

Griffin Care Training



Social Care Training Courses 2024

Contents

Newly Qualified Social Workers	3
Advanced Practitioners	9
Management & Leadership.....	11
Open Courses	15
Miscellaneous Courses	16
Supervision	30
Safeguarding	33
Fostering.....	35
Mental Health	37
Residential Training	40
Additional Courses.....	46
Booking.....	47
Our Trainers	47

Newly Qualified Social Workers

Contents

[Core Skills for Practitioners & ASYE Foundations \(Children's Services\) \(6 Days\)](#)

[New International Staff: Core Skills for Practitioners & ASYE Foundations \(Children's Services\) \(6 Days\)](#)

[Core Skills for Practitioners \(Adult Services\) \(5-day Course\):](#)

[Staff Support Workshop \(1 Day\)](#)

Core Skills for Practitioners & ASYE Foundations (Children's Services) (6 Days)

This Course is aimed at:

The programme is suitable for Support workers, Social workers, ASYEs and Senior Practitioners from Children's Services including Early Help.

Course Outline:

The Core Skills for Practitioners course (formerly known as Back to Basics) is a 5 day programme which takes delegates through the child's journey from the early identification of need through to statutory interventions – from Early Help to Permanence. This course is ideal as part of an induction programme or as refresher for experienced practitioners to ensure all staff are au fait with the relevant processes and required quality standards for intervention.

This course is frequently used to support ASYE's as it cross references with the Knowledge and skills for child and family social work. Each delegate is given a comprehensive folder of course content including a detailed case study showing a completed chronology, assessment and analysis, hypothesis tree, three houses, three islands, risk matrix and SMART plan.

Course Structure:

- Day 1: Relationship based, empathic practice, Effective communication skills, working effectively with resistance, critical thinking skills, planning home visits, ethical dilemmas and ethical decision making.
- Day 2: The application of social work theory and intervention when undertaking assessments including assessing and managing change. Formulating a hypothesis, undertaking an analysis and developing an outcome focused /measurable support plan using SMART principle, evidencing and capturing the Voice of the child.
- Day 3: Child Protection, signs and symptoms of abuse, neglect and brain development, Section 47 enquiries/investigation; undertaking risk assessments and attending the initial Child Protection conference.

- Day 4: Children Act 1989, legal threshold and internal legal planning processes, Public Law Outline; placement choices and parental responsibility, permanency planning and Care Planning, Placement and Review regulations.
- Day 5: Court Skills session including, court reports, processes, protocols and personnel, rights of audience; various courts and jurisdiction.
- (Optional) Day 6: Resilience Workshop. The workshop will introduce new tools and techniques to staff members to help create a more resilient workforce. With the introduction of proven mindfulness and breathing techniques, we work with delegates to help manage their own thought process, how to reframe negativity and how to positively manage stress. This session is delivered by a qualified well-being and mindfulness mentor with the objective of making staff as resilient as possible in both their work and personal lives.

New International Staff: Core Skills for Practitioners & ASYE Foundations (Children's Services) (6 Days)

We have developed our Core Skills for Practitioners to suit the needs of the increasing number of new International Staff. This programme has been run successfully in four authorities across London and the North West as a pilot, and after very positive feedback, we are now offering it out. The content of this training is the same as the standard Core Skills programme, but delivery and interactions are geared towards new international staff, aimed to build their confidence and offer real practical guidance in terms of applying theory to practice

Course Structure:

- Day 1: Relationship based, empathic practice, Effective communication skills, working effectively with resistance, critical thinking skills, planning home visits, ethical dilemmas and ethical decision making.
- Day 2: The application of social work theory and intervention when undertaking assessments including assessing and managing change. Formulating a hypothesis, undertaking an analysis and developing an outcome focused /measurable support plan using SMART principle, evidencing and capturing the Voice of the child.
- Day 3: Child Protection, signs and symptoms of abuse, neglect and brain development, Section 47 enquiries/investigation; undertaking risk assessments and attending the initial Child Protection conference.
- Day 4: Children Act 1989, legal threshold and internal legal planning processes, Public Law Outline; placement choices and parental responsibility, permanency planning and Care Planning, Placement and Review regulations.
- Day 5: Court Skills session including, court reports, processes, protocols and personnel, rights of audience; various courts and jurisdiction.
- Day 6: Resilience Workshop. The workshop will introduce new tools and techniques to staff members to help create a more resilient workforce. With the introduction of proven mindfulness and breathing techniques, we work with delegates to help manage their own thought process, how to reframe negativity and how to positively manage stress. This session is delivered by a qualified well-being and mindfulness mentor with the objective of making staff as resilient as possible in both their work and personal lives.

Core Skills for Practitioners (Adult Services) (5-day Course):

This Course is aimed at:

The programme suitable for Support workers, Social workers, NQSWs and Senior/Advanced Practitioners from Adults Services.

- Day 1: Relationship based, empathic practice, Effective communication skills, working effectively with resistance, critical thinking skills, planning home visits, ethical dilemmas and ethical decision making.
- Day 2: The application of social work theory and intervention when undertaking assessments including assessing and managing change. Formulating a hypothesis, undertaking an analysis and developing an outcome focused /measurable support plan using SMART principle.
- Day 3: Adult Safeguarding, signs and symptoms of abuse, neglect, undertaking risk assessments.
- Day 4: Legislation and application: Care Act, Mental Capacity Act, Human Rights
- Day 5: Course Skills session including, court reports, processes, protocols and personnel, DoLs and Coroners Court.

Staff Support Workshop (1 Day)

In a bid to help your staff handle the increased pressures and stresses which current circumstances have affected us all with, we are now offering a one-day **Support Workshop**. This workshop is hosted by one of our most experienced trainers with a background in social work, management and counselling. We have trialled some of the key elements of this workshop throughout our Core Skills programmes and the feedback has been incredibly positive, and participants have asked for more content to help them personally and with their job roles.

The workshop content will cover:

- Stress Management
- Coping Mechanisms
- Prioritisation
- Resilience
- Mindfulness
- Drop-in clinic for specific issues

This workshop will be very flexible, as the content will depend entirely on the group and any particular issues which are raised. It will be hosted via Microsoft Teams from 10am – 3pm. We are offering this course in-house to any staff needing it, this is not social work specific.

Advanced Practitioners

Contents

[Core Skills for Advanced Practitioners \(Children's\) \(2 Days\)](#)

Core Skills for Advanced Practitioners (Children's) (2 Days)

The course is very practical and provides delegates with strategies and tools which they can immediately implement to support them in becoming more effective in their advanced role.

The course is delivered over 2 days.

Day One – The Transition from Practitioner to Advanced Social Worker.

- Managing the transition from practitioner to Advanced/Senior Practitioner.
- Analysis of the role and identified of Key Result Areas.
- How to provide constructive feedback – High Support – High challenge.
- How to challenge to ensure that intervention is of a high quality, remains child centred and does not drift.
- Developing staff and the importance of supervision.
- Contingency planning, case direction and managerial oversight
- Creating a safe learning environment which enables staff to reflect upon any worries /subconscious bias they may have and the possible impact of their behaviour/concerns on themselves and their practice.

Day Two – Developing skills for the role of Advanced Social Worker.

- Coaching frameworks to support the continuous professional development of practitioners
- Identifying staff stuck in patterns of behaviour using Kolb's learning cycle and strategies to move them on
- Reflective practice with a focus upon the needs of the child
- Reflective supervision using the tools taught on the ASYE/ Practitioners course (mind maps; Hypothesis trees; analysis framework and risk assessing).

Management & Leadership

Contents:

[Core Leadership and Management Skills & Aspiring Leaders \(Children's or Adults\) \(5 Days\)](#)

[Step up in to Management \(3 days\)](#)

Core Leadership and Management Skills & Aspiring Leaders (Children's or Adults) (5 Days)

The course is very practical and provides delegates with strategies and tools which they can immediately implement to support them in becoming more effective in their managerial role. It takes delegates through their managerial journey: from managing the transition from Practitioner to Manager, managing themselves, their teams and individuals within the teams and effectively managing a change process.

The course is delivered in 5 modules spanning 5 days.

Module 1: Managing the Transition from Practitioner to Manager including individual learning analysis; impact of managerial style on self and others; role analysis and identification of core activities; Kolb's learning styles and avoidance of dependent management

Module 2: Managing Self including time management strategies, effective delegation and prioritisation of work to achieve high purpose results, project management skills using the example of assessment planning, quality assurance of practice, assessing managerial risks including managing high caseloads and evidencing clear managerial decision making processes

Module 3: Managing in Groups and Teams; consideration of autocratic and democratic management styles and when to use them, analysis of team dynamics and developing team building strategies which empower teams to become more effective rather than creating dependency. Strategies which support retention of staff are also discussed. The role of the Leader and exploration of when to use different leadership styles and the impact on a group when it is Leaderless. It includes Belbin Team roles and how to undertake a socio metric analysis.

Module 4: Managing Individuals including developing coaching programmes and undertaking poor performance interviews; motivating staff; developing individual improvement plans and undertaking training needs analyses. The management of staff with personal problems which impact upon the workplace using managerial support conversations is discussed as is the recording and use of reflective supervision techniques.

Module 5: Managing Change/Service Development, using their own 'live' projects managers will learn how to follow a clearly defined four stage process for implementing change. Managers will create a vision for improvement, develop communication charts; undertake stakeholder analysis; SWOT analysis; devise and monitor implementation plans and learn strategies for reviewing milestones.

Step up in to Management (3 days)

Module 1: Managing the Transition from Practitioner to Manager including individual learning analysis; impact of managerial style on self and others; role analysis and identification of core activities; Kolb's learning styles and avoidance of dependent management

Module 2: Managing Self including time management strategies, effective delegation and prioritisation of work to achieve high purpose results, project management skills using the example of assessment planning, quality assurance of practice, assessing managerial risks including managing high caseloads and evidencing clear managerial decision making processes

Module 3: Managing in Groups and Teams; consideration of autocratic and democratic management styles and when to use them, analysis of team dynamics and developing team building strategies which empower teams to become more effective rather than creating dependency. Strategies which support retention of staff are also discussed. The role of the Leader and exploration of when to use different leadership styles and the impact on a group when it is Leaderless. It includes Belbin Team roles and how to undertake a socio metric analysis.

Open Courses

Core Skills - Open Courses (Children's)

We host Open Core Skills Courses throughout the year, with our Core Skills for Practitioners and Core Skills for Managers sessions running between 4-6 times per year. These sessions are on a pay-per-place basis – perfect for if you don't have enough staff needing the training to book our courses in-house. These sessions have become an important part of ongoing training and ASYE training for several local authorities. To get the latest dates head to the website (below) or get in touch.

<https://www.griffincare.co.uk/childrens-services-training>

Miscellaneous Courses

Contents:

[Strength Based Leadership & Motivational Interviewing \(1-2 Day/s\)](#)

[Core Skills for Practice Assessors \(1 Day\)](#)

[Equality, Diversity, and Inclusion \(1 Day\)](#)

[Court Skills \(1 Day\)](#)

[Social Work Case Recording \(1 Day\)](#)

[Advanced CSE Awareness course \(1 Day\)](#)

[Advanced Domestic Abuse Awareness course \(1 Day\)](#)

[Parental Mental Health \(1 Day\)](#)

[Neglect Awareness course \(1 Day\)](#)

[Harmful sexual behaviour in children & young people Advanced course \(1 Day\)](#)

[Adolescent to Parent Violence \(1 Day\)](#)

[Resilience and Wellbeing at Work \(1 Day\)](#)

[Modern Slavery Awareness Training \(2 days\)](#)

[No Recourse to Public Funds \(1 Day\)](#)

Strength Based Leadership & Motivational Interviewing (1-2 Day/s)

Course Overview:

The course is a one-day course aimed at Team Managers with responsibility for the support and management of practitioners. The course focuses upon the development of both teams and individuals using a strength based approach and how the use of motivational interviewing techniques can support staff engagement. In a safe environment, the course will encourage delegates to reflect upon their current managerial style (including how they are managed); the long and short term impact of directive management and how to work towards a more collaborative leadership approach. The course aims to support delegates in identifying any potential barriers to the effective implementation of a strength based approach and exploring how these pitfalls may be overcome.

The course is very practice based and whilst overviews of strength-based theories/approaches will be covered, the main focus will be upon how the theories and approaches can be used in practice.

Course outcomes

By the end of the course delegates will:

- Have reflected upon their own managerial style and considered strategies to help them develop a more strength-based approach, if required
- Have had the opportunity to reflect upon the longer term impact of using directive vs non directive forms of management and will have considered differing managerial styles and their use in every day practice
- Have a clearer understanding of how to increase team and individual performance , motivation and engagement through the use of a strength based collaborative approach
- Will have a clearer understanding of how to actually use strength based approaches in their practice including how to incorporate motivational interviewing techniques in day to day work.

Core Skills for Practice Assessors (1 Day)

This course is designed for assessors supporting, supervising and assessing the performance and development of Newly Qualified Social Workers (NQSW'S). The course begins by setting the scene to the ASYE programme in terms of the Practice Assessor role and requirements, frameworks to be used, the importance of evidencing the PCF and timescales for completion.

Once delegates understand the framework and requirements of the role they then go on to complete an analysis of their role to identify when they are employed in high purpose/ proactive activities vs low purpose reactive activities. For the NQSW to have a purposeful first year in employment it is imperative that the practice assessor is able to plan their own work in a timely and effective manner. Following the analysis, the Practice Assessors will then reflect upon their 'working week' with a focus upon introducing time management techniques.

The afternoon session focuses upon the identification of training needs and creation of coaching plans which monitor the ongoing development of the professional capabilities of the NQSW against the PCF. The identification of any underperformance issues are discussed as are strategies to support the NQSW at an early stage to avoid didactic practice and reactivity at formal review.

The final part of the session focuses upon the well-being of both the Practice Assessor and the NQSW to ensure that they are both able to discuss cases/issues reflectively to stimulate critical thinking and draw out ideas and presuppositions.

Learning Outcomes

By the end of the training session Practice Assessors will

- Have a clearer understanding of the ASYE programme and its requirements in relation to the Practice Assessor and NQSW
- Will have analysed and reflected upon their current role and identified areas where they are acting reactively and the impact of this style of management on supervision and learning
- Have considered the application of time management techniques designed to enable the Practice Assessor to function in a planned/reflective state structuring their work and empowering the NQSW to develop their own critical thinking skills
- Be given the opportunity to understand how to create a detailed Training and Development Plan which complements the NQSW'S Professional Development Plan and is then used as a monitoring tool to assess ongoing professional development and achievement of agreed learning objectives against the PQS (KSS) and PCF.
- Be more confident in giving feedback including on observed practice, and acting as a critical friend to stimulate critical thinking and challenge any unconscious bias
- Have a framework for assessing and managing under performance at an early stage to ensure that remedial action can be put in place in a timely manner
- Have had the opportunity to identify their own learning needs and to reflect upon their own emotional wellbeing in a safe environment.

Equality, Diversity, and Inclusion (1 Day)

Learning Objectives:

1. Understand the principles and legal requirements of promoting equality, diversity, and inclusion in social care settings.
2. Recognize and appreciate the value of cultural diversity in social care practice.
3. Develop skills to effectively assess and respond to the diverse needs of individuals from different cultural backgrounds.
4. Demonstrate an understanding of the potential impact of discrimination on individuals and their families within social care contexts.
5. Explore strategies for creating inclusive and supportive environments that foster positive self-image and identity for individuals in social care.
6. Enhance knowledge of cultural norms and their influence on the delivery of social care services.
7. Develop strategies for working collaboratively with individuals and families from diverse backgrounds.
8. Gain confidence in identifying and addressing situations where cultural norms may pose risks to the well-being of individuals in social care.
9. Apply inclusive and culturally sensitive approaches in the assessment, planning, and intervention processes within social care practice.
10. Reflect on personal biases and assumptions to cultivate a more inclusive and culturally sensitive approach to social care provision.

Court Skills (1 Day)

A one-day Court Skills introduction session including, court reports, processes, protocols and personnel, rights of audience; various courts and jurisdiction.

The course aims to:

- Enhance the ability of those who are required as witnesses to give evidence effectively and confidently and to improve skills in presenting a case and responding to cross-examination.
- Give participants an understanding of court structure and protocol
- Prepare delegates to be able to prepare and deliver evidence confidently in the court setting
- Prepare delegates to understand the protocols used by various courts
- Increase knowledge of court systems and personnel
- Equip delegates with the requirements and skills required to present court reports

Social Work Case Recording (1 Day)

A one-day course aimed at social workers, looking at case recording best practice. Over the duration of the course, we will:

- Define the significance of comprehensive case recording in social work practice.
- Underline the importance of evidencing the voice of the child and describe the life journey.
- Explain how effective case notes contribute to client welfare, legal compliance, and organisational accountability.
- Identify and comprehend the legal and ethical standards governing case recording in social work.
- Apply a working knowledge of confidentiality, consent, and data protection regulations in the context of case notes.
- Look at how to record the difference between hearsay and factual information.
- Learn how to structure case notes systematically for clarity and coherence.
- Demonstrate the ability to organize information in a manner that supports easy retrieval and understanding.
- Develop effective written communication skills tailored for case notes.
- Explore techniques for conveying complex information concisely and accurately in case recording.
- Learn how to assess and document risk factors accurately in case notes.
- Understand the importance of maintaining objectivity in case recording.
- Explore strategies for ensuring cultural sensitivity and avoiding bias in case notes.
- Explore methods for sharing information appropriately with other professionals and agencies.

Advanced CSE Awareness course (1 Day)

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
- Understand the referral procedures, CSE toolkits and CSE operational group.
- Explore the specialist organisations available for support and therapeutic intervention.

Advanced Domestic Abuse Awareness course (1 Day)

Participants will examine:

- What constitutes domestic abuse, the different forms of abuse including Forced Marriage and Honour Based Abuse
- Consider the prevalence of domestic abuse, who the victims are, who the perpetrators are and understand the specific legislation
- Discuss the components of domestic abuse including Duluth Model
- The impact of domestic abuse on the adult victim and how this may affect parenting capacity.
- Why individuals stay in abusive relationships
- The impact, experiences, and effect on children of living with domestic abuse
- Assessing risks, strengths, and needs
- Examine how to respond to concerns and the role of police, social care and independent domestic abuse advocates.
- Discuss the DASH risk assessment, Operation Enhance and MARAC
- Explore the specialist organisations available for support

Parental Mental Health (1 Day)

Participant will:

- Understand the nature and impact that different types of parental mental health problems can have on children.
- Be aware of how this can impact on children's day-to-day lives.
- Have a more detailed knowledge of local and national guidance relating to working with families affected by parental mental health problems.
- Understand their own and other agencies' roles in identifying, assessing and protecting vulnerable children where parental mental health problems are a feature

Neglect Awareness course (1 Day)

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 & young people Advanced course (1 Day)

On completion of this course, participants will be able to:

- Understand what we mean by 'sexuality' and 'sexualised behaviour'
- Analyse 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
- Analyse 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

Adolescent to Parent Violence (1 Day)

This course aim is to enable staff to gain an understanding of Adolescent to Parent Violence (APVA). This course explains what APVA is, different types of behaviours and the statistics, relevant laws and understand the Polices and Youth Offending Teams response. The course also looks at the impact of domestic abuse may have on children and risk factors. There is also information on how to support parents and adolescent and the link between safeguarding and the importance of making referrals to social care and working in partnership.

Course Objectives:

- To know what Adolescent to Parent Violence (APVA) is
- To know the research and statistics around APVA
- To understand the Police and Criminal Justice Response to APVA
- To be aware of the vulnerabilities
- To know the impact of domestic abuse and APVA on children
- To be aware of key risk factors and red flags
- To understand home interventions
- To understand support and safety planning
- To be aware of the national helplines and organisations

Resilience and Wellbeing at Work (1 Day)

An ideal course for both team members and team managers. Even in more ordinary times, workplace pressures and emotional wear and tear get less focus than they should. Support your team to recognise indicators of workplace stress and to strengthen and build their resilience and well-being over the long-term.

For

Team members and managers in all professional settings

Aims

To explore the connection between stress, resilience and wellbeing and the impact on our emotional health at work

To improve knowledge on the causes and impact of stress

To recognise your indicators of stress and how to manage that more effectively over the long term in the workplace

Identify practical steps we can take individually and, in our teams, to build resilience over the long term

Learning Outcomes

By the end of the course, participants should have:

- Clarified what resilience is and its relationship to stress and crisis management within the workplace
- Be able to assess and identify indications of stress in ourselves and understand when and how to apply coping mechanisms
- An understanding of the habits, behaviours and skills that can improve our resilience and wellbeing
- Discussed and decided on what practical steps we can take individually and as teams to build resilience and manage stress

Modern Slavery Awareness Training (2 days)

Modern Slavery is the exploitation of humans for personal or commercial gain. It includes slavery, servitude, forced labour, criminal exploitation and human trafficking. At any one time there are thousands of children and adults enslaved in the UK. But, despite the devastating impact it can have on individuals and communities it remains a complex crime that can largely go unnoticed in our society.

This course is designed to raise awareness and improve knowledge on how to identify, report and support potential victims. It is beneficial for anyone that may come into contact with any aspect of modern slavery – volunteers, frontline professionals, management and those responsible for influencing policy within their organisation. The course will cover:

Definitions and understanding of what Modern Slavery is in the UK and globally

Examination of the main types of Modern Slavery prevalent in the UK today and how they are categorised and reported on in the National Referral Mechanism

How to identify victims and understand the challenges of disclosure

Reflection and learning on how your sector and you can improve on identification, reporting and support to victims of Modern Slavery

For

Any sector volunteers or professionals that work in frontline services

Aims

To improve awareness of what Modern Slavery is, in a UK and global context

To establish the various forms Modern Slavery takes and how it is categorised and reported on in the UK

To understand how victims of Modern Slavery are recruited and why they stay

To establish what improvements can be made in your sector to identify victims and combat Modern Slavery in the UK

Objectives

To define and understand what Modern Slavery is in the UK and globally

To examine the main types of Modern Slavery prevalent in the UK today and how they are categorised and reported on in the National Referral Mechanism

To learn how to identify victims and understand the challenges of disclosure

Reflect on and learn how your sector and you can improve on identification, reporting and support to victims of Modern Slavery

No Recourse to Public Funds (1 day)

Develop your knowledge and skills to effectively respond to requests for accommodation and financial support made by families who are unable to access benefits and housing assistance due to their immigration status.

Objectives

- To understand how immigration status affects entitlement to services
- To be able to establish when accommodation/ financial support can be provided to a family with no recourse to public funds under the Children Act 1989
- To know when and how to undertake a Human Rights Assessment
- To identify an appropriate exit pathway and how to support a family to achieve this

Supervision

Contents:

[Undertaking Reflective Supervision \(1 Day\)](#)

[Getting the most out of supervision for Practitioners](#)

Undertaking Reflective Supervision (1 Day)

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

Getting the most out of supervision for Practitioners

This one day course delivered online via zoom is suitable for case-holding practitioners who receive reflective supervision. The course will offer an opportunity to gain insight into how to prepare for supervision, how to maximise its effectiveness to support practice and will include an active learning element too.

Learning Outcomes:

By the end of the session delegates will have had the opportunity to:

- Understand their responsibility around preparation and participation in effective supervision.
- Gain a better understanding of the importance of reflective supervision
- Learn how to prepare for their supervision to maximise its effectiveness using Kolb's learning cycle.
- Gain an understanding of how supervision supports practice development and performance management
- Reflect upon their own learning style and how it impacts on colleagues/staff
- Understand the importance of clear, evidential and ethical decision making relating to both self-needs and case discussions.

Safeguarding

Contents:

[Safeguarding Children and Young People \(Level 3\)](#)

[Whistleblowing and Allegations Against Workers \(Half Day\)](#)

[Safeguarding Children and Young People Online](#)

[Safer Recruitment](#)

[Designated Safeguarding Lead](#)

Safeguarding Children and Young People (Level 3)

The course introduces learners to child abuse and gives an understanding of the subject and a clear guide about how to respond.

Whistleblowing and Allegations Against Workers (Half Day)

Safeguarding children and young people is a complex task and involves many facets. Whistleblowing and the handling of allegations are two very important areas that your organisation needs to be very clear about.

Safeguarding Children and Young People Online

Safety online is a relatively new worry for adults who care for children. This course aims to give good, clear information about what the online world is, how it functions and where it might be going. The course aims to help carers understand the risks and provides advice and guidance about how to reduce these risks and dangers.

Safer Recruitment

This course is designed as an opportunity to explore and develop the task of the management tier in the organisation, in relation to recruitment of staff in social care settings.

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.

Fostering

We offer a wide range of training within Fostering for both the foster carers and staff, below is a non-exhaustive list of the training we currently provide. If you require any training not listed, we are happy to write bespoke training courses.

Contents:

Adverse Childhood Experience
Attachment and Raising Resilience
Attachment Disorder
Attachment & Therapeutic Parenting
Care Planning
Child Development
Child on Carer Aggression
County Lines and CSE
CCE
Grief and Loss
Handling Allegations
Impacts of Trauma on Life
Internet and Social Media Safety
Internet Safety
Mental Health Carers, young people and Children
Mindfulness
Moving Children into Long Term Placements
Oppositional Defiance Disorder
Promoting Resilience
Record Keeping
Safeguarding
Safeguarding Adults
Safeguarding Children
Safer Caring



Secure Base

Skills to Foster

Therapeutic Parenting (The PACE Principles)

Transitions and Endings

Transitions and Endings

Understanding Mental health and Promoting the Wellbeing of Cared for Children

Understanding the Needs of a Sexually Abused Child

Get in touch for more information on these courses.

Mental Health

Contents:

[Adolescent Mental Health](#)

[MHFA One Day \(workplace focus\)](#)

[MHFA One Day Higher Education Specific](#)

[MHFA Half Day - Mental Health Aware](#)

[MHFAider Course](#)

Adolescent Mental Health

Young people with mental health issues often get little support. This course addresses this topic from a practical and theoretical point of view.

MHFA One Day (workplace focus)

An awareness and skills course which will assist in allowing participants to

- Recognise the main signs and symptoms of common mental health issues
- Provide initial support
- Guide a person towards appropriate professional help
- Be mindful of their own wellbeing
- Develop an understanding of how they can create and maintain a healthier workforce or community.

MHFA One Day Higher Education Specific.

An intensive one day course which covers these key topics:

- What is mental health?
- Depression and anxiety –
- Suicide
- Self-harm and eating disorders –
- Psychosis –
- Mental Health First Aid action plan

Aims to raise awareness and increase mental health literacy.

MHFA Half Day - Mental Health Aware.

An introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma.

Participants will consider:

- What mental health is and how to challenge stigma
- Common mental health issues
- Developing confidence to support someone who may be experiencing mental ill health
- Consider ways to look after their own mental health and support wellbeing

MHFAider Course

Two days or shorter sessions over a number of days – replaces the old MHFA Two Day Course.

Participants become Mental Health First Aiders or 'MHFAiders' (copyright) on completion of the full course.

Comes with additional benefits and I have attached a flyer which outlines that offer in more detail. But the offer extends beyond course delivery for three years.

Learning outcomes:

- Recognise those that may be experiencing poor mental health and provide them with first-level support and early intervention.
- Encourage a person to identify and access sources of professional help and other supports.
- Practise active listening and empathy.
- Have a conversation with improved mental health literacy around language and stigma.
- Discuss the role in depth, including boundaries and confidentiality.
- Practise self-care.

Residential Training

Contents:

[Childcare Law, Standards and Guidance](#)

[Child Development](#)

[Communication Skills](#)

[Emergency First Aid at Work \(1 Day / 6 Hours\)](#)

[Equality, Diversity and Inclusion](#)

[First Aid At Work](#)

[Food Safety](#)

[Handling and Administration of Medication \(Half Day\)](#)

[Health and Safety in the Workplace \(Level 2 CIEH Award\)](#)

[Health and Safety \(Half Day\)](#)

[Paediatric First Aid](#)

[Recording, Report Writing \(Half Day\)](#)

[Risk Assessments \(Half Day\)](#)

[Professional Boundaries & Accountability](#)

[Adolescent Development: Working With Teenagers](#)

[Assessment and Care Planning](#)

[Attachment, Separation and Loss](#)

[Autism: An Introduction](#)

[Bullying](#)

[Complaints and Representations](#)

[County Lines](#)

[CSE](#)

[Domestic Abuse](#)

[Extremism and Radicalisation](#)

[Female Genital Mutilation \(FGM\)](#)

[Forced Marriage](#)

[Honour-based Violence](#)

[Life Story](#)

[Missing From Care](#)

[Preparation For Independence](#)

[Self Harm](#)

[Sexually Harmful Behaviour - Basic Awareness](#)

[Drug and Alcohol Misuse Awareness in Residential Children's Homes](#)

[Unaccompanied Minors](#)

[Working With Challenging Behaviour](#)

[Working With Children Who Have Been Sexually Abused](#)

[Trauma Informed Care](#)

[Championing Equality, Diversity and Inclusion](#)

[Recruitment and Selection](#)

Childcare Law, Standards and Guidance

A course that gives learners a clear, concise and current understanding of the often-complex childcare legal framework.

Child Development

The course gives learners an introduction to the vital knowledge around children's development and impaired development.

Communication Skills

The course teaches vital basic skills around communication, both when it comes to written records and spoken and non-verbal interaction.

Emergency First Aid at Work (1 Day / 6 Hours)

The basic workers' qualification. Recommended for everyone.

Equality, Diversity and Inclusion

A look at the fundamental issues of discrimination and anti-oppressive practice when working with disadvantaged young people and their families.

First Aid At Work

Food Safety

A concise course to give learners a thorough grounding in all aspects of food safety.

Handling and Administration of Medication (Half Day)

A concise course to equip learners with the knowledge and skills to work safely around medication.

Health and Safety in the Workplace (Level 2 CIEH Award)

This training course provides learners with knowledge of the broad range of health and safety related issues in the workplace and identifies the responsibilities of the employer and employee in ensuring everybody's safety.

Health and Safety (Half Day)

The course outlines current legal and practice requirements around all aspects of health and safety in the workplace.

Paediatric First Aid

This 2 day / 12 hour course provides a more comprehensive look at first aid with under 8s. Recommended for all senior workers and lone workers.

Recording, Report Writing (Half Day)

This short course will allow learners to develop and practice this very important communication skill.

Risk Assessments (Half Day)

An opportunity for learners to understand how to undertake a child-focused risk assessment and take the required action.

Professional Boundaries & Accountability

This course is designed as an induction day to explore and develop the task of the residential worker specifically in relation to professional behaviour, appropriate boundaries in the relationship with the children and young people and also the accountabilities places on the staff member.

Adolescent Development: Working With Teenagers

The course gives learners an understanding of teenage development and behaviour and builds skills to work with teenagers.

Assessment and Care Planning

Care planning is vital to good care and good outcomes. This course teaches a simple yet highly effective model.

Attachment, Separation and Loss

An in-depth look at the vital subject of attachment and also a look at understanding the theory around loss and separation.

Autism: An Introduction

Many children have some form of autism and this course is an introduction to the subject.

Bullying

The course gives learners clear guidance around recognising, preventing and working with this most damaging of situations.

Complaints and Representations

The course helps learners to understand the importance of empowering service users to challenge our practice.

County Lines

This course has been designed in partnership with the police to better support foster carers / social workers / residential staff in developing their understanding of the current 'gang' problem that children and young people are being exposed to nationally.

CSE

This course helps frontline staff working with children and young people to understand the complexities involved with child sexual exploitation, trafficking and modern slavery and to be confidently aware of how to recognise it. We look at who is most at risk, why young people respond in the way that they do and how children and young people are vulnerable to these forms of abuse. The course also provides essential information on what constitutes best practice when it comes to responding to concerns and making referrals to social services and the Police.

Domestic Abuse

This course is designed to provide learners with tools to help children and young people at risk or who have experienced domestic abuse.

Extremism and Radicalisation

Extremism and radicalisation are not new topics. The ideas have been around throughout history. However, at the moment, they

are in the news and young people throughout the country are being targeted and are becoming involved in illegal activities.

Female Genital Mutilation (FGM)

This course is designed to provide learners with tools to understand the range of skills needed to work with children and young people at risk of or who have experienced female genital mutilation (FGM).

Forced Marriage

This course is designed to provide learners with tools to help children and young people at risk or who have experienced forced marriage.

Honour-based Violence

This course is designed to provide learners with tools to help children and young people at risk or who have experienced honour-based violence.

Life Story

The course equips workers to help young people make sense of their lives and identity by doing formal life story work.

Missing From Care

When a child or young person goes missing from care, it can be a distressing and upsetting time for everybody involved including family, friends and support teams. This training course considers what is meant by the term 'missing from care', considers the different 'opportunities' where young people may be more likely to go missing, the reasons why and states the procedure which all organisations need to follow for dealing with this situation.

Preparation For Independence

The course gives learners an insight into the complex and vital skills needed to help a young person prepare for adulthood.

Self Harm

Many young people self-harm. Workers need to understand this phenomenon and be able to work with young people to lessen the risks.

Sexually Harmful Behaviour - Basic Awareness

The course helps learners understand more about adolescents who practise sexually harmful behaviour and provides advice and guidance about the issue.

Drug and Alcohol Misuse Awareness in Residential Children's Homes

This course is designed to provide participants with an opportunity to learn about the latest research and theories regarding drugs and alcohol and their prevalence in residential childcare settings.

Unaccompanied Minors

This course encompasses the story of a young man who has made the journey from Syria to England. He tells his story through the trainer of what life has been like for him - his struggle for survival, the murder of his father and the rape of his mother are only some of the issues he has faced.

Working With Challenging Behaviour

The understanding of how to work effectively with children and young people who have challenging behaviour is vital if we are to succeed at 'Safeguarding Children and Protecting Workers'. This course looks at how to manage behaviour and introduces both established and new workers to the basic concepts of safeguarding children and the young people we work with whilst protecting practitioners from the risk of injury and potential allegations.

Working With Children Who Have Been Sexually Abused

Sexual abuse of children is a major topic as it affects so many looked-after children. The emotional damage and the distorted sexualisation can cause children and young people many difficulties that frequently stay with them throughout their lives. Sexual issues run deep in our psyche and issues of trust and self-esteem are directly affected in powerful ways.

Trauma Informed Care

This course is designed to develop the learner's knowledge of the impact of trauma and how it affects the lives of children and young people.

Championing Equality, Diversity and Inclusion

Managers have the vital task of ensuring practice is not discriminatory and that the course challenges learners to take a fresh look at the subject.

Recruitment and Selection

A course covering the issues around recruiting staff for children's services.

Additional Courses

Below are additional courses we offer, enquire for more details:

- Legislative framework and case law
- Achieving Best Evidence (1-5 Days)
- Motivational Interviewing (2 Days)
- Defensible Decision Making (1 Day)
- Policy and Procedures
- Care Planning regulations
- Mental Health Act
- Mental capacity Act
- Therapeutic Parenting
- Working with interpreters
- Models of assessment of risk
- Analysis of risk
- Life story work
- Direct payments
- Working with children who have disabilities
- Working with virtual school
- EHC Plans
- Lone working and resilience
- Welfare benefits
- Working with the IRO
- Working with adult social care to include safeguarding adults, Care Act
- Mental Health First Aid
- Suicide First Aid
- Safe Uncertainty and Defensible Decision Making – half day
- Assessment and Analysis half day
- Reflective supervision -1-3 days
- Using Genograms, Ecomaps and Impact Chronologies in Supervision – 2hrs
- Outcome Focused Plans and Reviews – half day
- Using Audit and Performance Data – 2hrs
- Introduction to Packtypes (half day)
- Understanding Equality, Diversity, Discrimination, Oppression and Anti-Racism (2 day for practitioners/half day for managers)
- Section 47 investigations,
- Effective strategy discussions,
- Understanding domestic abuse,
- Child Permanence Reports,
- Supporting ASYEs,

- Introduction to trauma-informed

Booking

All our courses can be tailored to fit your authority or 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.

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

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

Email at:

tom@griffincare.co.uk

Or call:

07797107857

Our Trainers

We have an experienced pool of trainers, each with their own areas of expertise and have worked at all levels of Social Work and have all held managerial positions in statutory services, who we assign to train each local authority after an assessment of your needs to make sure we are working in partnership with you in dealing with any areas for improvement or particular desired outcomes. Many of our trainers have practiced during the current pandemic and we have tailored our courses to fit that context and its additional difficulties, including extra modules on staff wellbeing.