

## **Children and Young Peoples Justice Service Training Overview 2022**

### **Training, Learning and Development**

Training and learning is delivered through internally commissioned training/workshops for CYPJS specific activity, accessing the divisional and corporate training programmes and through self-directed research keeping up with practice developments.

All staff receive asset plus training and refresher training as standard which has contextual safeguarding intrinsically embedded within the training. Asset plus assessment training is refreshed yearly and covered in team meetings and focus sessions throughout the year.

The Divisional Training programme is managed by the Learning and Development Manager. It is designed to meet thematic and skills-based training needs; identified through Appraisals, Quality Assurance Activity and job role / career progression requirements. The development and delivery of this plan is overseen by the Workforce Development Strategic Group which meets on a quarterly basis chaired by the Principal Child and Family Social Worker.

Differently qualified staff within the CYPJS are able to access the BA Hons Social Work Degree apprenticeship delivered in conjunction with Warwick University. This is a 3 year course, where people study 1 day a week and develop and apply their skills and knowledge within their substantive role, supported by a social work practice educator. There is one member of the CYPJS who has started this in September 2021.

### **Signs of Safety and the Lundy Model Implementation**

Leicester City Council Children's Social Care and Early Help have been implementing the Signs of Safety framework since October 2017. This has been the main focus for learning across the division, using this framework to support practice development around assessments, analysis, planning, working effectively with families and improving the quality of direct work. Other thematic learning and skills-based training has also been offered.

26 of the CYPJS staff have received 2 days training in the Signs of Safety framework and principles for practice as part of the Division wide implementation of the framework for practice.

5 managers have received 5 days 'Practice Lead' training building greater in depth awareness of the framework and how to use it. 3 Practice lead sessions have been offered which have built on the role of managers as practice leaders with Signs of Safety, using appreciative inquiry and questions to explore strengths and safety and building and working with networks. There is a rolling programme of workshops focusing on different elements of the Signs of Safety model (eg safety planning, working with networks, direct work with children and young people) which members of the service are able to access and application is considered to children and young people working with the CYPJS.

As part of the training, 3 young people open to the CYPJS have been ‘mapped’ as case examples and the application of the framework and principles to the YOT role have been demonstrated. On-going development work is taking place between the Signs of Safety Team and the CYPJS Management Team to support its implementation.

Leicester City’s Children’s Social Care and Education have adopted the Lundy Model of Participation ( a Rights based model of Participation) in 2020. 16 members of the CYPJS have undertaken the training and have a full understanding of the model, considering the key elements of participation in all the work they do.

### **Wellbeing and reflection**

Leicester City Children’s Social Care and Early Help took part in the national pilot of ‘Schwartz Rounds’ ( [CommunityCareReportintoSchwartzRounds](#)) supported by the What Works Centre and Cardiff University 2019-21, providing monthly sessions for people to come together and reflect on the impact of the work they do. People from the CYPJS in the pilot group were able to access these initially and then they became available to all from April 2021, when they were rolled out across the Division. Feedback is positive about the importance of creating this space and time to reflect and support connection across the division.

Leicester Social Care and Education have a Mental Health First Aiders programme which is accessible by all across the division, providing support and signposting to those who access it, acknowledging the impact of our work and own experiences.

### **Training and Learning delivered 2021**

<b>Training and Learning</b>	<b>Numbers of staff attending</b>
Domestic Homicide	2
Adverse Childhood Experiences Day 3	7
Education Health Care Plans	16
Chronology	1
ASB incremental Approach	15
MARAC briefing	8
Signs of Safety – new starters	2
AIM 3	20
Contextual safeguarding	1
Addictive Behaviours and Impactful support	2
Participation	16
NACRO Identity Lens	20
Maturity briefing	27
Unconscious Bias	25
Transitions Policy briefing	7
Victim and RJ workshop	10
Sexual Health	1
Cyber Bullying 2	2

Bail and remand – new starters/seconded probation officer	3
AssetPlus Foundations – new starters	3
Violence Reduction Network	5
Developing professional curiosity	1

### **The impact of training / learning and development**

Regular conversations are held within supervision about the impact of any learning and how it is applied to the work being done. The annual Quality Conversation between worker and manager focuses on development and strengths and development areas are identified.

Regular quality assurance activity also tracks the impact of training on practice with feedback sought regularly from young people and families. Where quality assurance activity identifies training needs people are supported to access this.

### **Training Plan for 2022**

Training needs and requests are being gathered through the annual personal development review (Quality Conversation – Appraisal) process. This is an annual cycle which is completed by the beginning of each year, with training requests submitted to the Learning and Development Manager to build the annual plan.

Requests from the CYPJS PDRs which have been submitted for the 2022-23 plan are

<b>Thematic learning</b>	<b>How will this be delivered?</b>
Contextual Safeguarding: particularly in relation to gang affiliation, county lines, criminal exploitation	Through divisional training plan and service specific workshops
The impact of social media in terms of exploitation and exposure to violence	Through divisional training plan and service specific workshops
Trauma Informed intervention training in the context of youth justice	Trauma informed practice to be delivered through divisional training programme; ongoing awareness and training, links made to the wider divisional strategy and then specific in-service application considered.
Understanding sexual assault within the context of young people and their relationships	Links to Contextual Safeguarding Training; also picked up via Harmful Sexual Behaviour Development Work across division, which is identifying training needs and developing a delivery plan. Aim 3
Evidence based interventions: for knife crime, gang and serious violence and with females.	Through divisional training programme and service specific workshops

Working with domestic abuse	Via the commissioned Domestic Abuse and Sexual Violence training programme. MARAC
Dealing with resistance / disputed behaviour	Through divisional training programme and Signs of Safety workshops
MAPPA	Briefing/workshop to be delivered by X 1 Team Manager and NPS
Explore links with Multi Faith Centre to develop increased awareness of needs of ROMA communities and approaches to engagement.	Engagement with local communities and awareness sessions offered across the city.
Develop understanding of working with SEND young people.	SEND e-learning (ongoing)
Maturity	
Certificate in Effective Practice	YJB, staff recruited to rolling programme
<b>Skills Development</b>	
Assessment and analysis skills	Through the Divisional Training Plan
Report writing skills	Through Divisional Training plan
Performance reporting training	Service / individual workshops
<b>Training for Managers</b>	
ILM 3 / ILM 5	Corporate programme of Management Apprenticeships offering ILM 3/5
Bespoke 1-1 coaching programme for managers in Children's Social Care and Early Help	2 x group workshops and 3 x 1-1 sessions focusing on personal development
Management and leadership training	Corporate programme of Management Apprenticeships offering ILM 3/5  Corporate programme: Inclusive Leadership (x3 sessions), Leading for High Performance (x4 sessions) and Everyday Coaching
Reflective and clinical supervision skills	Access to Research in Practice sessions and resources, through SOS Practice Lead sessions.