

Croydon YJS – Workforce Development Plan

Croydon Youth Justice Service is committed to the development of staff and in an ever evolving system with multi-complexities understands that the up-to-date training in an array of areas is vital for both staff and Management. This Development Plan details 2023-24 training offer both internally and externally – specifically highlighting the needs and challenges faced by the Service and consequently training areas relevant to these specifics.

This plan is outlined but not defined by strategic objectives contained within the Youth Justice Plan 2022-23. The Youth Justice Plan highlights Service priorities.

Objective/Training Need	Training Offer	Priority	Start	Completion
<p>Objectives of the in person training workshops are as follows:</p> <ul style="list-style-type: none"> • Understand notions of vulnerability and childhood and how these are applied to some children more than others • Understand the broad concepts of intersectionality and adultification • Identify ways to guard against 	<p>The London Accommodation and Resettlement Pathfinders (LARP) are working in partnership with Listen Up Research to commission adultification training for Youth Justice organisations across London. We recognise that the adultification of children, particularly young black males, within the youth justice system can lead to a variety of negative outcomes and inequalities</p>		<p>19.04.23, 21.04.23, 24.04.23</p>	

<p>adultification in practice</p> <ul style="list-style-type: none"> • Reviewing findings from serious case reviews relating to child criminal exploitation <p>Please note that the webinar and in person training offers are free to join and has been fully funded by the LARP.</p>	<p>Objectives of the in person training workshops are as follows:</p> <ul style="list-style-type: none"> • Understand notions of vulnerability and childhood and how these are applied to some children more than others • Understand the broad concepts of intersectionality and adultification • Identify ways to guard against adultification in practice • Reviewing findings from serious case reviews relating to child criminal exploitation 			
<p>Ministry of Defence: How MOD Safeguarding is Structured and works with local Authorities & Partnerships</p>	<p>Safeguarding Policy Team in the MOD join us to explain how MOD safeguarding is structured, what the Welfare Services look like and what the implications are for families</p>		<p>27.03.23 from 4 – 5.15pm</p>	

	going abroad and/or being left behind. They will also cover their Domestic Abuse Programme and explain how they work as a conduit for information between the Local Authority and the MOD.			
<p>1.Effective risk practice to promote the safety of young people and others</p> <p>For Practitioners and Managers</p> <p>Delivered by Lyla Ward Wardell Associates</p>	<p>The course will cover</p> <ul style="list-style-type: none"> • Understanding “Risk” and the relationship between safety and wellbeing and harm to others. • Assessment: Evidencing our journey to the professional judgments • Linking assessments with our plans including <ul style="list-style-type: none"> ○ Priorities and links with desistance practice ○ External controls and actions ○ Dealing with changed circumstances 		<p>April 20 (9.15am – 1pm)</p> <p>OR</p> <p>October 6th</p> <p>On TEAMS. Half day.</p> <p>£80</p>	
2. Social media and	The course will explore		<p>April 25 (9.15-4pm)</p> <p>IN PERSON. FULL DAY</p>	

<p>Young People – Risks, Safeguarding and Challenges</p> <p>Delivered by Steven Gowen Researcher, Information and Analysis Team Hackney Integrated Gangs Unit</p> <p>For Practitioners and Managers</p>	<ul style="list-style-type: none"> • use of the internet and social media platforms • legal, risk and safeguarding issues • how intelligence can be gathered and used to map gang activity specifically • how to capture, share and use information appropriately • setting up staff roles, equipment and protocols • how a young person's actions in the virtual world can lead to serious consequences in the real world 			
<p>3.TRM Aware -Trauma Recovery Model The Trauma Recovery Model is a roadmap to help professionals care for and guide troubled children, towards recovery and resilience.</p> <p>The model combines theories of child development, attachment</p>	<ul style="list-style-type: none"> • The Trauma Recovery Model and underlying principles • Common shortcomings of standard assessment processes and how to do better • The importance of sequencing interventions to the development of the child 		<p>A 3 day course delivered via TEAMS.</p> <p>You must be able to attend all 3 dates.</p> <p>May 22,23 and 26th 2023</p> <p>9.30am- 4pm</p>	

<p>and neuroscience with hands-on practitioner skills</p> <p>A 3 day course for Practitioners and Managers</p> <p>Delivered by TRM Academy https://www.trmacademy.com</p>	<ul style="list-style-type: none"> • Key practice principles to guide how we care for and manage troubled children • Applying the TRM in practice 			
<p>Improving Reviews</p> <p>For Managers</p> <p>Delivered by Lyla Ward Wardell Associates</p> <p>Please have access to an Assetplus in progress that you can look at during the course (either for completion or countersignature). Screens cannot be shared due to data protection.</p>	<p>The course will cover</p> <ul style="list-style-type: none"> • Sharing practice in how teams do purposeful reviews to support positive outcomes • HMIP expectations • Practical methodologies for significant change and scheduled reviews / case closures <p>Quality Assuring reviews and case closures</p>		<p>May 9 (9.15am- 1pm)</p> <p>ON TEAMS. HALF DAY</p>	
<p>5. AssetPlus Quality Assurance</p>	<p>Through active participation in the course learners will focus on</p>		<p>8 June (9.15-1pm)</p> <p>OR</p>	

<p>Fast & Effective QA of AssetPlus Stages</p> <p>For Managers or Senior Practitioners</p> <p>Delivered by Duncan Hodgson Silver Bullet training</p>	<ul style="list-style-type: none"> • Key points to look for (in line with inspection standards) when quality assuring an initial stage • Apply and practice this approach using a QA checklist and case example • Identify different levels of quality of assurance 		<p>16 November (9.15-1pm)</p> <p>ON TEAMS.HALF DAY</p>	
<p>6.Working with Young People who display Sexually Harmful Behaviour (SHB)</p> <p>AIM3 training- Assessment and Intervention modules</p> <p>This course is targeted at professionals from Social Care, Youth Offending and Specialist providers, who should have a basic understanding of harmful sexual behaviours, gained either through relevant practice experience or training such as the AIM Awareness of HSB training or HSB foundation courses from other providers, and must also have practice experience of complex</p>	<p>A 4 day AIM3& AIM Intervention training course</p> <p>Learning Outcomes</p> <p><u>AIM3:</u></p> <ul style="list-style-type: none"> • Be able to analyse the relevant information to develop a profile of the young person, their family and context using the AIM3 model • Have confidence in developing safety and intervention plans responsive to the AIM3 assessment profile 		<p>A 4 day course</p> <p>ON TEAMS</p> <p>June 15, 16 AIM3 module</p> <p>September 28, 29 Interventions module</p> <p>9.15am -4.30pm</p> <p>You need to be able to do all 4 dates</p>	

<p>assessment work and/or experience in working with or looking after young people with complex needs and who are currently working with or looking after young people presenting with problematic or harmful sexual behaviours (HSB).</p> <p>The course includes a competency test. An approval certificate (valid for 3 years) will be awarded on successful completion.</p> <p>15/16 June (AIM3) with Karen Martin</p> <p>28/29 Sept (Interventions) with Christine McCarlie</p>	<p><u>AIM Intervention:</u></p> <ul style="list-style-type: none"> • Develop confidence and competence in using the AIM Intervention Framework to develop an intervention plan bespoke to the individual needs of the young person • Have been provided with examples of exercises for use in practice and the opportunity to try these out 			
<p>7. AIM3 for Supervisors Supervising HSB Practice</p> <p>For Managers</p> <p>This course is targeted at experienced professionals who are supervising staff who are working with children and young people with harmful sexual behaviours (HSB).</p> <p>Participants should have a good understanding of harmful sexual behaviours, either gained through</p>	<p>By the end of the workshop participants will:</p> <ul style="list-style-type: none"> • Have an overview of supervision, it's purpose and importance • Understand factors which are relevant to HSB assessment and intervention in relation to AIM3 assessment and interventions • Learn the importance 		<p>A 2 day course</p> <p>ON TEAMS</p> <p>22 and 23 June (9.15am - 4.30pm)</p> <p>You must be able to attend both dates</p>	

<p>attendance at AIM3 assessment model training or through relevant practice experience.</p> <p>Due to the subject matter, a safe space in which to undertake this training with minimal interruptions, where possible, is required. This is pertinent to those working from home, particularly with children present</p> <p>Delivered by Karen Martin</p>	<p>of critically reflective supervision and developing staff resilience and supporting staff welfare</p> <ul style="list-style-type: none"> • Have the opportunity to rehearse core supervisory skills in relation to HSB 			
<p>8. Working with Girls affected by violence and exploitation</p> <p>An introduction to understanding the specific needs of girls and young women who are affected by violence and exploitation including criminal and sexual exploitation.</p> <p>Delivered by Safer London</p>	<p>The course aims to</p> <ul style="list-style-type: none"> • Increase understanding and awareness of girls and young women's experiences and the needs that arise • Explore how young women's experience of harm in may be overlooked, misunderstood and/or impacted by victim blaming, stereotyping and bias. • Provide guidance on identifying, 		<p>July 7th</p> <p>(10.30am – 5.00pm)</p> <p>IN PERSON. FULL DAY</p>	

	<p>responding to and supporting young women</p> <ul style="list-style-type: none"> • Increase confidence in applying learning in practice 			
<p>9.Effective risk practice to promote the safety of young people and others</p> <p>For Practitioners and Managers</p> <p>Delivered by Lyla Ward Wardell Associates</p>	<p>The course will cover</p> <ul style="list-style-type: none"> • Understanding “Risk” and the relationship between safety and wellbeing and harm to others. • Assessment: Evidencing our journey to the professional judgments • Linking assessments with our plans including <ul style="list-style-type: none"> ○ Priorities and links with desistance practice ○ External controls and actions ○ Dealing with changed circumstances 		<p>October 6 (9.15am – 1pm)</p> <p>On TEAMS. Half day</p>	

<p>10. Looking After Number One</p> <p>A practical course to improve your wellbeing and help avoid burnout. For Practitioners and Managers</p> <p>Delivered by Jonny Mathew TRM Academy https://www.trmacademy.com</p>	<p>The course will cover</p> <ul style="list-style-type: none"> • Taking stock: understanding our challenges and how these can relate to burnout, vicarious trauma & compassion fatigue • Recognising the danger signs • Practical ways to use your precious time for self-care. <p>Strategies to help Re-boot, Re-charge and Reflect.</p>		<p>October 24 and 25th Run over two mornings.</p> <p>You need to be able to do both sessions.</p> <p>On TEAMS</p> <p>9.15-1pm</p>	
<p>11. Coaching for Managers</p> <p>A course for Managers</p> <p>Delivered by http://www.masterclass.co.uk</p>	<p>Coaching is about helping others to <i>learn</i> rather than directing or telling. A practical course to give Managers tools they can use, immediately.</p> <p>After attending the session Managers will:</p> <ul style="list-style-type: none"> • Be clear on what makes an effective coaching conversation and the core skills required • Appreciate the importance of getting commitment to actions from the 		<p>November 10th (9.15-4pm)</p> <p>IN PERSON.FULL DAY</p>	

	<p>individual being coached</p> <ul style="list-style-type: none"> • How to resist the temptation to ‘tell’ rather than coach • Use reflective practice to enhance support and effective supervision 			
<p>12. AssetPlus Quality Assurance</p> <p>Fast & Effective QA of AssetPlus Stages</p> <p>For Managers or Senior Practitioners</p> <p>Delivered by Duncan Hodgson Silver Bullet training</p>	<p>Through active participation in the course learners will focus on</p> <ul style="list-style-type: none"> • Key points to look for (in line with inspection standards) when quality assuring an initial stage • Apply and practice this approach using a QA checklist and case example • Identify different levels of quality of assurance 		<p>16 November (9.15-1pm)</p> <p>ON TEAMS.HALF DAY</p>	
<p>13. Children and young people using violence and abuse in close relationships.</p> <p>An introductory course to increase participants’ awareness of the</p>	<p>The course will enable participants to:</p> <ol style="list-style-type: none"> 1. Develop an understanding of the causal factors of Child and Adolescent to 		<p>8th December 2023</p> <p>ON TEAMS.HALF DAY</p> <p>9.15am – 1pm</p>	

<p>dynamics of adolescent to parent abuse and relationship abuse between young people.</p> <p>Delivered by Respect</p>	<p>Parent Violence and Abuse (CAPVA)</p> <ol style="list-style-type: none"> 2. Provide tools to support parents and carers to assess risk and identify potential trigger points for abuse to enable a safer parental response 3. To explore the subject of relationship abuse with between young people 4. Support children and young people to respond to conflict situations without using violence or abuse. 			
<p>14. Unconscious Bias and Youth Justice</p> <p>Exploring the challenges of disproportionality in</p>	<ul style="list-style-type: none"> • The course will cover Examine the reasons & evidence-based research 		<p>IN PERSON FULL DAY 9.15am- 4pm</p> <p>January 11th 2024</p>	

<p>the Youth Justice system</p> <p>For Practitioners and Managers</p> <p>Delivered by Wipers</p>	<ul style="list-style-type: none"> • Support practitioners to identify their own UB, associated triggers and drivers • Develop strategies and practical steps towards better and bias-free decision-making processes • Inform effective practice • Apply bias-reducing strategies to practical tasks such as writing PSRs and risk assessments • Develop a greater sense of self-awareness in working with young people within the YJS 			
<p>CSCP Training Updates</p>	<p>The CSCP is committed to providing multi-agency safeguarding training for those working with children and families in Croydon. All training is free and can be booked via Croydon Learning as when required.</p>		<p>March & April 2023 (All details are in separate folder with links)</p>	
<p>MHFA Training (Mental Health First Aid)</p>	<p>Mental health First Aid Training</p>		<p>Monday 24th & 25th April – must attend 2 full days.</p>	

Asset+ refresher workshops	Internally facilitated workshops focusing on specific areas of Asset+: -			
CAPA Training	Professional Training on children using harmful behaviours to a parent		Wednesday 5 th July 9.30-12.30pm	
Social Work Teaching Partnership	Teaching partnership Trauma informed practice training Level 1.		May, June, July 2023 (all details and links are in separate folder)	
Deputy Consultant social Worker	Role Guide document			
Early Help & Children's Social Care Academy	Upcoming Courses and development opportunities		Available June and July (all details and links are in separate folder)	
Non Violent Resistance Training	<p>Non Violent Resistance (NVR) is a parenting approach to address controlling, harmful and self-destructive behaviour in children and young people.</p> <p>Development opportunity: NVR Foundation Level training (3 day) - Aims are to:</p> <ul style="list-style-type: none"> • Understand core principles of NVR • Support parents with de-escalation and reparation techniques to strengthen parent-child relationships • Develop an understanding of aggression and externalising behaviour in children and young people 		<p>Expressions of interest should be submitted by 19.06.23</p> <p>4th, 5th and 6th July in person. 5th September (accreditation date, virtual event)</p>	

Epsisodes, ETE & KPI Recording, SALT & Asset, Resettlement & Custody , Desistance, Future Behaviours, RJ Page on Asset and Proceses, PSR Writing, Intervention Plans, Sequencing & Prioritising, Continency Plans, Serious Youth Violence/IOM/Gangs, Bail & Remand, Probations & Transitions	Various Training in house for staff.		Every Tuesday afternoon for 1 hour. (Feb – July)	