="list-style-type: none"> • What do we mean by extremism and radicalisation? • How has this affected Newham in the past and present? • How do extremist groups operate? • How you can encourage resilience to extremist ideologies • Prevent and referral pathways if you are worried about someone
Independent Child Trafficking Guardian Service, Barnardo's	09.07.25	Sylwia Sakowicz-Scott, Senior Practitioner - Independent Child Trafficking Guardian	TBC
Well-being	16.07.25	Elena Nicolaou, Safeguarding Children Workforce Development Lead	An interactive session to consider wellbeing and signpost to some useful tools and resources.
Domestic abuse and immigration.	23.07.25	Jane Luby, Practice Development Social Worker	Domestic abuse and Immigration - Victim/survivors of domestic abuse are at increased vulnerability if they have come to the UK from abroad and depend upon their partner for either finances or right to stay in the UK. In this lunchtime seminar you will gain an overview of the complex challenges they face, where to get specialist advice, and what you can do as a social worker to support victim/survivors.

Rights of Women training



[Training and events | Rights of Women](#)

Specialist Briefing Session: Domestic Abuse Act - for borough officers (free)

Date: 04 September 2024, Wednesday

Time: 10.00am - 11.00am (online – Zoom)

This 1 hour session offers a mini-training, Q&A and peer discussion on the family law elements of the Domestic Abuse Act 2021.

[Click here to check eligibility and register for the training](#)

(currently fill but waiting list available)

The rules on family dispute mediation for survivors of domestic abuse (free)

Date: 03 September 2024, Tuesday

Time: 10.00am - 12.00pm (online – Zoom)

This interactive webinar is for non-legal professionals supporting survivors of domestic abuse involved in family law disputes. Recently, the rules were changed to try to increase the use of mediation and other ways of resolving disputes outside of court (non-court dispute resolution). This webinar will provide an overview of the rules and consider the implications for survivors of domestic abuse.

[Click here to check eligibility and register for the training](#)

[\(currently full but waiting list available\)](#)

Please direct any questions to training@row.org.uk

SUICIDE PREVENTION TRAINING

North East London Suicide Prevention Multi-Agency Training Hub offers free training for people working and living in Newham



SUICIDE PREVENTION TRAINING AND DEMYSTIFYING SELF-HARM

Suicide First Aid Lite Teaches the skills needed to identify someone who may be thinking about suicide. Four hour course for a range of practitioners including health, housing, social care, education, criminal justice, call centre operators, private, voluntary and public sector workers and community members.

To register visit: nelsuicidepreventiontraining.co.uk/sfalite/

Suicide First Aid Lite Youth Training delivered virtually. FA Lite Youth is comprised of 2 parts over half day. Knowledge needed to identify a young person who may be thinking about suicide and competently intervene to help create suicide-safety and support with coping, as a first aid approach. Mainly for people that work with and care for children and young people. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/sfaliteyouth/>

Mental Health First Aid Youth This training provides the knowledge, skills and confidence needed to spot the signs of mental health issues in a young person, offer first aid and guide them towards the support they need. No prior knowledge of mental health needed and open to anyone over 16 years old. Course is delivered across 4 manageable bitesize sessions online across four days. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/mhfa-youth/>

Mental Health First Aid Adult The Adult MHFA course qualifies you as a Mental Health First Aider, course accredited by the Royal Society of Public Health. Course is delivered across 2 days. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/mhfa/>

SafeTALK: Suicide Awareness Face to face 3 and a half hour training to support people to know what to do if someone's suicidal by following the TALK steps – Tell, Ask, Listen and Keep-safe, and how to offer immediate help to someone having thoughts of suicide. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/safetalk/>

Applied Suicide Intervention Skills Training (ASIST) A course for care-givers and key community members. It teaches suicide alertness and an easy to remember framework of practical skills to safely initiate, complete and follow-up on a full suicide intervention. ASIST training is an intensive 2 day face to face only course for care-givers and key community members. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/asist/>

Demystifying Self Harm (Virtually Delivered) This course will allow the space for participants to have open conversations about self-harm, including unpacking our own feelings and attitudes around self-harm (including thinking about our own faith, beliefs, life experience) and acknowledge them so that we are informed of how they may present and impact the support we provide. **To register visit:** <https://nelsuicidepreventiontraining.co.uk/>

To visit the suicide prevention practitioner's resource:

[Suicide Prevention Training and Online Safety resources – Practitioners Resource – Newham Council](#)

SUICIDE PREVENTION TRAINING

North East London Suicide Prevention Multi-Agency Training Hub offers free training for people working and living in Newham



Suicide Prevention Training and Online Safety resources

Zero suicide prevention training

About the course: A 20 minute suicide awareness training. You will gain skills and confidence to help someone who may be considering suicide.

Who it's for: The training is recommended for anyone aged 16 and over. Anyone can learn how to have a potentially life-saving conversation.

What you'll learn:

- How to spot suicide warning signs
- How to have a conversation with someone you're worried about
- Where to signpost to for further support
- Suicide is preventable

How long it will take: This training takes approximately 20 minutes to complete and you will get a certificate when you have completed the training.

Visit: <https://www.zerosuicidealliance.com/suicide-awareness-training>

[Suicide Prevention Training and Online Safety resources – Practitioners Resource – Newham Council](#)

SUICIDE PREVENTION TRAINING

North East London Suicide Prevention Multi-Agency Training Hub offers free training for people working and living in Newham



Zero suicide prevention training for university students

About the course: This suicide awareness training has been developed specifically for university students and includes information and scenarios that are related to experiences at university.

Who it's for: The training has been created for university students, their family and friends but can be taken by anyone over the age of 16.

What you'll learn:

Through the training you'll learn the skills to better understand suicidal behaviours so you can feel confident to:

- See the signs
- Say the words
- Signpost to support

The training aims to equip you with the skills and confidence you need to have a potentially lifesaving conversation.

How long it will take: The training takes approximately 20 minutes to complete and you will get a certificate on completion.

Visit: <https://www.zerosuicidealliance.com/suicide-awareness-training-uni-students>

[Suicide Prevention Training and Online Safety resources – Practitioners Resource – Newham Council](#)

Links to Useful Resources

Young People's Service – CGL

If you're a Newham-based professional working with Young People, here are the training and workshops we run.

[For professionals - Young People's Service - Newham \(changegrowlive.org\)](https://www.changegrowlive.org)

Listening to young people with care experience (2020) Free download

Carefree and Research in Practice formed a research partnership in 2018, supported by funding from the Listening Fund. Through a number of workshops and further conversations, Research in Practice has captured evidence related to Carefree's approach to supporting young people and young adults with care experience. This report aims to distil this evidence and deliver key messages on ways in which other organisations can improve the lives of people in and leaving care.

www.researchinpractice.org.uk/children/publications/2020/july/listening-to-young-people-with-care-experience-2020/

7-minute-briefings on the NSCP Website

Policies and Procedures

Which include:

- Adolescent Exploitation Strategy
- Escalation Policy
- Suicide Prevention Policy



Useful links and resources – Domestic Abuse and VAWG



- ❖ [Sexual Violence and Abuse - NIA | Ending Violence Against Women and Girls \(niaendingviolence.org.uk\)](http://niaendingviolence.org.uk) supporting girls age 11+
- ❖ [Abianda | young women, girls, criminal exploitation and violence | London](#)
- ❖ [London Black Womens Project | Domestic Violence | LBWP](#) includes access to counselling (therapists provide sessions in various languages languages), sexual harassment support, legal services, training (I have attached the referral form)
- ❖ Victim Support Children's Services [Children and young people - Victim Support](#)
- ❖ GALOP LGBTQ+ support for young people [LGBT+ Young Persons Advocate - Galop](#) and [Children and young people - Galop - Galop](#)
- ❖ [Maia and Lift - Advance Charity](#) (for young women and girls at risk of DA)
- ❖ Some interesting Safe Lives CYP and DA evaluations
[Young people and domestic abuse spotlight - SafeLives](#)

- ❖ [Free FGM Training Online | Recognising & Preventing FGM Free Course | Virtual College \(virtual-college.co.uk\)](http://virtual-college.co.uk)

[Ascent Partnership - Solace Womens Aid](#)

Including Advice, Counselling, and group work.



Useful links and resources – other



❖ SEND e-learning training (free):

<https://learning.councilfordisabledchildren.org.uk/>

❖ National Youth Agency e-learning training:

[Continuing Professional Development \(CPD\) - National Youth Agency \(nya.org.uk\)](http://www.nya.org.uk)

Some of the above is free and some has a cost. For both links above staff need to create an account to access.

❖ Modern slavery

- [Modern slavery training: resource page - GOV.UK \(www.gov.uk\)](http://www.gov.uk) – there is free e-learning on here, as well as videos, booklets, tool kits and more.
- E-learning from links above: [E-Learning Child Victims of Modern Slavery - NPCC Modern Slavery & Organised Immigration Crime Programme \(npcc-msoicu.co.uk\)](http://npcc-msoicu.co.uk)
- [E-Learning First Responder Training - NPCC Modern Slavery & Organised Immigration Crime Programme \(npcc-msoicu.co.uk\)](http://npcc-msoicu.co.uk)
- [Modern Slavery Awareness booklet \(publishing.service.gov.uk\)](http://publishing.service.gov.uk)

❖ Intra-familial child sexual abuse

Free 90 min online training

[eLearning | CSA Centre](http://www.csa-centre.org.uk)



The following provide some information on some concerns and themes which impact our children and families.



Equality and Diversity



Training provided by the NSCP may not explicitly discuss equality and diversity, however,

- Please be aware of assumptions made about case studies used
- Check in with your own biases (we all have some) and where you might make assumptions about the social GGGRRRAACCCEESS (Gender, Gender Identity, Geography, Religion, Age, Ability, Appearance, Class, culture, Ethnicity, Education, Sexuality, Spirituality)
- Consider what adjustments you should make for family members with additional needs, e.g. around language barriers, transport issues, venues etc.
- Challenge any prejudices about race, age, gender, sexuality, religion, or any of the social GGRRAACCEESS



Social GRRRAACCEEESSS:

Gender, Geography

Race, Religion

Age, Ability, Appearance

Culture, Class

Education, Employment, Ethnicity

Spirituality, Sexuality, Sexual orientation

<https://practice-supervisors.rip.org.uk/wp-content/uploads/2019/11/Social-GRRRAACCEEESSS-and-the-LUUUTT-model.pdf>

Intersectionality



..... is the interconnected relationship of social categorisations such as race, gender, and sexual orientation together with individual vulnerability and adversities suffered by the individual. It is important to consider the potential to learn from issues of ‘intersectionality’ as some children feature more (or less) in the statistics, for example, Black boys and increased incidents of serious youth violence in London. Racism, bias, stereotyping, or cultural misunderstanding operate at the individual, institutional and societal levels, both consciously and unconsciously – which may result in some children being more likely to come to the attention of child protection services. Equity is an essential consideration for our services, not only in our actions but also in our decision-making process.

Intersectionality is a tool for analysing how different forms of oppression, inequality and disadvantage (e.g. ageism, racism, sexism, ableism, heterosexism, classism) interact and intersect to influence lived experiences (Bernard, 2020). This understanding offers a lens to see someone better and to offer better practice, both in practice and crucially in our working environments.

[What is Intersectionality?](#)

Adultification....

.....is a harmful practice where children are treated as if they are adults, often incorrectly. This means these children are viewed as less innocent and more adult-like, which can lead to feelings of being over-policed and unsafe at school. The Commission on Young Lives in England (2022) reported that Black children are more likely to face harsher punishments in school due to a process called "Adultification". It can lead to Black children being treated like criminals and taking on adult responsibilities at a young age.

This can reduce the responsibility of professionals to safeguard and protect children while increasing children's responsibility to protect themselves. Addressing the issue of Adultification and premature sexualisation of children is crucial. Adultification can also cause children to behave more maturely than their peers, which may not be developmentally appropriate.

[Adultification bias within child protection and safeguarding \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk)

[**Jahnine Davis explains the adultification bias after black schoolgirl strip searched by police**](#)

Adverse Childhood Experiences (ACES)

ACE's are events that can have a potentially traumatic impact on children during their formative years (0-17 years). These experiences include violence, abuse, neglect, witnessing violence in the home or community, and having a family member attempt or die by suicide.

Additionally, aspects of a child's environment, such as growing up in a household with substance use problems, mental health problems, or instability due to parental separation or household members being in jail or prison, can also undermine a child's sense of safety, stability, and bonding.

It's important to note that the examples provided are not an exhaustive list of adverse experiences - many other traumatic experiences could impact health and well-being, such as not having enough food to eat, experiencing homelessness or unstable housing, or experiencing discrimination.

ACEs are linked to chronic health problems, mental illness, and substance use problems in adolescence and adulthood, and can also have a negative impact on education, job opportunities, and earning potential. However, it is possible to prevent ACEs from occurring.

<https://mft.nhs.uk/rmch/services/camhs/young-people/adverse-childhood-experiences-aces-and-attachment/>