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Multi-Agency Learning and Development Programme April 2010 – March 2011

FOREWORD

I am pleased to present to you the Calderdale Safeguarding Children Board's Learning and Development programme for 2010/2011.

This programme sets out the learning and development opportunities open to all professionals with a responsibility to safeguard children within Calderdale. It builds on the foundations of the previous programme and its principles.

Effective multi-agency working is an important factor in safeguarding children but its complexity makes this work a challenge. Inter-agency training is one way in which the Calderdale Safeguarding Children Board can support staff with this task by promoting common and shared understanding of the roles and responsibilities of different professionals.

New courses are also being developed and we will ensure that these will be posted on the website as soon as they become available.

The Calderdale Learning & Development Sub-Group wants to increase the workforce's knowledge about safeguarding and enhance the skills of practitioners in order that they can work effectively within their own agencies and in strong partnership with other organisations in order to improve outcomes for children and their families.

Paul Sharkey
Chair, Learning and Development Sub-Group
Calderdale Safeguarding Children Board

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COURSE INFORMATION – THE PROGRAMME

Safeguarding Board Multi-Agency Training Programme – April 2010 – March 2011

The purpose of training for inter-agency work is to help develop and foster the following, in order to achieve better outcomes for children and young people:

- Shared understanding of the tasks, processes, principles and roles and responsibilities outlined in national guidance and local arrangements for safeguarding children
- More effective and integrated services
- Improved communication and common understanding
- Effective working relationships, including an ability to work in multi-disciplinary groups
- Sound decision-making based on information sharing and thorough assessment, critical analysis and professional judgement

The programme for the year from April 2010 supports the above objectives.

Unless stated otherwise, the courses are aimed at agency practitioners who regularly work with children or who have specific responsibility for child welfare and protection.

Some basic child protection training should previously have been undertaken in order for staff to benefit from the content of these courses, which are designed to enhance skills and understanding.

The CSCB acknowledges that individual agencies are responsible for ensuring that their staff are competent to carry out child protection responsibilities and those training needs cannot be met through this training programme. However, the CSCB Learning and Development Sub-Group has a role in supporting and evaluating single agency child protection training and this is expressed by provision of the e-learning programme.

The e-learning package offers basic awareness training, and there are also taught courses within individual agencies for this purpose. For more information on the e-learning package, please contact Bernadette Johansen on 01422392655 or bernadette.johansen@calderdale.gov.uk or visit the website.

GENERAL INFORMATION

Course Venues and Times

Unless otherwise stated courses will start with registration at 9.15am and end at 4.30pm. The courses will be held in a number of venues and directions will be provided with the booking confirmation that should be received at least one week before the course.

Trainers

The programme is usually delivered by the Calderdale Multi-Agency Safeguarding trainer alongside specialist staff from the locality. Some courses are delivered by independent trainers.

Fees

All courses within the programme are free of charge to all practitioners within Calderdale Safeguarding Children Board partner agencies. Full day training courses also include refreshments and lunch. Half day courses include refreshments.

Charges will be applied in the following circumstances.

- For non-attendance without 48 hours notice (by phone, email or fax) to Helen Fleming-Scott, a cancellation charge of £50 per day will be applied (pro-rata for half-day).
- A charge of £50 per day will be made to agencies and private sector organisations that are not part of Calderdale Safeguarding Children Board. Additional delegates from that agency will be charged £35 per day. This charge will not be applied to not-for-profit organisations working with children.

Certification

Delegates who attend a training course will receive a certificate.

Evaluation

All participants will be expected to complete an evaluation form at the end of each course. The information will then be used to improve the content of future courses. Evaluation forms will also be presented as required to the Learning and Development Sub-Group as well as the Calderdale Safeguarding Children Board.

Additional Material

The course descriptions will outline the prior learning requirements and any pre course reading and preparation that is required. All courses will provide a range of handouts, resources and further reading matter for participants to use afterwards.

BASIC AWARENESS – INTRODUCTION TO SAFEGUARDING

E-LEARNING

Calderdale Safeguarding Children Board provides basic awareness e-learning via Safeguarding Children E-Academy. The course is entitled 'The Awareness of Child Abuse and Neglect' and includes a core and foundation module. The e-learning modules and online assessment provide a flexible alternative delivery route for Introductory Level Basic Awareness.

There are different learning pathways:

- The **Core Introduction Module** is aimed at individuals who are working directly with children, young people and their families. These practitioners will have some professional or organisational responsibility in relation to safeguarding children.
- The **Foundation Module** is most appropriate for individuals in a paid or voluntary capacity who may have contact with children and young people but do not work directly with them.
- The **Young Persons Module** is most appropriate for staff who work with the 11-18 year age group.

The courses cover similar material but the Core Introduction deals with this in more depth as appropriate for the increased level of contact that staff will have with children and their families.

Module Outcomes:

- Understanding the various types of abuse or deliberate harm to a child
- Identifying the signs of abuse and what to look for
- Knowing how to ask questions if you suspect a child is being abused
- Knowing what steps you can take if you suspect abuse is happening
- Understanding what happens after a referral is made
- Knowing what to do if a child or adult discloses abuse
- Understanding the importance of keeping accurate and up to date records
- Information on what to do if you suspect abuse or deliberate harm to a child

How does e-learning work?

Each Module has a number of interactive learning screens, learner challenges, tracking and online assessment. There is a certificate available for successful applicants. The training takes approximately two hours to complete – some people will do it more quickly and others will take longer. You can do it in stages and save your work.

For a free demonstration on this training course go to: www.safeguardingchildrenea.co.uk.

There is also a young person's version aimed at staff who work with older children aged 12 – 18.

What equipment is needed to access the Modules?

All that is needed is access to a computer that has an Internet connection. The system has been optimised to allow minimum access time, but a broadband connection is preferable. The Modules have been developed using Flash technology and a Flash Player needs to be installed on the computer.

How do I apply?

To access this exciting way of learning please complete the online application via helen.flemming-scott@calderdale.gov.uk. We will then email you with your confirmation of acceptance and your individual username and password within two weeks. You should then complete your chosen Module within 4 weeks.

Charges

Access to either Module is free of charge to applicants from Calderdale Safeguarding Children Board member organisations or not-for-profit agencies.

COURSE CALENDAR APRIL 2010 – MARCH 2011

Working Together to Safeguard Children

- 6 & 7 July 2010
- 14 & 15 September 2010
- 16 & 17 November 2010
- 18 & 19 January 2011
- 8 & 9 March 2011

Working Together in Core Groups

- 13 April 2010
- 10 June 2010
- 21 September 2010
- 9 February 2011

Multi-Agency Risk Assessment Skills

- 8 June 2010
- 1 December 2010
- 2 February 2011

Impact of Adult Mental Health Problems on Parenting

- 28 September 2010
- 12 January 2011

The Impact of Parental Substance Misuse on Parenting

- 22 June 2010
- 19 October 2010

Safeguarding Disabled Children

- 11 May 2010
- 12 October 2010

Sexual Exploitation of Children and Young People – *New Date Added*

- 4 November 2010

Children and Young People Missing from Care - Date to be confirmed

Cultural Assumptions and Safeguarding Children

- 23 November 2010
- 15 March 2011

Listening to and Communicating with Children and Young People – **Updated**

- 29 June 2010
- 8 December 2010

Serious Case Review Seminars (AM Only)

- 14 May 2010

Forced Marriages (AM Only)

- 21 May 2010
- 15 October 2010
- 25 January 2011

Multi-Agency Assessments of Parents with Learning Difficulties – **New Date Added**

- 20 April 2010
- 24 May 2010 – Kirklees, The Deighton Centre, Deighton, Huddersfield
- 7 October 2010

Recognising and Responding to Young People who Display Harmful or Concerning Sexual Behaviour

- 5 October 2010

Impact of Domestic Abuse on Children and Families – **New Dates Added**

- 20 May 2010
- 9 November 2010

Managing Allegations Against Staff – **New Dates Added**

- 23 September 2010
- 8 February 2011

Multi-Agency Risk Assessment of Families of Neglected Children – **New Course**

- 25 May 2010
- 25 November 2010

INTERMEDIATE LEVEL COURSES

WORKING TOGETHER TO SAFEGUARD CHILDREN (TWO DAY COURSE)

This course is appropriate for staff who have already undertaken basic awareness training. The course is essential for those staff who are directly involved in safeguarding work. The course concerns the background to current Child Protection practice and the legislative framework. The course combines both theoretical and practical approaches to this challenging work.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the training, participants will have:

1. Increased knowledge of multi-agency work.
2. Understand the differences between 'harm' and 'significant harm' and how this informs practice.
3. Increased knowledge of the investigative assessment process and their part in it.
4. Increased awareness of when and how to make a referral.
5. Be able to use local safeguarding procedures, and have increased knowledge of local resources/services.
6. Increased knowledge of the latest safeguarding legislation and guidance.

Target Group

All practitioners who work directly or have significant contact with children and young people. Of specific value to those staff who become involved in child protection investigations, attend Child Protection Conferences and contribute to Core Groups.

WORKING TOGETHER IN CORE GROUPS

This one day course follows the Working Together course and offers information and training about Child Protection Plans and their purpose. The course explores various assessment methods and the responsibilities of Core Group members for the protection of children.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the course, participants will:

1. Have knowledge of the process of change and its relevance to the assessment process.
2. Increased awareness of the role and responsibilities of Core Group members.
3. Be able to formulate a Child Protection Plan.
4. Recognise the importance of working together during the child protection process.
5. Be able to identify when a plan is no longer needed.

Target Group

Practitioners who work directly or have significant contact with children and young people. Of particular value to staff who are members of Core Groups.

MULTI-AGENCY RISK ASSESSMENT

This one day course should be attended if Working Together training has been completed. This course recognises the outcome of Serious Case Reviews, and the recommendations for improvements to the quality of multi-agency assessments.

The course explores the theoretical background to the latest developments in practice. A range of assessment tools and their application to practice will be discussed. Barriers to effective assessments will be explored as well as good practice guidelines.

The course will discuss the importance of maintaining the focus on the child in the assessment process.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

Participants will have:

1. Increased awareness of new legislation and guidance relating to safeguarding children.
2. Updated knowledge of multi-agency working in relation to risk assessment.
3. Increased awareness of the assessment process and their responsibilities within it.
4. Increased their knowledge of the barriers to good practice and strategies to overcome them.

Target Group

Practitioners who work directly or have significant contact with children and young people. Of particular value to staff who are members of Core Groups.

SERIOUS CASE REVIEWS

Half day training programme for all staff who may have involvement in this process.

Trainer

Paul Sharkey, Safeguarding Manager, Calderdale Safeguarding Children Board

Learning Outcomes:

1. Staff will have received an update on the latest research relating to Safeguarding and the Serious Case Review process.
2. Staff will have greater understanding of the purpose of Serious Case Reviews and their professional responsibilities within that process.

Target Group

All practitioners and front line managers.

CULTURAL ASSUMPTIONS AND SAFEGUARDING CHILDREN

This one day course is aimed at all practitioners who are involved in safeguarding children and explores the way in which assumptions and myths about cultures and stereotypes affect the assessment processes.

Trainer

Baseer Mir, NSPCC Shield Project

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

1. Participants will have increased awareness of cultural issues and their impact on families.
2. Participants will be able to assess how stereotypes and myths can affect how we safeguard children.
3. Participants will have a greater understanding of the barriers to inclusive practice and learn strategies to overcome them.

Target Group

All staff directly involved in making assessments and safeguarding children.

Participants should have successfully completed Equality and Diversity training (e-learning or taught) before accessing this course.

THE IMPACT OF PARENTAL SUBSTANCE MISUSE AND ITS EFFECTS ON PARENTING

A one day course which offers practical and theoretical information about the effects of drug and alcohol misuse on parenting. There will be opportunity to practice multi-agency assessments.

Trainers

Sam Jones, Calderdale Substance Misuse Service

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the course, participants will have:

- Increased knowledge about drug and alcohol misuse and its potential impact on parenting.
- Increased recognition of the child's experience of living with a substance misusing parent.
- Awareness of the potential risk and protective factors.
- Had opportunity to practice multi-agency assessments.
- Awareness of local services.

Target Group

Practitioners from agencies who are involved in multi-agency assessments where substance misuse is a factor.

LISTENING TO AND COMMUNICATING WITH CHILDREN AND YOUNG PEOPLE

This one day course complements the Induction module 'Communicating with Children and Young People'.

The course is aimed at practitioners who are working directly with children. It builds on some of the techniques covered in the induction module and offers advice and guidance on specific intervention techniques.

There is an expectation that participants during and following the event will apply the learning to their casework.

Examples will be given of creative ways to hear children who may struggle to express themselves.

Trainer

Allison Waddell, Young Carers Manager, Young Carers Scheme

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

1. Participants will identify different ways to communicate with children and a range of techniques available.
2. Participants will be able to describe their responsibilities in relation to information sharing.
3. Participants will be able to select an appropriate technique to apply in their work with specific cases.

Target Group

All staff who directly support children and young people in their work.

SEXUAL EXPLOITATION OF CHILDREN AND YOUNG PEOPLE

Target Audience

This course is relevant for any multi-agency professional who works with children and young people. In particular residential and foster carers, child protection social workers, police officers, outreach workers and school nurses.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Content

Both theoretical and practical content including an introduction to sexual exploitation, identifying sexual exploitation, the warning signs, grooming process and shared multi-agency responses. Relevant legislation and guidance such as the Sexual Offences Act (2003) and local procedures are highlighted.

Learning Outcomes

Participants will be able to:

1. Identify early warning signs and vulnerability factors.
2. Recognise symptoms of the grooming process/cycle.
3. Identify key relevant legislation and local guidance.
4. Recognise the importance of multi-agency support for CSE.

CHILDREN AND YOUNG PEOPLE WHO GO MISSING FROM CARE/HOME

Target Audience

Looked after children practitioners, residential care workers, police officers, foster carers and outreach workers.

Content

The course will be based upon the new statutory guidance on 'Children who run away and go missing from home or care' (2009) and local procedures. Vulnerability factors, identification of risk and intervention options will be discussed. Multi-agency responses to missing episodes and in particular, police responsibilities, will be presented by relevant agency.

Learning Outcomes

Participants will be able to:

1. Utilize procedures to maximise the protection of at risk children.
2. Have a clearer understanding of a variety of intervention options.
3. Recognise the role of the Police's response to missing episodes and risk assessment

SAFEGUARDING CHILDREN WITH DISABILITIES

This one-day course is suitable for those who work directly with children and young people that have a disability. Working Together to Safeguard Children recognises that disabled children are particularly vulnerable to abuse and have additional requirements if they are to be properly safeguarded from harm. The myths and stereotypes around disability and abuse are challenged and specific safeguarding strategies are discussed.

Trainers

Pam Westmoreland, Senior Practitioner, Calderdale Safeguarding Disabled Children Team
Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the training participants will:

1. Be able to identify the factors that increase the vulnerability of children with a disability to abuse and neglect.
2. Recognise how multi-agency professional practice can help.
3. Have explored the additional skills and resources required by professionals in responding to concerns that a child with a disability is being ill-treated or neglected.

Target Group

Practitioners who work directly, or have significant contact, with children and young people that have a disability.

Participants should have successfully completed Equality and Diversity training (e-learning or taught) before accessing this course

THE IMPACT OF ADULT MENTAL HEALTH PROBLEMS ON CHILDREN AND YOUNG PEOPLE

This is a one day course aimed at practitioners who work directly with children and young people who may be members of families where a parent has mental health problems. It looks at factors which increase and reduce vulnerability and strategies for staff.

Trainer

Julie Lodge, Named Nurse for Child Protection, South West Yorkshire Mental Health Problem
Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the course participants will have:

1. Increased their knowledge of mental illness and its impact on parents.
2. Increased their knowledge of the effects of mental illness on children.
3. Awareness of risk and protective factors.
4. Knowledge of multi-agency assessment processes.
5. Awareness of local and national resources and services of support for children and young people.

Target Group

All staff who are involved in multi agency assessments would benefit from the content of this course.

MULTI-AGENCY ASSESSMENTS OF PARENTS WITH A LEARNING DISABILITY

This course is designed for staff from different agencies who are involved in risk assessments of parents with a learning disability.

The learning will cover issues such as the importance of keeping the focus on the children's welfare, working collaboratively across agencies, partnership and appropriate support for parents.

Trainer

Julie Lodge, Named Nurse for Child Protection, South West Yorkshire Mental Health Trust
Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

Participants will be able to describe:

4. The impact of parental learning disabilities on children.
5. The risk and protective factors for children.
6. 'What works' when working with parents with a learning disability.
7. Messages from research and practice about ways to improve multi-agency working.

Calderdale learners can also access the same course in Kirklees on **24 May 2010**. It will be held at the Deighton Centre, Deighton Road, Huddersfield.

Participants should have successfully completed Equality and Diversity training (e-learning or taught) before accessing this course

RECOGNISING AND RESPONDING TO YOUNG PEOPLE WHO DISPLAY HARMFUL OR CONCERNING SEXUAL BEHAVIOUR

This is a one-day intermediate level course is provided to offer guidance and is suitable to those staff who will be working with children and young people who are exhibiting this behaviour. There will be practical and theoretical information about these types of behaviours that might be present, and how to recognise its seriousness and advice on how to promote safe care.

Trainers

NSPCC Shield Project, Huddersfield.

Learning Outcomes

By the end of the training participants will:

1. Raised awareness of sexually harmful behaviour.
2. Increased information about the latest research, legislation and theories.
3. Greater understanding of appropriate responses to sexually harmful behaviour.
4. Increased understanding of how working together can achieve better outcomes.
5. Ability to describe normal sexual development and recognise inappropriate behaviour.
6. Knowledge of range of assessments/tools available.

Target Group

Practitioners who work directly with children, or with adults who are parents/caregivers.

FORCED MARRAIGES

This half day training course is designed for practitioners who work directly with children and young people.

Participants will be able to take many of the training materials with them in order to share their knowledge with colleagues in their workplace.

Trainer

PC Jan West, West Yorkshire Police

Bernadette Johansen, Workforce Development Officer, Multi-Agency Safeguarding

Learning Outcomes

By the end of the course participants will have:

1. An overview of forced marriage issues.
2. Increased knowledge of the signs and symptoms associated with forced marriage.
3. Be able to distinguish between forced marriage and arranged marriages.
4. Increased knowledge of referral procedures and who to contact for help.

THE IMPACT OF DOMESTIC ABUSE ON CHILDREN AND FAMILIES

This course is aimed at practitioners who are working with children and families who are experiencing domestic abuse.

The course will provide information about the signs of domestic abuse, the victim and perpetrator perspectives and explore the specific effects on children. Ways to support these children and their families will be discussed and information on local and national resources will be provided

Trainers

Julie Warburton Named Nurse Safeguarding children, NHS Calderdale
Bernadette Johansen Workforce Development Officer, Multi-agency Safeguarding

Learning Outcomes

Participants will be able to:

1. Describe the impact of domestic abuse and the accompanying risks to children.
2. Evaluate the needs of children separately to the adults living with domestic abuse.
3. Identify sources of support for children and parents.

MANAGING ALLEGATIONS AGAINST STAFF

This half day course is designed for managers. The course offers information and specific advice for all managers when allegations have been made against their staff. There will be reference to the latest guidance on safe working practices and practical application. There will also be opportunity to look at examples of possible allegations and how to manage them.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Training

Learning Outcomes

1. Managers will become aware of the policies and procedures relating to management of allegations.
2. Managers will have a clearer understanding of their role and responsibilities.

Target Audience

All managers in the children's workforce.

MULTI-AGENCY RISK ASSESSMENT OF FAMILIES OF NEGLECTED CHILDREN

This course is aimed at practitioners who are working with families where there are concerns about neglect. The majority of children in Calderdale who have a Child Protection Plan are deemed to be at risk of neglect.

The course will look at ways of assessing the level of neglect, what form the neglect might take and the implications for children. Research findings will be discussed as well as the current police framework. There will be an opportunity to practice use of assessment tools and discuss intervention options.

Trainer

Bernadette Johansen, Workforce Development Officer, Multi-Agency Training

Learning Outcomes

Participants will be able to:

1. Identify signs of neglect, levels of risk and its effects on children.
2. Describe the different forms of neglect and how they impact on the potential for change.
3. Identify ways to intervene on a multi-agency basis.

HOW TO APPLY

Following receipt of your application form, your name will be placed on the course list. This will not automatically guarantee you a place because we try to ensure that the courses are truly multi-agency and include staff from a range of agencies and workplaces. We would advise that a maximum of four staff from any workplace would be allocated a place on the same course.

You will receive confirmation together with course information once you are allocated a place. It is, however, advised that you make note of the course date in order that you are available should you be selected.

APPLICATION FORM TO ATTEND CSCB TRAINING

All members of Calderdale Children and Young People’s Services also need to complete an ED1 in addition to this application.

Full Name:

Job Title:

Workplace:

Your FULL postal address for correspondence:
.....
.....

Post Code:

Telephone Number (Home):

Telephone Number (Work):

E-mail Address:

Do you have any dietary/access or hearing requirements? Yes No

If yes, please specify:

Course Details

Course Title:

Date:

How has this learning been identified? PAS Supervision Other

How will this learning assist your professional development?
.....
.....

I apply to attend this course:

Continued on next page.....

Signed:

Date:

Manager's support:

I agree the above course is relevant and support the applicant's attendance.

I understand that non-attendance without justifiable reason may incur charges.

Signature of Manager:

Name:

Date:

In order to assist us with our monitoring please complete the following by ticking the appropriate box:

Male	<input type="checkbox"/>	Female	<input type="checkbox"/>
Full Time	<input type="checkbox"/>	Part Time	<input type="checkbox"/>
Do you consider yourself Disabled?			
Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Are you employed by an Agency?			
Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

White	1A	British	
	1B	Irish	
	1C	Any other background	
Mixed	2A	White & Black Caribbean	
	2B	White & Black African	
	2C	White & Asian	
	2D	Any other mixed background	
Asian or Asian British	3A	Indian	
	3B	Pakistani	
	3C	Bangladeshi	
	3D	Any other Asian background	
Black or Black British	4A	Caribbean	
	4B	African	
	4C	Any other Black background	
Chinese or other ethnic group	5A	Chinese	
	5B	Other	

Please return completed forms to:

Helen Fleming-Scott
Calderdale Safeguarding Unit
3rd Floor, Northgate House
Halifax
HX1 1UN
Or fax: 01422393310

N.B. Incomplete application forms will not be accepted

For Child Protection Courses only:

Please state date of any Child Protection Training undertaken in your own agency within the last three years:

.....
.....

COMMON ASSESSMENT FRAMEWORK TRAINING

The Common Assessment is a shared assessment tool for children and young people with additional needs and is used across all children's services and all local areas in England. It aims to help early identification of needs and promote co-ordinated service provision, improving joint working and communication across agencies.

The Common Assessment is for everyone who works with children, young people and families, whether they are employed or volunteers, and working in the public, private or voluntary sector. It is for staff working in health, education, early years and childcare, social care, youth offending, police, youth support/Connexions service, advisory and support services and leisure. It is also for practitioners who work in services for adults, as many adults accessing those services are also parents or carers.

Training and support is available to all staff in the Calderdale area who come into contact with children, young people and families (parents and carers) during the course of their work.

Calderdale Multi-Agency Assessment Service (CMAS) can be contacted at:

Ash Green Community Primary School (Lower Site)
Mixenden Road
Mixenden
Halifax
HX2 8DQ
Tel: 01422245735
Fax: 01422249626
Email: cmas@calderdale.gov.uk

Further information can also be found on www.calderdale.gov.uk.

An e-learning course is available and can be accessed via helen.flemming-scott@calderdale.gov.uk.



www.calderdale-scb.org.uk

Partners



Voluntary &
Community
Sector

Updated February 2010

Safeguarding children - everyone's responsibility