

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 2024-25 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 2024-25. The Youth Justice Plan highlights Service priorities.

Objective/Training Need	Training Offer	Priority	Start	Completion
<p>Youth Participation – to further embed youth voice and improve collaboration with children in all aspects of YJS work.</p>	<p>Youth Voice Workshop, delivered by Leaders Unlocked</p> <p>The Young Advisors will share their own experiences of participation, what has worked for them and their top tips for success. Leaders Unlocked will share an initial SWOT analysis of our draft strategy (strengths, weaknesses, opportunities, threats), discuss what success looks like for</p>		<p>1 full day</p> <p>Date TBC</p> <p>By January 2025</p>	

	Croydon YJS and how the strategy could be best implemented in practice			
Trauma Informed Practice – refresher training with focus on translating case formulations into meaningful Child First plans	Training to be sourced.		Date TBC By March 2025	
Diversity and challenging disproportionality – continued focus and ongoing training need	Challenging disproportionately training Assessing the Extra Familial Risk for Black Male Children & their families (CSCP) Practitioners will be provided with the tools to help them be proficient in considering and weighing up issues such as individual, extra-familial, and contextual safeguarding risks.		19 th March 2024/ 16 th May 2024 10am to 3pm	
	Exploring Expertise: Youth Justice and care experience – reducing criminalisation and achieving better outcomes This session explores the reasons behind the unnecessary criminalisation of vulnerable young people		20 th February 2024 11.30am – 1.00pm	

	and how a joined up approach from social workers, foster carers, kinship carers, lawyers and advocates can help end it.			
	<p>Autism, girls and keeping it all inside.</p> <p>This workshop will cover topics from an Education, Health and Social Care perspective and will address.</p> <ul style="list-style-type: none"> - Differences in presentation - Gender diversity common co occurrences - Double empathy problem - Sensory issues and how environmental changes can help - How to nurture a positive autistic identity and encourage self advocacy. 		17th April 2024 14.00 – 15.30	
Youth Justice specific Training - INSET	<p>Social media and Young People – Risks, Safeguarding and Challenges</p> <p>Delivered by Steven Gowen</p>		17th April 2024 9.15-4pm	

	<p>Researcher, Information and Analysis Team Hackney Integrated Gangs Unit</p>			
	<p>Risk Assessment and Good Lives</p> <p>Delivered by Dr Roberta Evans, Vlinder Consultancy</p>		<p>19th April 2024</p> <p>OR</p> <p>27th September 2024</p> <p>OR</p> <p>14th November 2024</p> <p>Half day.</p> <p>9.15am – 1pm</p>	
	<p>Improving Court Skills & Confidence</p> <p>Delivered by Shefali Shah Kingsley Knight Legal Training Consultancy</p>		<p>April 25</p> <p>9.15-4pm</p>	
	<p>Improving Reviews</p> <p>Delivered by SilverBullet</p>		<p>May 3</p> <p>9.15am- 1pm</p>	

	<p>Effective Report Writing</p> <p>Delivered by Dr Roberta Evans Vlinder Consultancy</p>		<p>May 10</p> <p>9.15am – 4pm</p>	
	<p>Working with Young People who display Sexually Harmful Behaviour (SHB)</p> <p>AIM3 training- Assessment and Intervention modules</p>		<p>A 4 day course</p> <p>June 4 and 5 2024 AIM3 module</p> <p>October 3 and 4 Interventions module</p> <p>9.15am -4.30pm</p>	
	<p>AssetPlus Quality Assurance</p> <p>Fast & Effective QA of AssetPlus Stages</p> <p>Delivered by Duncan Hodgson Silver Bullet training</p>		<p>6th June 2024</p> <p>9.15-1pm</p> <p>OR</p> <p>10th December 2024</p> <p>9.15-1pm</p>	

	<p>Child First in Practice</p> <p>Delivered by</p> <p>Dr Roberta Evans, Vlinder Consultancy</p>		<p>14th June 2024</p> <p>9.15am – 1pm</p> <p>OR</p> <p>22 November</p> <p>9.15am-1pm</p>	
	<p>Coaching for Managers</p> <p>A course for Managers</p> <p>Delivered by Masterclass</p>		<p>July 4th 2024</p> <p>9.15-4pm</p>	
	<p>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>July 10th 2024</p> <p>10.00am – 5.00pm</p>	

	Delivered by Carly Adams Elias from Safer London			
	Transitional Safeguarding Delivered by Dr Roberta Evans Vlinder Consultancy		September 6th 2024 9.15am-1pm	
	Risk Assessment and Good Lives Delivered by Dr Roberta Evans, Vlinder Consultancy		September 27th 2024 9.15am-1pm	
	Looking After You A practical course to improve your wellbeing. Delivered by Masterclass		10 th and 11 th October 2024 9.15am – 1pm	
	AIM3 for Supervisors Supervising HSB Practice This course is targeted at experienced professionals who are supervising staff who are working with children and young people		A 2 day course 15th and 16th October 2024 (9.15am - 4.30pm)	

	<p>with harmful sexual behaviours (HSB).</p> <p>Delivered by Karen Martin</p>			
	<p>Risk Assessment and Good Lives</p> <p>Delivered by Dr Roberta Evans, Vlinder Consultancy</p>		<p>14th November 2024</p> <p>9.15am – 1pm</p>	
	<p>Child First in Practice</p> <p>Delivered by Dr Roberta Evans, Vlinder Consultancy</p>		<p>22nd November 2024</p> <p>9.15-1pm</p>	
	<p>Children and young people using violence and abuse in close relationships.</p> <p>An introductory course to increase participants' awareness of the dynamics of adolescent to parent abuse and relationship abuse between young people.</p> <p>Delivered by Respect</p>		<p>3rd December 2024</p> <p>9.15am – 1pm</p>	

	AssetPlus Quality Assurance Fast & Effective QA of AssetPlus Stages Delivered by Duncan Hodgson Silver Bullet training		10 th December 2024 9.15-1pm	
	Effective Behaviour Analysis Delivered by Duncan Hodgson Silver Bullet Training		9 th January 2025 9.15-1pm	
Train the Trainer Assessment Training - YJB	Prevention and Diversion Assessment Tool Train the Trainer Training		14 th & 15 th May 2024 28 th June & 5 th July 2024	
Youth Justice specific training - INTERNAL	Referral Order through a child centred lens.		18 th June 2024	
	Court & tackling disproportionately		25 th June 2024	
	Custody and beyond a child centric way of considering resettlement		2 nd July 2024	
	What have we learnt from serious case reviews and Thematic (s)		9 th July 2024	

	Prevention and Diversion Assessment Training – Day 1		16 th July 2024	
	Prevention and Diversion Assessment Training – Day 2		23 rd July 2024	
	Considering and responding to mental health concerns		6 th August 2024	
	MAPPA training – delivered by Sean and the MAPPA Administrator		13 th August 2024	
	A Collaborative approach ‘Safety Planning’		3 rd September 2024 – QA Team (TBC)	
	Including parents within ‘assessment, planning, interventions, reviews and evaluation (ASPIRE)		10 th September 2024	
	Restorative Justice Training		17 th September 2024	
	Transition processes		24 th September 2024	
Youth Justice specific training - Youth Justice Legal Centre (YJLC)	Pre-Sentence Reports		22 nd January 2024	
	Court Bail and Remand Training		23 rd January 2024	
	Sentencing and Resettlement		29 th January 2024	
	Make Some Noys: Boys, Rap and Gang Narratives in the Criminal Legal System (panel discussion)		13 th June 2024	
Youth Justice Effective Practice Certificate (YJEPC) - UNITAS	FHEQ L5 accredited course in youth justice. The Youth Justice Effective Practice		30 weeks course, next cohort starting on 14 th October 2024	

	Certificate (YJEPC) is a widely recognised qualification in youth justice. It is a requirement for internal progression to Senior YJS officer.			
Additional ongoing training/ Continued Professional Development (under constant review)	HENRY Healthy Start in Childcare - Enabling settings to support a healthy start in life.		Two day Face to face training 9.15am – 4.30pm March 4 th and 11 th 2024 April 29 th and 30 th 2024 June 20 th and 27 th 2024 One day face to face training 9am – 3.30pm 12 th February 2024 14 th February 2024	
	HENRY Raise, Engage and Refer training - Increasing participation in HENRY programmes		2 x 2.5 hour online Sessions 9.30am – 12pm Monday 19 th and 26 th February 2024.	
	Domestic Abuse		18 th April 20204	

	<p>Domestic Abuse inc. RIC & MARAC is a whole day of training that is in person and will advance your understanding of domestic abuse risk identification, high-risk processes, and how to manage risk, delivered by Croydon Safeguarding Children Partnership (CSCP)</p>		<p>and 25th April 2024.</p>	
	<p>Safeguarding Level 3 training Learn to recognise abuse and overcome obstacles, share information effectively, understand multi-agency collaboration, identify professional blind spots, and grasp agency roles. This course explores Croydon Safeguarding Children Partnership's role, benefits of supervision, and local needs, delivered by CSCP.</p>		<p>10th May 2024</p>	
	<p>Extra Familial Harm training This workshop will allow practitioners to build on their existing skills and knowledge regarding risk assessing while working specifically</p>		<p>16th May 2024</p>	

	with black male children and their families, delivered by CSCP.			
	<p>Trauma Informed Croydon The workshop will cover:</p> <ul style="list-style-type: none"> • how adversity and trauma in childhood can impact on brain development • the importance of relationships • what a trauma informed approach is • how a trauma informed approach can create a positive environment for people to become more resilient <p>Delivered by J3MS Consulting Ltd</p>		Wed 27 th March 2024 14.00 – 16.00	
	<p>Missing Protocol Training (Young Croydon) Virtual workshop run by Young Croydon to learn about how we respond to MISSING in Croydon.</p>		<p>Training is running everyday for 2 weeks and twice a day.</p> <p>28th February 2024 10.11.30am</p>	
	<p>Far Far beyond the Adoption Order Discover the transformative power of understanding and compassion at our upcoming conference: Far, far beyond</p>		<p>17th May 2024 9.00am and 18th May. – 5.30pm</p>	

	the adoption order: lessons from lives impacted by trauma.			
	Virtual Prevent Day Participants will delve into understanding Mixed Unclear Ideologies and extremism, understand the crucial media literacy skills to assess online information, and gain practical strategies to safeguard.		Thursday 8 th May 2024 at 10.00am until 12.30pm.	
	Court Skills		22 nd May 2024	
	Pre Proceedings		29 th May 2024 10 – 12.30pm	
	Effective use of Chronologies Genograms and Ecomaps		11 th June 2024 9.30 -16.40pm	
	NSPCC Speaking up for every baby		11 th June 2024 10.00 – 12.00	
	Section 20		17 th June 2024 11.00 – 12.30pm	
	Care Knowledge - Safeguarding Children Who Go Missing: Risk, Harm and Empathy		18 th June 2024	
	Purposeful Visits		20 th June 2024	

			9.30am – 12.30	
	Parenting Assessments		20 th June 2024 9.30am – 12.30	
	Safe and Together Introduction		20 th June 2024 12.00 – 13.00	
	Assessments, Analysis and Critical Thinking		25 th June 2024 9.30am -16.30	
	SMART Plans		27 th June 2024 9.30am – 13.00	
	Podcase preventing the sexual abuse of disabled children			
	Youth Coach Training Accredited youth coach training run by 'Worth-it Positive Education'		May 2024 – July 2024	
	Rise Up Training Development of youth work practice and leadership skills (Violence Reduction Unit, delivered by London Youth)		6 months starting in June/ September 2024	
	Level 5 Excelling in Operational Management – Women in Leadership Management development programme (Raise the Bar)		15 months plus 5 months for End Point Assessment January 2024 start	

	Team Leader/ Supervisor Level 3 Apprenticeship (CALAT)		Ongoing since September 2022, expected to end in July 2024	
	AYM Aspiring Future Leaders Development Programme		February 2024 – May 2024	