

2010-2011

CHILDREN'S SERVICES TRAINING PROSPECTUS

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CiNI

Children **in** Northern Ireland

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Workshop Content

The Children's Services Training Strategy aims to provide high quality training to the staff and volunteers of organisations within the Childcare Sector. Its aim is to assist individuals and organisations to develop their knowledge, skills and values in relation to their practice with children, young people and their families.

This prospectus provides you with an overview of the workshops that Children in Northern Ireland are hoping to deliver throughout the year from 1st April 2010 - 31st March 2011.

Dates will be scheduled quarterly and they will be published on our website.

TRAINING EVENTS WILL BE HELD AT:

Children in Northern Ireland
Unit 9, 40 Montgomery Road
Belfast. BT6 9HL

Tel: 028 9040 1290

Fax: 028 9070 9418

Email: melissa@ci-ni.org.uk

To secure a place on any of the upcoming training dates please complete an online booking form using the following link
www.ci-ni.org.uk/training

If you have any queries please contact Melissa on the number above or alternatively via email at: melissa@ci-ni.org.uk.

Workshops will be held from 9.30am - 4.30pm
(lunch will be provided for participants)

An Introduction to Children's Law in NI

COURSE DURATION: 1 Day

COURSE TRAINER: Ethel McNeill CiNI

This workshop will give participants an overview of the UN convention on the Rights of the Child and the Children NI Order 1995. It will discuss children's rights and responsibilities and outline state intervention in family life. It provides an overview of this legislation and discusses the implications for our own professional practice.

THIS WORKSHOP INCLUDES:

- Basic Introduction to the UNCRC
- Basic Introduction to the Children (NI) Order 1995
- Exploring the model of State Intervention in NI
- Policy context of working with children & young people
- Examining implications for our own pro practice

This workshop is aimed at workers new to the children's sector and for those who wish to refresh their knowledge and skills.



Quotes from participants

" Excellent training session as this is a new topic area to me, it provided a detailed overview of the Children's Order & its concepts & how to use it in professional practice "

" Discussion of case examples were very good - also awareness raising - debates around children's rights etc "



Child Development

COURSE DURATION: 1 Day

COURSE TRAINER: Mary Magee Independent Consultant

This workshop is for those who have some experience of working with children and young people and who would like to develop their knowledge of children, young people and child development. It will be particularly useful for workers who are undertaking assessments and are concerned about the level of need or risk experienced by the children & young people they are working with.

THIS WORKSHOP WILL INCLUDE:

- Theories of child & adolescent development
- Children & young people in the context of care/support work settings
- Consideration issues of attachment
- Working with self-esteem
- Thinking styles
- Need & Risk in the context of Child Development
- Exploration & review methods of intervention



Quotes from participants

" Trainer was excellent, made all the theory applicable by giving relevant examples "

" I found the trainers style helped and aided my understanding "



Child Protection Basic Awareness (Keeping Safe)

COURSE DURATION: 1 Day

COURSE TRAINER: Ethel McNeill CiNI

This workshop will give participants an introduction to the issues involved in safeguarding children. It will allow opportunities to identify good practice and explore how to keep children safe. The workshop will also assist participants to recognise child abuse and develop an understanding of how to respond and report their concerns.

CONTENT OF THE WORKSHOP INCLUDES:

- Awareness of child protection issues
- An overview of the legal context
- Statistics on abuse and abusers
- Procedures for reporting concerns
- Identifying support available
- Ensuring the safe management of activities
- Risk Assessment
- Key elements of a Code of Behaviour for Staff
- Anti-bullying Code for Children

Children in Northern Ireland deliver the Keeping Safe model of child protection training. This model has been designed, developed and accredited by Volunteer Development Agency.

“

Quotes from participants

“ I found the course very beneficial as to how to protect yourself in certain situations ”

“ Overall awareness of different types of abuse and creating awareness of protection as best as possible ”

”

Children in Conflict with the Law

COURSE DURATION: 1 Day

COURSE TRAINER: Lorraine Thompson Include Youth

This workshop which will give the participants an opportunity to look at the following.

THIS WORKSHOP INCLUDES:

- An overview of the changes in legislation relating to youth justice
- Risk factors involved in this work
- Looking at ‘what works’ with young people who are at risk of entering, or are already involved in, the criminal justice system

“

Quotes from participants

“ Fantastic workshop, really enjoyed relaxed but informative style of facilitator ”

“ Bringing in young people to speak to the group was a great idea ”

”

Children & Young People who Abuse Substances

COURSE DURATION: 1 Day

COURSE TRAINER: Jeanette Fourie Pollock Ascertainment

This workshop will give participants an opportunity to raise their awareness of this issue and will assist them to develop skills to work with young people and their families who abuse substances.

06

THIS WORKSHOP WILL:

- Encourage participants to identify what drugs young people choose to use
- Improve participants understanding of the effects of drug and alcohol abuse on young people
- Encourage participants to develop the skills to work with young people who are abusing drugs and alcohol and to support their parents
- Increase knowledge of the impact of drug and alcohol abuse on the young person, on their family and on the wider community

“

Quotes from participants

“ Information on drugs - lots of good knowledge and advice identifying stages of abuse & applying these to social settings ”

“ Course has definitely given me more knowledge and understanding and an interest in further training and education in this area ”

”

Children with Mental Health Issues

COURSE DURATION: 1 Day

COURSE TRAINER: Dr Michelle Kavanagh QUB & Jim Deeds Services Manager CAMHS Belfast Trust

This workshop is aimed at raising the profile of children who are experiencing mental health problems. The 1998 report by the United Nations on the implementation of the United Nations Convention on the Rights of Children in the UK highlighted the lack of resources for children with Mental Health problems. Some studies estimate as many as 1 in 5 in the general population of the UK is likely to have a mental health problem.

THIS WORKSHOP WILL:

- Develop an understanding of children and young people with mental health needs
- Be more effective in their work with children and young people with mental health needs
- Encourage those involved with children and young people to work together
- Increase the understanding of the mental health needs of children and young people
- Improve workers ability to identify those children and young people at increased risk of developing mental health problems
- Increase their capacity to be more effective in working together with colleagues and to promote the best interests of children and young people with mental health problems

“

Quotes from participants

“ I found this training useful; I learnt awareness and understanding of a person that self harms ”

“ I found the days training very relaxed & liked the informal approach - we covered a lot & were given good references to other books / theories ”

”

07

Comprehensive Children Order Training

COURSE DURATION: 2 Days

COURSE TRAINER: Ethel McNeill CiNI

This workshop is aimed at those staff who are working with Looked After Children or children whose names are on the Child Protection Register. Participants will already have completed the one day Workshop 'An Introduction to Children's Law in NI'. This two day workshop will consider the legal powers of the state and how the Law is used to intervene in family life and what the implications are for our working practice with children, young people and their families.

THIS WORKSHOP WILL:

- Discuss the values & principles which underpin the Children in NI Order
- Develop knowledge of definitions of Children in Need, Children at Risk and Looked After Children
- Help participants understand the Purpose of Article 8 Orders & their use in cases of marital disputes
- Develop a knowledge of Care & Supervision Orders
- Give the opportunity to explore the legal process for families



Quotes from participants

" A very enlightening course. Helping me re-evaluate my work, practice and policies-fantastic "

" Found training informative and enjoyable. Also found exercises very thought provoking "



Designated Officer Training

COURSE DURATION: 2 Days

COURSE TRAINER: Sheina Rigg Keeping Safe Co-Ordinator Belfast HSC Trust

Are you a Designated Officer for Child Protection in your organisation?

THIS WORKSHOP WILL:

- Expand your knowledge of legislation relevant to children/young people
- Explore the role and responsibilities of Designated Officer
- Explore the concept of significant harm
- Understand the referral processes to Social Services
- Understand the structures within Social Services (Gateway; Family Support; LAC teams etc.)
- Discuss the impact of reporting (on Designated Officers, on their organisation; on child / family; and community etc)
- Highlight sharing information and confidentiality Issues
- Map pulls' and influences on Designated Officers exploring supports



Quotes from participants

" I feel more confident and able to undertake the responsibility of a designated officer "

" I feel this course was a great source of information which was well presented and interesting "



Direct Work with Children & Young People

COURSE DURATION: 1 Day

COURSE TRAINER: Mary Magee Independent Consultant

This workshop will explore how we can communicate more effectively with children and young people. Many practitioners need to actively engage with children & young people but have never had any training on how to do this.

THE WORKSHOP WILL CONSIDER:

- The important values, knowledge and skills, which promote effective communication when working with children and young people
- Key factors which promote or block effective communication
- The nature of participants communication with the children and young people with whom they work:- messages, audiences and mediums
- The main factors of influence within their communication:- environment, outside factors, mediums used, and developmental needs of children & young people
- Participants current work experiences, which cause concern in terms of their communication and working relationships with children and young people
- Core communication skills; application of Transactional Analysis as a model for communication strategies
- Communicating difficult messages
- Individual case study review of theory to practice



Quotes from participants

“ Really good training session, it has given me a lot to take away and think about ”

“ I took a lot out of this training which I feel I can apply to my workplace and personal circumstances ”



Family Group Conferencing

COURSE DURATION: 1 Day

COURSE TRAINER: Marie Gribben

Family Group Conferencing is an inclusive process which seeks to empower families by harnessing the strengths within the family and friends network.

At FGC the family network is brought together in a meeting to plan and make decisions about a child/young person. This will involve the child/young person, those with parental responsibility, extended family, carers and friends who are significant to the child. However the Family Group Conference process is more than a one-off meeting; it is a process, which brings professionals and family members together to work in partnership, to safeguard the welfare of the children in the family. The family is the primary planning group in an FGC.

PARTICIPANTS WILL:

- Gain an understanding of the history and principles of FGC
- Gain knowledge about the applications of FGC across Children Services in N Ireland
- Relate their own roles to FGC processes
- Gain the knowledge about the expectations of them should they take part in a FGC either as an Information Giver or Advocate
- Gain experience of a FGC meeting

How Children Learn

COURSE DURATION: 1 Day

COURSE TRAINER: John Kelly Independent Consultant
Finger Print Learning

This workshop will give participants an understanding of how we learn and will introduce them to a model of working that can assist children and adults to learn successfully.

The latest research on what happens in the brain as we learn is simply explained and the workshop applies this to various learning styles in a practical, interactive and visually interesting way.

Participants will be given the opportunity to understand their own learning style preferences and this knowledge can transform their approach to educating others.

“

Quotes from participants

“ This training was very enjoyable. I learnt things that I can take away and use with both adults and children ”

“ I found this training great, it enabled me to understand various personalities and understand problems I personally had going through the education system ”

”

Managing Conflict & Aggressive Behaviour

COURSE DURATION: 2 Days

COURSE TRAINER: Howard Jenkinson Independent Consultant
Innovative Action

This workshop is aimed at workers who may have to deal with conflict or violence in their working practice. It will give participants the opportunity to consider the value of anger and have ideas of how to use it constructively to replace expressions of aggressive behaviour.

CONTENT OF THE WORKSHOP INCLUDES:

- Clarifying what is acceptable and unacceptable behaviour
- Identify verbal and non-verbal indicators of aggression
- An awareness of methods of defusing aggressive behaviour
- An understanding of a model for assertive behaviour for workers
- Developing self awareness in situations of conflict and violence

Person Centered Thinking

COURSE DURATION: 2 Days

COURSE TRAINER: Tim Parr Positive Futures

This two day workshop will assist participants to develop a system and standards for recording their practice.

“ Only a small percentage of people need to know how to write good person centered plans, but everyone involved needs to have good skills in person centered thinking, in the value based skills that underlie the planning ”

Smull and Sanderson 2005

Know how to explore what is important To and what is important For individuals in their lives and how to find a balance between the same.

PARTICIPANTS WILL LEARN HOW TO:

- Define the roles and responsibilities of those who are paid to support
- Get a good match between those who are paid and those who use the services
- Use and record how people communicate
- Support “mindful” learning



Quotes from participants

“ Really enjoyed the course and have a greater understanding and confidence in the tools and methods ”

“ Excellent training - it has given me ideas for a new approach to working with young people ”



Recording & Record Keeping

COURSE DURATION: 1 Day

COURSE TRAINER: Ethel McNeill CiNI

This training will stimulate participants awareness of the importance of recording in the delivery of quality care. It will identify the principles of effective recording practice, and will use presentations, handouts and practical exercises to explore.

THIS WORKSHOP WILL EXPLORE:

- What information should be recorded and when
- Observations Skills and Record Keeping
- Being Positively Objective
- Recording Systems
- Where does information go
- Principles of effective recording
- Guidelines on good practice
- The Legal Framework
- Writing the Record



Quotes from participants

“ I enjoyed the group discussions and learned a lot from other group members and their recording styles ”

“ This is a great course - it will be very useful in practice ”

“ Very useful, enjoyable & also thought provoking ”



Supervision (Supervising Staff and Evaluating Performance)

COURSE DURATION: 6 Days

COURSE TRAINER: Ethel McNeill CiNI

This workshop is aimed at team leaders and staff who have responsibility for the supervision of others practice. It will give participants the opportunity to understand the principles and purpose of supervision and apply Kolb's Learning Cycle as a model of reflective practice to the supervising process. Participants will also be encouraged to explore the factors which contribute to poor performance, review their own level of competence and set goals for future development of their supervising skills.

PARTICIPANTS WILL BE ENCOURAGED TO EXPLORE:

- Purposes, policies & definitions of supervision
- Contracts & structures of supervision
- Reflective practice in supervision
- Managing difficult or poor performance
- Problem solving in supervision
- Reflective practice in supervision
- A theoretical context of supervision
- Rehearsing supervisory skills
- Management of anxiety and change through supervision



Quotes from participants

" Excellent training, it has increased my awareness of supervision both from an employees and supervisors perspective "

" This training was excellent, kept you engaged. I am able to transfer what I learnt across to practice "



The Law & Care Leavers (16+)

COURSE DURATION: 1 Day

COURSE TRAINER: Ethel McNeill CiNI

This workshop is aimed at staff who are working with Looked After Children who are aged 16+. It will give participants an understanding of the materials used to assess needs, risks and care plan for the young person's future. The workshop will also give participants an opportunity to explore and develop an understanding of the roles & responsibilities of the various professionals involved in the leaving care process as well as their own role.

THE WORKSHOP WILL INCLUDE:

- An overview of current Legislation, Guidance and Policies and Procedures
- An outline of the Eligibility Criteria
- Needs Assessment and Pathway Plan materials and their fit with other current assessment frameworks and processes
- Rehearsed use of the materials
- Exploring Roles and Responsibilities of the various professionals involved
- An understanding of the values which underpin their practice with young people leaving care



Quotes from participants

" A great piece of training - I'm feeling much more informed "

" Really enjoyable, great to meet other people and hear their views "



Understanding the Needs of Children in Northern Ireland

COURSE DURATION: 1 Day

COURSE TRAINER: Ethel McNeill in partnership with Trust Children's Services Trainers

UNOCINI Level One is a multidisciplinary course designed to familiarise staff with the principles of the new Regional Assessment Framework.

Children in Northern Ireland work in partnership with the Health Care Trust on UNOCINI to deliver this model of assessment. This training is aimed at staff who are responsible for Child Protection or who are making referrals to gateway teams.

THIS WORKSHOP WILL ALSO ASSIST PARTICIPANTS TO:

- Identify the strategic context for UNOCINI and why it is being introduced
- Summarise and describe the three areas and twelve domains of the framework
- Identify the threshold levels of need
- Gain an understanding of a professional role in assessing and responding to children's needs
- Complete all elements of the UNOCINI form
- Identify factors which might make a child vulnerable/ resilient
- Understand some of the complicating factors about a child's safety and welfare when children are disabled



Quotes from participants

“ Working in the voluntary sector I feel that this module has covered the areas that I need ”

“ Thoroughly enjoyed this training & found it extremely beneficial ”



Working with Groups of Children & Young People

COURSE DURATION: 2 Days

COURSE TRAINER: Howard Jenkinson Independent Consultant
Innovative Action

This workshop will give participants a theoretical context to group work and will focus on the practical skills needed to work with children and young people in group situations. The workshop will have a mixture of presentations, discussions & experimental learning opportunities.

THIS WORKSHOP WILL GIVE PARTICIPANTS THE OPPORTUNITY TO:

- Develop knowledge of group work processes
- Develop skills in group facilitation
- Prepare, Plan and Design sessions
- Manage conflict and difficulties
- Assess and Evaluate the Group Work Process
- Evaluate their own performance



Quotes from participants

“ I feel I have learnt so much in 2 days which I can bring back to my work - fantastic ”

“ Both days were great, I particularly enjoyed the challenging behaviour sessions and the most appropriate way to manage these ”



Working with Outcomes to Demonstrate Effectiveness

COURSE DURATION: 1 Day

COURSE TRAINER: TBC

This workshop is aimed at managers at all levels who are responsible for setting and monitoring outcomes and measuring the effectiveness of service delivery. It will give participants the opportunity to begin to identify appropriate outcomes for their work linked to 'Every Child Matters'. The workshop will also encourage participants to develop an integrated model of working with outcomes to demonstrate the effectiveness of the services they deliver.

THIS WORKSHOP WILL:

- Enable participants to set appropriate outcomes that best evidences their practice base
- Improve participants understanding of the importance of outcome based practice
- Encourage participants to develop monitoring and evaluation systems that are integrated within their agencies working practices
- Increase participants knowledge of working with outcomes to demonstrate effectiveness



IF YOU HAVE ANY QUERIES PLEASE CONTACT:

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