

# Griffin Care Training



## Children's Residential Services Training Catalogue

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## Behaviour Management

This course will provide a range of strategies to support behaviour management. The training will help you to understand the reasons and triggers for challenging behaviours, such as not sharing, biting and using inappropriate language. The course also covers self-regulation and developing a positive emotional environment.

## Fire Safety

This Fire Safety course teaches you about the fire risks in work premises and what safety measures should be in place to control them. It covers legal responsibility, common causes of fire and prevention, fire safety arrangements, and emergency procedures.

## First Aid & Medication

This course covers how to provide first aid care to simple and complex injuries, respond to common medical issues, perform CPR, airway management, and safety and prevention. The medication aspect of the course covers medicine administration, and how to give medication in a safe and systematic way, reducing the risk of errors and recording medication where necessary.

## Food Safety & Hygiene

This Food Safety & Hygiene course identifies key areas within food safety and hygiene, detailing how to prepare food in a safe way, allowing problems to be identified and resolved with the aim of ensuring good practices.

## Equality & Diversity

This Equality and Diversity Training course covers the Equality Act 2010 and introduces the protected characteristics, discrimination and unfair treatment.

## Attachment Theory

This attachment theory course looks at the main theories and theorists, the course explains the main concepts and principles of AT and covers all the fundamental points.

## Restorative Justice

This course is based on research showing that there needs to be a sense of connectedness and caring and nurturing relationships between adults in a role of responsibility and children so that there can be an increase in the positive experiences and a movement away from zero-tolerance punishment strategies.

## Child Exploitation and Online Protection

This training course will provide a good knowledge of CEOP, provide you with the tools to recognise risks online, consider ways to support and encourage children to be safe online and to know what action to take if concerns are raised.

## Advanced CSE Awareness course

Participants will examine:

- Consider what we mean by Child Sexual Exploitation and what we mean by term trafficking
- Examine the prevalence of CSE, who the victims and the relevant legislation
- Learn about different models of child sexual exploitation, including online vulnerabilities
- Identify the indicator and risk factors that create vulnerability and can lead children and young people into sexual exploitation.
- Explore who the preparators are and the grooming process
- Learn how to spot the signs and indicators that a child may be being exploited
- Discuss the CSE hot stops
- Consider the impact of CSE on victims and parents and discuss why young people don't disclose abuse
- Examine the responsibilities of practitioners in responding to concerns about CSE including social care, police, and other services

## Neglect Awareness course

Participants will examine:

- Understand what we mean by child neglect and different types of neglect and which children are at greater risk
- Consider why neglect happens
- The long- and short-term impact of neglect on children on brain development, mental and physical health and relationships
- Be able to recognise the common warning signs that indicate child neglect is taking place including physical, behavioural and developmental indicators
- Understand how to respond appropriately to concerns about neglect and when it becomes a child protection issues.
- Examine the Graded Care Profile tool to help in decisions
- Discuss the importance of early help and other resources.

## Harmful sexual behaviour in children and young people Advanced course

Participant will:

- Understand what we mean by **'sexuality' and 'sexualised behaviour'**
- Analyses the difference between healthy, problematic and harmful sexualised behaviour
- Look at and explore the sexual behaviour continuum
- Assess potential indicators of sexualised behaviour
- Define main components of sexual offences act 2003
- Analyses possible causes and influences on sexualised behaviour
- Understand the different pathways into sexualised behaviour
- Examine how sexually inappropriate behaviour is assessed using specialist assessment tools and importance of specialist intervention services
- Consider how to support children who exhibit or are affected by sexualised behaviour.
- Understand how to report concerns, referral procedures and sources of external support and advice

# Reflective Supervision

Reflective supervision underpins good practice with children and families. This course is suitable for all levels of management and advanced roles which have a supervision role.

Course content:

1. What is reflective supervision
2. Models to support reflective practice
3. Recording supervision
4. Tools for reflective supervision
5. Analysis and critical thinking
6. Emotional resilience

## Health and safety

Our Health and Safety Level 3 course is designed for people who are wanting more in-depth knowledge into health and safety in the workplace. A variety of health and safety practices are explained including health and safety legislation, risk assessments, manual handling, hazardous substances, alcohol and drugs, work at height, conflict in the workplace, vehicle safety and more.

# Safeguarding Awareness

Safeguarding Awareness training is for any member of staff who has one-to-one contact with a child or vulnerable adult, this course is suitable for schools, early years, residential staff, religious groups, sports clubs, youth groups, council workers etc.

## The course covers the following areas:

- Legislation and implications for practitioners.
- The different types of abuse as outlined by the Local Safeguarding Partnerships.
- The signs and symptoms of the different types of abuse.
- The impact of the abuse.
- Abusive behaviour by professionals.
- Risk factors and vulnerable groups.
- Lessons from serious case reviews.
- Levels of Need.
- Escalation procedures.
- Referral processes.

This course is available for in-house training (either venue based or remote) for your school/organisation and is also available via our website for free. Visit [www.griffincare.co.uk/online-safeguarding](http://www.griffincare.co.uk/online-safeguarding)

# Designated Safeguarding Lead

The course describes the different types of abuse—physical abuse, sexual abuse, emotional abuse and neglect—and what signs and symptoms to look out for. The course provides a wide range of scenarios to give a clearer picture of what these forms of abuse might look like. Identifying the signs and symptoms of abuse is critical in order to protect children's health and development and overall wellbeing.

The course gives advice on how to respond if child abuse is suspected or if you are told about abuse. Anyone who works with or around children is a part of the safeguarding process and has an obligation to report abuse and share information with other organisations and agencies to safeguard children.

The DSL aspect of the course is for existing and/or aspiring Designated Safeguarding Leads

## Content includes:

- legal responsibility and duty of Designated Safeguarding Lead
- practice examples and learning from serious case reviews
- factors to consider when there is a child welfare concern or allegation
- confidentiality and information sharing
- child sexual exploitation and FGM
- how to overcome organisational barriers to reporting concerns

## Learning outcomes

Participants will:

- be able to describe the role and responsibilities of the Designated Safeguarding Lead
- know what actions to take to ensure the safety and welfare of children and young people with whom their organisation has contact and the local referral procedures.
- how to deal with professional disagreements (escalation procedures)
- considered the blocks to staff reporting concerns and how to address these
- explored how to make appropriate decisions about the action to take when informed of a concern
- identify best practice for confidentiality, sharing of information (GDPR etc) and recording practices
- develop an awareness of the emotional dimension of safeguarding work and identify a network for personal support. Supervision requirements outlined in Working Together.

This course is available for in-house training (either venue based or remote) for your school/organisation and is also available via our website. Visit [www.griffincare.co.uk/online-safeguarding](http://www.griffincare.co.uk/online-safeguarding)

# Safer Recruitment

This course is designed for senior managers who oversee staff recruitment. The course provides all attendees with the skills and information necessary to safely recruit staff members and minimise and potential threats being introduced in to the workplace.

## The course will cover:

- Preparing to recruit: need for organisations to employ safer recruitment practices. It examines what a safer recruitment process is and covers the steps that you should take when preparing to recruit, including defining the role, providing information packs, application forms versus CVs and planning the selection process.
- Selecting the right people: what a safer selection process looks like and it explores the key elements, including short-listing, interviewing, choosing between selection tools and planning the assessment criteria.
- Vetting checks: what you need to know about vetting checks and the legal situation, including criminal record checks and the organisations that provide them. The necessity of taking up references, looking at qualifications and identity documents, as well as self- disclosure.
- Changes to the "Disqualification by association" regulations and which agencies will be impacted by the changes.
- Maintaining vigilance: the importance of ongoing awareness and vigilance once the person you have recruited is in place. It covers induction and probationary periods, ongoing training and appraisal, supervision and management and codes of conduct. There is also a section on whistleblowing and promoting an open culture.

# Mental Health Awareness & Support (Supporting Colleagues)

This Mental Health Awareness & Support for children and young people training session is designed to equip staff with the knowledge to spot signs and symptom of mental health issues occurring in children and the tools to deal with the situation.

The outline is as follows:

- Consider what we mean by term mental health and the spectrum
- Examine the common mental health problems children and young people experience including depression, anxiety disorders, self-harm and eating disorders and trauma (PTSD)
- Gain ability to spot some of the early signs and symptoms of mental ill health
- Know how to provide an immediate and effective response including with confidence and by using non-judgemental active listening skills
- Provide an introduction to how to support children and young people experience mental health issues
- An introduction to the importance of self-care and how to look after your own mental health and wellbeing
- Where and when to seek help

# Mental Health Awareness & Support (Supporting Children)

This Mental Health Awareness & Support training session is designed to equip staff with the knowledge to spot signs and symptom of mental health issues occurring in children and the tools to deal with the situation.

The outline is as follows:

- Be able to understand the terms mental health, wellbeing and resilience
- Consider prevalence of mental health problems amongst children and young people
- Raise awareness of common mental health problems children and young people are experiencing
- Understand factors which may affect children and young people's Mental Health
- Gain ability to spot some of the early signs and symptoms of mental ill health
- Know how to provide an immediate and effective response including with confidence and by using non-judgemental active listening skills
- Consider how to provide support
- An introduction to the importance of self-care and how to look after your own mental health and wellbeing
- Where and when to seek help

# Handling Allegations

Griffin Care Training presents a course for professionals working with children on the allegation management process.

The outline is as follows:

- The nature of allegations.
- How they may arise due to different value basis and life experience.
- Different styles and approaches to care and to control.
- Lack of experience/training by the professional.
- Inappropriate/illegal behaviour by the professional.
- How allegations may be current, historical or may be in regard to behaviour outside the professional's work life.
- The legislation under which the allegations may fall.
- The level at which the allegation is pitched, Disciplinary – Safeguarding – Criminal.
- The types of investigation under each category, who would be involved and the potential outcomes for the professional concerned and the impacts in the short and long term.
- The different "Burden of Proof" between civil, employment and criminal investigations and the implications.
- The recording of allegations, how they are stored and who can access them and when.

This course when provided to foster carers, is very often run in conjunction with a session on "Safe Care" when issues of protecting the child and consequently the professional are covered.

## FGM

This course focuses on Forced marriage, Honour-Based Violence, and FGM.

Participants will:

- Understand what FGM, honour-based violence, and forced marriage are
- Know the protocol and best practice for dealing with honour-based violence, FGM, and forced marriage
- Know the attitudes that prevent these practices from being abolished
- Learn the signs that indicate FGM or honour-based violence
- Learn about the legislation
- Discover the support that exists for victims and potential victims

# Prevent & Anti-radicalisation Training

This course will increase your knowledge of and awareness of radicalisation, as well as the relevant legislation, and how to handle situations involving them

Participants will:

- Learn what Prevent duty is
- Understand what is meant by radicalisation and where threats are coming from
- Learn to how be Prevent duty compliant
- Learn the signs that indicate someone may be a victim
- Discover where to get Information, advice and support

## Booking

All our courses can be tailored to fit your authority and organisation's culture and policies. The above list of courses are our most commonly requested training courses, if you require a course not listed please get in touch as we may have it in our catalogue and we are able to write bespoke training.

Every session can be delivered venue-based or remote via Teams or Zoom, some sessions can also be viewed directly from the website is stated.

To enquire about booking your courses or if you have any questions please feel free to contact us on:

The website:

[www.griffincare.co.uk](http://www.griffincare.co.uk)

Email at:

[tom@griffincare.co.uk](mailto:tom@griffincare.co.uk)

Or call:

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