

**Adult Protection, Child Protection & Violence against Women & Girls**

**Multi-Agency Learning & Development Programme**

**2025**

**WELCOME**

Welcome to the multi-agency Public Protection Learning and Development programme developed by South Lanarkshire’s Public Protection team. Our training is delivered using a hybrid model which also includes e-learning modules, live MS Teams and face-to-face sessions. We continue to work creatively to ensure our training is interactive, engaging and relevant. This programme aims to offer partners across the multi-agency public protection workforce in South Lanarkshire a wide range of learning and development opportunities to meet individual and organisational requirements. We are delighted to offer courses for managers and practitioners who represent all areas of the public protection workforce in South Lanarkshire including those who work with children, young people, adults, and older people.

The aim of public protection involves working with both victims and perpetrators to reduce the risk of harm to children, adults and the public. Public protection requires agencies in South Lanarkshire to work together at both a strategic and operational level to raise awareness and understanding and coordinate an effective response that provides at risk individuals with the support needed to reduce the risk in their lives. In South Lanarkshire, this work is overseen by a dedicated public protection team. The aim is to ensure that areas of overlap and commonality are identified to ensure a consistent approach to planning and service delivery. This team promotes effective partnership working between the Adult Protection Committee (APC) Child Protection Committee (CPC), Multi-agency Public Protection Arrangements (MAPPA), Alcohol and Drug Partnership (ADP) and the Violence Against Women and Girls Strategic Partnership (VAWG) at strategic and policy level.

**Who is the Public Protection Workforce?**

The public protection workforce is anyone (paid or unpaid) who has a role in improving outcomes for children, young people, adults, and older people. The workforce will have different skill sets, knowledge and responsibilities and therefore have different learning and development needs. Defining the public protection workforce as a multi-agency group helps managers and supervisors ensure those staff and volunteers working with children, young people, adults, and older people are supported, effectively supervised, or monitored. Public Protection workforce development should be seen as an essential part of continuous improvement. The individual learning and development needs of each practitioner should be considered and reviewed and public protection learning and development included.

Learning, development, and continuous improvement is not about every workforce member attending formal training. The workforce types described in the next section will not necessarily correspond directly to those in your single agency training programmes, but it should be possible for agencies to identify the requirements for particular roles, and to “map” these broadly to other relevant material relating to the requirements of a role. This means you can attend the Public Protection training you need across the workforce types without restriction, as required and as appropriate.

The [National Framework for Child Protection Learning & Development in Scotland 2024](https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2024/03/national-framework-child-protection-learning-development-scotland-2024/documents/national-framework-child-protection-learning-development-scotland-2024/national-framework-child-protection-learning-development-scotland-2024/govscot%3Adocument/national-framework-child-protection-learning-development-scotland-2024.pdf) supports multi-agency learning and development relevant to child protection in Scotland. This highlights key learning for all workforces according to the level of responsibility they have for child protection. Although this specifically relates to Child Protection learning and development, this is transferable across all public protection learning and development.



|  |  |
| --- | --- |
| **The Wider Workforce**  Everybody, regardless of role and remit, where they do not fit into any other professional groups or workforces below, require at least a minimum, baseline awareness of core messages about child welfare, safety and protection.  Key learning is to:  • Recognise (harm or risk of harm when they see it)  • Respond (by sharing concerns with others whose job it is to follow up on what has been reported)  • Record (keep records according to agency requirements)  • Report (sharing information and concerns with child protection services (social work or police)  **All staff who have contact with children and their families are expected to have at least this minimum level of child protection awareness.** | **The General Workforce**  As part of their job/role/remit, people in this workforce group are likely to:  • Recognise potential signs of harm and abuse  • Raise a protection concern through the appropriate route  • Contribute relevant and appropriately recorded information to assessments/reports  **Key learning is the same as the Wider Workforce, with additional expectations of:**  **• *Support (offering comfort, reassurance, listening, seeking additional help from relevant family or services)*** |
| **The Specific Workforce**  All staff who, as part of their role, work directly with children or their family.  People in this workforce group are likely to:  • Routinely work closely with children and their family.  • Keep routine records, write reports and/or assessments for multi-agency child protection meetings, participate in child protection support plans  • Contribute to generic or specific risk assessments and contribute to single agency recordings and chronologies  • Contribute to identifying and implementing appropriate support/ intervention plans  • Attend and contribute to formal protection or risk management meetings.  **Key learning is the same as the Wider and General Workforces, with additional expectations of:**  **\**Advocate (helping a child or family to express their views, or expressing their views on their behalf)*** | **The Intensive Workforce**  **As part of their role, people in this workforce group are likely to:**  • have a lead role in compiling and implementing a multi-agency Child’s Plan and/or in decision-making  • oversee the implementation of protection plans  • have a specific, designated role in formal protection processes, including carrying out a child protection investigation  • carry out specific, focused or specialist risk assessments  • compile multi-agency or integrated chronologies  • produce assessment/reports on a child’s behalf for statutory decision-making  • provide leadership, specialist advice, support and reflective supervision to colleagues  **Key learning is the same as the Wider, General, Specific Workforces, with additional expectations of:** |

**HOW TO BOOK - INTERNAL BOOKING DETAILS**

For South Lanarkshire Council employees, if you are interested in attending any of these training events, they should be booked by Oracle Fusion.

Login into Oracle Fusion and follow the instructions below:

* Click on Me
* Click on Learning
* Click on Search (bottom left-hand corner)
* In the Search box, type the course title
* The course and similar training tile should now be visible
* Click on the tile
* Click on Learn More
* Click on the small white arrow at the Action button
* Click Find Offering
* The training dates should be visible.
* Click Enrol, next to the date that you wish to attend
* The request will then go to their line manager for approval.

**HOW TO BOOK - EXTERNAL BOOKING DETAILS**

For anyone external to South Lanarkshire Council, to enrol on any of the courses please email [training@southlanarkshire.gov.uk](mailto:training@southlanarkshire.gov.uk) with the following details:

* Course name / date that you wish to attend
* Your name
* Your email address
* Your organisation name/address
* Your telephone number

**SL Public Protection Learning & Development Programme (2025)**

(Please refer to course content and workforce type prior to booking)

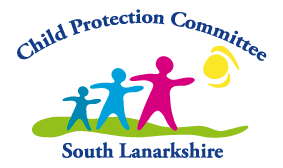
* Post training registration and participant evaluation is sent to the Employee Development Team by the Development Worker who will produce detailed training reports in terms of attendance and evaluations.
* Please note that all South Lanarkshire Council employees (internal) must access the webinars via Oracle Fusion. Our multi-agency partners (external) can use the links, where provided in this document to access our webinars.

**ALL OUR TRAINING IS FREE!**

|  |  |  |  |
| --- | --- | --- | --- |
| **Joint ASP, CPC and VAWG Learning and Development** | | | |
| **Course** | **Date, Time & Method** | **Aims & Objectives** | **Target Audience** |
| **Multi-Agency Assessment, Risk Assessment and Chronologies in Adult and Child Protection** | Full Day (09:30 – 16:00)  **MS Teams**  **5th March 2025**  **28th October 2025**  Further information can be sourced using this link:  [SL APC/CPC Joint Multi-Agency Guidance on A Chronology of Significant Events](https://www.southlanarkshire.gov.uk/adultprotection/downloads/download/133/sl_apccpc_joint_multi-agency_guidance_on_a_chronology_of_significant_events) | This course is designed to build awareness and understanding of assessment, risk assessment and chronologies in adult and child protection.  As a result of your attendance, you will be able to:   * Understand the purpose and process of Assessment and develop an understanding of the key concepts of Risk and Risk Assessment * Understand agency roles and responsibilities within Assessment and recognise the importance of interagency co-operation and communication. * Demonstrate the link between risk assessment, risk analysis and risk management. * Understand and raise awareness of chronologies (single and multi-agency) and the purpose of these within adult and child protection. * Understand your role and responsibilities in relation to chronologies / chronology of significant events and the importance of reviewing and analyzing chronological information for the purpose of assessment. | This course is open to workers from across the multi-agency agency workforce who would want to learn about comprehensive assessment of risk and use of chronologies in children, young people, adults and older people.  This course is designed for the Specific Workforce. |
| **Understanding Trafficking and Exploitation (Adults and Children) in Scotland** | Half Day (1 – 3pm)  **MS Teams**  **4th March 2025**  **24th September 2025**  More info here: [National Trafficking and Exploitation Strategy (2017)](http://www.gov.scot/Publications/2017/05/6059/downloads) | The training aims to:  To provide a greater understanding and identification of the issues around Human Trafficking.   * The role of TARA / First Responder * The support provided by TARA. * Understanding of HT and the prevalence in society * Identify potential indicators of HT. * Brief overview of NRM. * To understand the potential psychological impact of trafficking and exploitation experience/s * To be able to recognise the signs of mental health difficulties following trafficking and exploitation. * To be aware of the evidence-based recovery pathways for victims presenting with psychological difficulties. * To understand the barriers for victims accessing support. * To understand how staff can support access to recovery through the use of trauma-informed principles. | This course is aimed at all those from the multi-agency general and specific child and adult protection workforce. |
| **Understanding the Adult & Child Protection Learning Review Process** | Half Day (09:30 – 12:30)  **FACE TO FACE**  **1st May 2025**  **12th November 2025**  (Corporate Dining Room, Council HQ, Almada Street, Hamilton) | To offer a broad insight into National Guidance for Conducting Learning Reviews in South Lanarkshire.  Delivered by the Lead officers for Adult and Child Protection. The course offers a comprehensive overview that ensures staff and managers across the inter-agency workforce know how to identify and appropriately make a referral to the Chair of the South Lanarkshire Adult or Child Protection Committee when they think a child protection / adult protection situation requires to be considered under the criteria that applies for conducting a Review. | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Supporting services to engage with adults and families** | 1 Day (09.30 – 16.00)  **MS Teams**  **29th April 2025**  **18th November 2025**  This training is supported by our Guidance. | Participants will learn to recognise the challenges when services find it hard to engage with adults and families and the impact this can have on interventions with children, young people, adults and families.  As a result of your attendance, you will have:   * Increased awareness of the challenges for adults and families when services find it hard to engage. * An understanding of the issues or contributory factors which may influence adult behaviour. * Increased knowledge, skills and confidence to work with these issues directly and in partnership with adults and families. * An understanding of how to recognise and effectively manage the impact of the challenges when services find it hard to engage and support child, young person, family, adult or older person. * Increased confident to be able to recognise hostile and potentially violent behaviours that could be displayed by adults and consider ways to increase safety for all. | This course is aimed at those who work directly with children, young people, adults and older people where services are finding it hard to engage.  This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Multi-Agency SMART Outcomes in Child and Adult Protection 1-hour Briefing** | 1 hour (10:00 – 11.00)  **MS Teams**  **8th May 2025**  **16th September 2025**  This training is supported by our [SMART Outcomes Working with Children, Young People and Families Guidance 2018](https://www.childprotectionsouthlanarkshire.org.uk/downloads/file/347/slcpc_smart_outcomes_-_working_with_cyp_and_families_guidance_2018)  [SMART Outcomes in Adult Protection Guidance](https://www.southlanarkshire.gov.uk/adultprotection/downloads/file/398/smart_outcomes_in_adult_protection) | To develop awareness of SMART Outcomes in any child and adult protection practice and to increase the confidence of the multi-agency workforce in ensuring outcomes for children, young people, adults, and older people are SMART.  This 1-hour briefing will provide participants with an overview and understanding of outcomes in child or adult protection practice and support you’re understanding of what it means to work SMART in planning for children, young people, adults, and older people. | This course is suitable for practitioners from the specific and intensive workforce who work directly with children, young people, adults and older people and where they have responsibility for assessment and planning. |
| **Fire Safety Briefings** | 1 hour (10.00 – 11.00)  **MS Teams**  **25th February 2025**  **24th June 2025** | This training will improve staff confidence in observing risk factors within a home and making a Fire Safety referral via a simple but effective home fire safety visit (HFSV) referral pathway. In doing so this allows the SFRS to deliver a targeted intervention and provide risk reduction measures (smoke detection, fire resistant bedding etc.) if required.  The outcome of this training should contribute to a reduction in dwelling house fires and the reduction of fire casualties or fatalities that are linked to dwelling fires. | This course is aimed at all those from the multi-agency intensive, specific, general and wider child and adult protection workforce. |
| **Chronology of Significant Events in Child and Adult Protection: Briefing Session** | 30 minutes (09:30 – 10.00)  **MS Teams**  **27th March 2025**  **5th November 2025** | * Understand and raise awareness of chronology (single and multi-agency) and the purpose of these within adult and child protection. * Understand your role and responsibilities in relation to chronologies / chronology of significant events and the importance of reviewing and analysing chronological information for the purpose of assessment. | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Defensible Decision Making, Escalation and Management Oversight in Child and Adult Protection: Briefing Session** | 30 minutes  **MS Teams Session**  **20th May 2025**  **(09:30 – 10:00 hrs)**  **7th October 2025**  **(14:00 – 14:30 hrs)** | This 30-minute briefing session will provide participants with an overview of the importance of defensible Decision Making, Escalation Protocols and Management Oversight. A short presentation will be delivered, and all participants will be provided with a briefing document to share within your teams. | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **LGBT+ Identities** | 2 hours (14:00 – 16:00 hrs)  **MS Teams**  **14th May 2025**  **29th October 2025** | To provide key information and create opportunities for discussion and reflection in relation to LGBT+ Identities.  By the end of the session, you will:   * Have increased knowledge of relevant terminology. * Understand the importance of inclusive language. * Increase knowledge and understanding of issues experienced by LGBT+ people in Scotland. * Have an opportunity to reflect on current practice. * Understand better what is meant by inclusive practice. * Consider Scottish policy and legislation. | Any professional who wishes to have an opportunity to build or refresh their knowledge on this topic area. Content is suitable for those who work with children and young people as well as those with an adult remit. |
| **Sextortion Briefing Sessions** | 1 hour (10.00 – 11.00)  **MS Teams**  **15th May 2025**  **9th October 2025** | This 1 hour briefing session delivered by Police Scotland will provide information for staff on the topic of ‘Sextortion.’  The session will cover:   * What is sextortion? * Trends and Key findings * Impact * Support | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Self-Harm Briefing Sessions** | 1 hour (13.00 – 14.00)  **MS Teams Session**  **1st April 2025**  **4th September 2025** | This session is for anyone who is interested in learning more about self-harm. It is delivered in a webinar-style with a presentation and time at the end for questions. The topics covered in this session include:   * What is self-harm? * Who self-harms? * How do people self-harm? * Functions of self-harm * Starting the conversation about self-harm * Resources and support available | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Safe and Together 1 Day Overview** | 7 hours  **Face-to-Face or Virtual Via MS Teams**  **Details of Venue will be available on booking**  **22 January 2025**  **29 January 2025**  **04 February 2025**  **08 May 2025**  **28 August 2025**  **01 October 2025**  **20 November 2025** | 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 abuse-informed child protection system, the principles and components of the Safe & Together Model and information about the framework behind competency-building in child protection around domestic abuse.  One of the strengths of the Safe & Together Model is to provide a shared language and approach and improve cross system collaboration.  By the end of the course, you should have an improved understanding of:   * The shared language of the Safe & Together Model * Best practice in partnering with the adult survivor * How to recognise survivor strengths * The multiple ways in which abusive behaviour impacts and harms children and young people * The importance of holding the perpetrator to account for abusive behaviours * What domestic abuse informed practice looks like for your service | Any practitioner who works directly or indirectly with families impacted by domestic abuse or any manager/supervisor who supports staff who work with families impacted by domestic abuse. |
| **Safe and Together Briefing** | 1 hour  **MS Teams Session**  **25 February 2025**  **30 April 2025**  **12 June 2025**  **03 September 2025** | The course objectives for the briefings:   * To introduce a perpetrator pattern framework * To introduce and understand the Safe & Together Model principles and components and how those guide practice * To introduce how to use the Safe & Together Model as a way to enhance good practice * To share information about 4-day CORE Training and 1-day Overview Training | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Missing People Protocol – Information Session** | 1 hour  **MS Teams Session**  **7th May, 10am – 11am**  **19th August, 10am – 11am**  **13th Nov, 10am – 11am** | * To raise awareness of the Multi-Agency Missing People Protocol * Mitigate the risk to the people who go missing. * Provide a consistent approach for the relevant agencies when a child, young person or vulnerable adult is missing. * Ensure that the collective response delivers on the achievement of the objectives contained within the National Missing Person Framework. * Ensure that the use of the national definition of a missing person is consistent across partner agencies. * Embed risk assessments into involved agencies internal processes. * Set out the roles, responsibilities, and actions to be taken by each agency in respect of missing persons. * Ensure that individual agency protocols reflect the National Missing Persons Framework for Scotland and are subject to ongoing evaluation and review. | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **E-Learning- Public Protection** | 20 minutes  Mandatory on-line course for all South Lanarkshire Council employees delivered as part of their induction. | The course aims to:   * Provide a basic awareness of public protection, including ASP, CP, MAPPA and GBV * By the end of the course staff will know how to recognise, record and report harm.   Supports progression for all staff onto the level 2 multi-agency training course. | It is necessary for those who are likely as part of their job to come into contact with children, young people, adults and older people.  Mandatory on-line course for all South Lanarkshire Council employees delivered as part of their induction. |

|  |  |  |  |
| --- | --- | --- | --- |
| **Adult Support and Protection Learning and Development** | | | |
| **Course** | **Duration and Method** | **Aims & Objectives** | **Target Audience** |
| **Adult Support and Protection Multi-Agency Training** | 3 hours (13.00 – 16.00)  **MS Teams Session**  **19th March 2025**  **17th June 2025**  **8th October 2025**  Online webinar:  <https://rise.articulate.com/share/yWqG2aQi0vfm1k2j6XwIlZnxiNn7LBtu> | The course is designed to build an awareness of adult protection to multi agencies.  The course aims to:   * Introduce the Adult Support & Protection (S) Act 2007 (ASP Act) * Introduce the overarching principles of the ASP Act. * Develop an understanding of what we mean by an “adult at risk.” * Explore signs and symptoms of an adult at risk of harm & context of harm. * Know what to do if you observe or suspect that an adult is at risk of harm. * Explore key processes and concepts in Adult Protection. | Multi-agency employees who undertake roles where they come into contact with potential adults at risk of harm. In addition, managers, team leaders and/or those who have supervisory responsibilities in terms of supporting employees to identify harm and report concerns.  Course / Webinar is appropriate for: all frontline staff, managers, seniors from care homes, third sector etc with view that they will return to their organisation and cascade this learning to staff. |
| **Introduction to the Three Acts**  **(Adult support and Protection, Adults with Incapacity and Mental health Care and Treatment)** | Webinars have been developed to continue to meet workforce needs and take approx. 30 mins to complete.  Webinars  (access using following link)  The 3 Acts in Scotland:  <https://rise.articulate.com/share/GX4OCBm5hqhFYpaJUl3L1CjSuo3hK6bi> | These webinars are designed to build an awareness of the three Acts and how they can be used to support and protect adults. | Multi-agency employees and managers who undertake roles where they come into contact with potential adults at risk of harm and / or those with mental health issues. |
| **Addiction and Alcohol Related Brain Damage** | A Webinar has been developed to continue to meet workforce needs and takes approx. 55 mins to complete:  Webinar  (access using the following link)  Addiction and Alcohol Related Brain Damage:  <https://rise.articulate.com/share/BC3RCe6QZIRqXVnyHuBPx0hwCAMVQveR> | This webinar was designed to build an awareness of addiction and alcohol related brain damage. | Staff / managers who undertake roles where they come into contact with potential adults at risk of harm and / or those with addiction and alcohol related brain damage. |
| **Alcohol Related Cognitive Impairment and Functioning** | A Webinar has been developed to continue to meet workforce needs and takes approx. 120 mins to complete:  Webinar  (access using the following link.  Alcohol Related Cognitive Impairment and Functioning:  <https://rise.articulate.com/share/zOzmS9HMAY5d1nW7WUhREeN4pZniCxjl> | This webinar was designed to build an awareness of alcohol related cognitive impairment and functioning. | Staff / managers who undertake roles where they come into contact with potential adults at risk of harm and / or those with alcohol related cognitive impairment and functioning. |
| **ASP Council Officer Skills Training (Level 3)** | 4 Days (09.30 – 16.00)  **Mandatory**  **FACE TO FACE**  **11th, 12th, 13th, 14th March**  (Clyde Room, Hamilton Townhouse, 102 Cadzow Street, Hamilton, ML3 6HH)  **30th Sept, 1st, 2nd, 3rd Oct**  Floor 2 Meeting Room, Regent House, High Patrick Street, Hamilton, ML3 7ES | The course aims to:   * Explore the seven principles of the Act. * Develop an understanding of an “adult at risk” and “harm.” * Conduct an investigative interview and record this appropriately. * Evidence skill in assessing harm and serious harm. * Introduce the Risk Assessment (AP2) * Present Risk Assessment (AP2) to a Case Conference * Explore the three elements of undue pressure. * Explore the key aspects of the three Protection Orders. * Consider when the 2007 Protection Orders might be used. * Complete a Protection Plan (AP3) * Attain competence and confidence in implementing the 2007 Act. * Attain competence and confidence in implementing Social Work ASP Procedures | Qualified social workers who meet Council Officer criteria as defined in the Act: 12 months post qualified, experience of assessing and managing risk and registered with SSSC.  Social Workers in Adult and Older Peoples Services will be given priority as they are predominately the lead workers in ASP cases. |
| **ASP Council Officer: Refresher Training (every 2 years)**  **(Level 4)** | 1 Day (09.30 – 16.00)  **MS Teams Session**  **7th May 2025**  **21st October 2025** | The course aims to:   * Consolidate knowledge and experience. * Reinforce statutory duties and responsibilities under ASP Act. * Course will focus on the three-point criteria, the adult protection processes and related issues. * Attain competence and confidence in completing an AP2 and AP3. * Chairing and attendance at case conferences and core groups * Refresh knowledge of recording systems and support confidence in the application of procedures as per the role of council officer. | **MANDATORY** for all trained Council Officers and Managers of Council Officers every 2 years. |
| **Multi-Agency Second Worker Training** | 1 day (09.30 – 16.00)  **MS Teams Session**  **28th May 2025**  **17th September 2025** | The course aims to:   * Introduce the Adult Support & Protection (S) Act 2007 (ASP Act) * Introduce the overarching principles of the ASP Act. * Develop an understanding of what we mean by an “adult at risk.” * Explore signs and symptoms of an adult at risk of harm & context of harm. * Understand the role and responsibilities of the Council Officer. * Understand the role and responsibilities of a second worker. * Provide the skills necessary to carry out an investigative interview and record this appropriately. | NHSL, Homecare, Housing, Social Workers, Independent/ third sector. |
| **Neglect and Managing Resistance** | 3 hours (09.30 – 12.30)  **MS Teams**  **5th March 2025**  **28th August 2025**  **27th November 2025** | This training course has been designed to provide initial guidance for any member of staff who might come into contact with people who are affected by self-neglect or hoarding Disorder, other chronic conditions that result in clutter or disorganisation or self-neglect in the course of their work.  The training will provide a concise overview of what hoarding is and some of the issues that practitioners should take into account when supporting or providing a service to people affected by Hoarding Disorder or self-neglect. | Staff / managers who undertake roles where they come into contact with potential adults at risk of harm and / or those affected by hoarding and self-neglect. |
| **Adult Support and Protection and Domestic Abuse** | 1 day (09.30 – 16.00)  **MS Teams**  **1st May 2025**  **2nd September 2025** | This training course has been designed to provide initial guidance for any member of staff who might come in to contact with adults at risk of harm who are affected by domestic abuse. The training will provide information about the dynamics of domestic abuse, considering this within the context of Adult Support and Protection and will consider safety advice and available support services, including referral pathway to MARAC (multi agency risk assessment conferences). | Staff / managers who undertake roles where they come into contact with potential adults at risk of harm. |
| **Adult Support and Protection, Mental Health and Substance Dependency** | 1 day (09.30 – 16.00)  **MS Teams**  **3rd June 2025**  **12th November 2025** | * Increase practitioner understanding of the trends and common practice   themes in relation to those who are substance dependent, experience mental health conditions and who are subject to/should be subject to Adult Support and Protection legislation.   * Improve understanding of good multi-agency and inter-agency practice to deliver improved outcomes for adults with drug and alcohol dependency, mental health conditions and who are considered / should be considered under Adult Support and Protection legislation. * Improve understanding of how legislation can support and protect adults with alcohol and drug dependency and mental health conditions. * Improve understanding of local service provision in relation to substance dependency, mental health and Adult Support and Protection | This course is aimed at all those from the multi-agency intensive, specific and general child and adult protection workforce. |
| **Adult Support and Protection Case Conferences: Briefing Session** | 30 minutes  (11.00 – 11.30)  **MS Teams session**  **18th March 2025**  **10th September 2025** | This 30-minute briefing session will focus on the Adult Support and Protection Case Conference process. A short presentation will be delivered, and all participants will be provided with a briefing document to share within your teams. The session will provide an overview of the Adult Support and Protection Case Conference and explain the expectation on multi agency staff when invited to attend this important meeting. | This course is aimed at all those from the multi-agency intensive, specific and general adult protection workforce. |
| **Department of Working Pensions: Briefing Sessions** | 30 minutes  (9.30 – 10.00)  **MS Teams Session**  **1st April 2025**  **9th September 2025** | This briefing session delivered by the Department for Work and Pensions (DWP), aims to introduce the role of Advanced Customer Support Senior Leaders (ACSSLs) within DWP, detail how the ACSSL team can assist Health and Social Care Partnership teams in supporting vulnerable people including their potential role within ASP processes and to provide information about DWP services and escalation routes for immediate support. | This course is aimed at all those from the multi-agency intensive, specific and general adult protection workforce. |
| **Participation of Adults and Unpaid Carers in the ASP Process** | 1 hour  (9.30 – 10.30)  **MS Teams Session**  **5th June 2025**  **11th November 2025** | A briefing session supporting professionals to put the voice of adults and carers at the centre of their experience in Adult Support and Protection.   * To understand the key principles of participation * To develop the skills and knowledge that supports effective participation of adults and carers in Adult Support and Protection | This course is aimed at all those from the multi-agency intensive, specific adult protection workforce. |

|  |  |  |  |
| --- | --- | --- | --- |
| **Child Protection Learning and Development** | | | |
| **Course** | **Date, Time and Method** | **Aims and Objectives** | **Target Audience** |
| **Child Protection Awareness** | 1 Day (09:30 – 16:00)  **Face-to-Face**  (Details of venue will be provided on booking)  **18th February 2025**  **14th May 2025**  **23rd October 2025** | As a result of your attendance, you will be able to:   * Have more awareness of policy and guidance that underpins child protection in Scotland. * Increase your awareness of what is child abuse and neglect and what is Child Protection. * Increase your awareness and understanding of the child protection process. * Increase understanding of collective and individual responsibility for child protection. * To increase awareness and understanding of the contribution of partner agencies in protecting children and young people. | Multi-Agency Workforce across all disciplines.  It is necessary for those who are likely as part of their job to come into contact with children and families including those who work directly with adults.  This course is suitable for any practitioner across the general workforce. |
| **Contextual Safeguarding Awareness** | Half Day (09:30 – 12:00 hrs)  **MS Teams LIVE Session**  **2nd May 2025**  **18th September 2025** | To develop an understanding of Contextual Safeguarding within a child protection context.  **By attending this session you will;**   * To develop an understanding of the foundations and definitions of Contextual Safeguarding. * To develop an awareness of the risk children and young people can be exposed to out with the home. * To consider places and spaces where young people spend time out with the home. * Develop an understanding of the different partner agencies that can contribute to identifying and intervening to support children and young people where they are at risk of harm out with the home. | All Staff across the multi-agency general, specific or intensive workforce who work directly with children and young people and require a broad understanding of extra familial harm and contextual safeguarding. |
| **Responding to Neglect** | 1 Day (09:30 – 16:00)  **Face-to-Face**  (Details of Venue will be available on booking)  **11th February 2025**  **24th April 2025**  **24th September 2025**  **11th November 2025** | To develop awareness and increase knowledge of Neglect and build confidence in working with children and families living with Neglect.  **As a result of your attendance, you will;**   * Understand what is meant by neglect and why this can be harmful to child. * Build confidence in naming neglect with parents/carers. * Consider ways to keep the child as the subject rather than the object of neglect and what works in dealing with neglect. * Explore the ‘Working with neglect; practice toolkit’ as a tool to support reflective practice and to measure, assess and target areas of neglect within South Lanarkshire | This course is suitable for practitioners from the specific and intensive workforce who work directly with children, young people and their families within a Child Protection context. |
| **Understanding Getting it Right for Every Child (GIRFEC)** | Half Day (09:30 – 12:30 hrs)  **Face to Face Session in each locality.**  (Details of venue will be provided on booking)  **25 March 2025**  **(HAMILTON)**  **17 June 2025**  **(CLYDESDALE)**  **10 September 2025**  **(RUTHERGLEN)**  **25 November 2025**  **(EAST KILBRIDE)**  Prior to attending this course, an e-learning course must be completed, and this will be sent to participants 4 weeks prior to the session. | To raise awareness and support multi agency practitioners and managers across Children’s Services to understand the refresh of Getting it Right for Every Child in Scotland.   * To raise awareness of Getting it Right for every Child in Scotland including the newly revised and refreshed GIRFEC Guidance documents. * To ensure consistent application of the GIRFEC approach across all partner agencies to support children, young people and their families. * To promote partnership working across children’s services, including working in partnership with children, young people and their families. * A focus on children’s rights as an underpinning principle of GIRFEC, ensuring policy and practice protects, respects and fulfils the rights of all children and young people. | This course is suitable for the multi-agency workforce who work in children’s services and are from the general, specific and intensive workforce. |
| **Online Safety - Child Exploitation and Online Protection (CEOP) for Practitioners** | Half Day (09:30 – 12:15)  **Face-to-Face**  (Details of Venue will be available on booking)  **28th May 2025**  **13th November 2025** | CEOP is part of the National Crime Agency (NCA) and works with child protection partners across the UK and overseas to identify the main threats to children and co-ordinates activity against these threats to bring offenders to account. They protect children from harm online and offline, directly through NCA led operations and in partnership with local and international agencies.  As a result of your attendance, you will be able to:   * Understand the issues relating to keeping young people safe online * Look at the ways in which young people communicate and recognise potential dangers with these methods. * Understand the work of the CEOP. * Describe the methods that criminals use to entrap young people. * Identify strategies to assist young people to keep safe online. | The course is open to staff who work directly with children and young people particularly those within the general workforce. |
| **Child Protection and Children affected by Disability** | **3 hours (09:30 – 12:30 hrs)**  **MS TEAMS LIVE SESSION**  **11th June 2025**  **27th November 2025** | To develop knowledge, confidence and competence in safeguarding and promoting the welfare of children and young people affected by disability and raise awareness of the challenges disability may create in families.  By the end of the half-day session, participants should be able to:  **Explore and consider:**   * + existing child protection knowledge in assessing and supporting a disabled child   + additional consideration of needs and care   + context in which harm happens (by omission or commission)   + risk and areas of added vulnerability   + child at the heart of assessment, voice and communication   **Enhanced awareness of:**   * common conditions children live with * impact on need for support and protection * impact on carers and family * practice knowledge, understanding and skills for engaging, relating and communicating with children and families * equality legislation and children’s rights | This learning and development opportunity has been designed for any professional who works with children and families in any setting in the general or specific workforce. |
| **United Nations Convention on the Rights of the Child** | 2 hours (09:30 – 11:30)  **MS Teams Live Session**  **26th March 2025**  **4th November 2025** | To raise awareness & understanding of Children’s Rights in Scotland and the importance of the voice of the child.  **As a result of attending this course you will.**   * Build understanding of children’s rights in Scottish legislation and policy context * Raise awareness and understanding of the United Nations Convention on the Rights of the Child (UNCRC) * The voice of the child and the importance of supporting children and young people to express their views, needs and feelings. | The course is open to staff who work with children and young people. It is suitable for those in the general, specialist and specific workforce. |
| **Children (Equal Protection from Assault) (Scotland) Act 2019** | **30-minute e-Learning Course**  **SLC employees access course via SL Oracle Fusion using the link below:**  [**Equal Protection from Assault: SLC Employees**](https://fa-euuc-saasfaprod1.fa.ocs.oraclecloud.com/fscmUI/redwood/learner/learn/redirect?learningItemId=300000023905614&learningItemType=ORA_COURSE)  **External Agencies access the course by using the following link:**  [**Equal Protection from Assault: External Partners**](https://rise.articulate.com/share/H4QjKZjTYgGdbISp8NKsber3K28ZxfXD)  **SLCPC Multi Agency Guidance can be accessed here:**  [**Equal Protection from Assault Multi-Agency Guidance 2024**](https://www.childprotectionsouthlanarkshire.org.uk/downloads/file/414/pan_lanarkshire_-_equal_protection_practitioners_cp_guidance) | This e-learning learning module will outline recent changes in responses to the protection of children, relating to new legislation Children (Equal Protection from Assault) (Scotland) Act 2019.  As a result of completing this e-learning module you will:   * Have more awareness of the new legislative framework known as Children (Equal Protection from Assault) (Scotland) Act 2019 and what it means for families and for professionals. * Be more aware of the recent changes in responses to the protection of children relating to this new legislative framework. * Become familiar with our Pan Lanarkshire Guidance Equal Protection from Assault Multi-Agency Guidance | This course is aimed at those who work directly with children and young people.  Suitable for those in the general, specialist and specific workforce as described in this programme. |
| **Starting a Conversation with Children** | **3-hour e-learning Course.**  **SLC employees access course via SL Learn online Platform.**  **External Agencies access the course by using the following link:**  <https://rise.articulate.com/share/sLrZKj18CLKnVo8_zT36mEDnvrZz468N> | This e-learning module aims to support practitioners across the multi-agency workforce to plan and prepare for conversations and direct work with children they are supporting. It will support workers to consider what they need to know and understand about children including their development and non-verbal communication and make think about the importance of how we communicate with children.  As a result of completing this e-learning module you will be able to:   * Understand the importance of communication in practice to build connections with children * To explore the best ways to use children’s natural expression both creatively (to support them) and effectively (to understand how they see their life and experiences). * To consider how we accurately record the child’s view in professional records. * To provide some ideas and tools that might help to facilitate the conversations that do happen. | This course is aimed at those who work directly with children and young people.  Suitable for those in the general, specialist and specific workforce as described in this programme. |
| **Infant Mental Health; An Introduction** | **40-minute eLearning Course**  **SLC employees access course via SL Learn online Platform.**  **External Agencies access the course by using the following link:**  <https://rise.articulate.com/share/v8dLvXDrEVqYUSCtxE9r9Fz7FsGd2xgN> | This module is designed as an introduction to infant mental health.  By the end of this module, it is hoped that you will;   * Have an understanding of what Infant Mental Health means. * Have an awareness of how an infant’s mental health can be supported by their care giver. * Know what factors can impact upon an infant’s mental health. * Have an increased understanding about the importance of infancy and early intervention. * Be able to identify when concerns are present for an infant within the context of their mental health. | This module is aimed at practitioners who will come into contact with infants as part of their work, whether this be on a frequent or infrequent basis. |
| **Infant Mental Health: Observational Skills and Techniques** | **40-minute eLearning Course**  **SLC employees access course via SL Learn online Platform.**  **External Agencies access the course by using the following link:**  <https://rise.articulate.com/share/CqXSNxYLs6jAyOvEw_WMiEj8WBVfWsnj> | This module is designed to assist practitioners in their observations of infants in order to gain a better understanding of their mental health. The learning from this module will assist in the observation, assessment and care planning for infants and allow such to take an infant’s mental health into consideration.  By the end of this module, it is hoped that you will;   * Be aware of what is required when observing infants. * Have an understanding of the risk factors around infant mental health. * Have an understanding of the key indicators of mental health difficulties in infants. * Have had an introduction to the Lanarkshire Infant Mental Health Observational Indicator Set.   be aware of the services within Lanarkshire to support infants with mental health difficulties. | This module is designed as an introduction to infant mental health and is aimed at practitioners who will come into contact with infants as part of their work, whether this be on a frequent or infrequent basis.  This module is aimed at practitioners who have completed the **Infant Mental Health; An Introduction** module. |
| **Violence Against Women & Girls Learning and Development** | | | |
| **Course** | **Duration and Method** | **Aims & Objectives** | **Target Audience** |
| **Accessing Support: Challenges faced by BME and Muslim Women** | Half Day (10:00-13:00)  **MS Teams**  **19th February 2025**  **5th June 2025** | The training explores experiences of Honour Based Abuse and other harmful practices such as Forced Marriage and the social environments that support the excuses used by perpetrators to commit these crimes and the impact on Black and Minority Ethnic and/or Muslim women.  By the end of the course, delegates will be able to:   * Raise awareness and broaden understanding of the varied issues for black and ethnic minority women experiencing various types of Gender-Based abuse including honour-based abuse. * It will explore the social, cultural, and religious factors which impact upon BME women’s experiences of Gender-Based violence. * The concept of ‘honour’ and how it affects BME Women. * Harmful Cultural Practices including Forced Marriage. * Additional barriers faced by BME and Muslim women in accessing services. * Immigration issues including entitlement to support. | The course is open to all including managers and is suitable for the General, Specific and Intensive workforce. |
| **Commercial Sexual Exploitation Awareness** | Half Day (9:30-12:45)  **MS Teams**  **8th May 2025**  **2nd October 2025** | To improve participant understanding of Commercial Sexual Exploitation (CSE) and associated practice issues for Lanarkshire.   * Demonstrate why prostitution is a form of violence against women. * Explore the wider definitions of CSE including the use of online platforms. * Show the reality of life for those who are or have been involved in the selling or exchanging of sex. * Increase awareness of prostitution, including via human trafficking across Lanarkshire. * Provide a legislative and legal context in relation to prostitution. * Identify the impact of prostitution within a Lanarkshire context and how to improve frontline responses. | The course is open to all including managers and is suitable for the General, Specific and Intensive workforce. |
| **Domestic Abuse: Risk Assessment** | Half Day (9:30-1:00)  **MS Teams**  **11th February 2025**  **13th May 2025**  **10th September2025**  **11th November 2025** | To improve participant knowledge of domestic abuse risk assessment and the MARAC process. By the end of the course, participants should be able to:   * Identify risk factors in domestic abuse cases. * Be able to use nationally recognised risk assessment tool (Safe Lives DASH-RIC). * Understand the concept of safety planning. | This course is open to all frontline staff and managers across the multiagency general, specific, and intensive public protection workforce. |
| **Domestic Abuse: The MARAC Process** | Half Day (2:00-4:30)  **MS Teams**  **11th February 2025**  **13th May 2025**  **10th September2025**  **11th November 2025** | Improve knowledge of the MARAC (Multi Agency Risk Assessment Conference) process with an emphasis on the roles and responsibilities of the MARAC representative within the MARAC.   * Overview of MARAC process. * Explain agencies’ role within MARAC. * Increase representative confidence presenting MARAC cases. * Understand the importance of the representative’s role within the risk management plan. | This course is open to all frontline staff and managers across the multiagency general, specific, and intensive public protection workforce who attend or are likely to attend MARAC meetings. **Please Note:** Completion of Domestic Abuse: Risk Assessment course is mandatory prior to attending this course. |
| **Sexual Violence and the Law** | One Day *(split over 2 half day sessions 09:30-12:30)*  **MS Teams**  **5th & 12th June 2025**  **9th & 16th September 2025** | To improve participant knowledge of sexual violence and associated legislation.  By the end of the course, participants should be able to demonstrate an understanding of:   * Legal definitions and legislation covering rape and other forms of sexual abuse and sexual harassment. * What constitutes sexual harassment including within the workplace. * Legal issues in relation to sharing sexual material online and via text messaging. * Addressing legal issues for 13–16-year-olds in relation to ‘consenting’ sexual behaviour. * Issues of corroboration and the ‘not proven’ verdict in relation to rape and sexual violence prosecutions. * Sexual offender convictions with regards to the sex offender’s register. | The course is open to all including managers and is suitable for the General, Specific workforce. |
| **Understanding the Dynamics of Domestic Abuse** | Half Day (09:30-13:30)  **Self-directed learning for MS Teams**  **13th March 2025**  **19th June 2025**  **4th September 2025**  **6th November 2025** | To improve knowledge and understanding of the dynamics and impact of domestic abuse. By the end of the course, participants should be able to:   * Contextualise the Gender-Based dynamics of Domestic Abuse. * Understand the effect of Domestic Abuse. * Identify some of the effects that Domestic Abuse has on children and young people. * Identify good practice to support women who have disclosed Domestic Abuse. * Identify how and where to refer women affected by Domestic Abuse. | This course is open to all frontline staff and managers across the multi-agency general, specific, and intensive public protection workforce.  **Note: One-hour e-learning must be completed prior to attending the course** |



Violence Against Women and Girls Partnership Logo 



