Tower Hamlets Early Help Training

2019 - 2020
The Early Help Training Programme

Our vision for Early Help is that every family should get the right support at the right time to ensure that needs are addressed quickly; thus, preventing further escalation or crises; and ensuring that resources are put to the best possible use.

To support services/practitioners to successfully deliver Early Help, we have put together a range of learning and development opportunities which include e-learning, classroom based training and other opportunities.

The training programme:
- Is accessible to all practitioners and staff who work with children, young people and their families in Tower Hamlets; regardless of their role, status or organisation.
- Promotes interagency collaboration essential to the ethos of Early Help
- Promotes multi-agency partnership working and learning which encourages networking and information sharing.

The training is available to all professionals across the Children & Families Partnership including:
- Local Safeguarding Children’s Board
- Schools
- Children’s Centres and day care providers
- GPs/Health visitors and other Health professionals
- Employment Agencies
- Housing Providers
- Police and Fire Services
- The Early Help Hub
- Private and Voluntary sector organisations
- And many more...

This could include lead workers, staff involved in team around family meetings, staff from nurseries, children centres, health, police, probation, community workers, libraries and health.

We have also signposted a number of multi-agency training courses which are commissioned by the Tower Hamlets Local Safeguarding Children’s Board and are open to all the above services.
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Role of the Lead Professional
# Early Help Practice and Assessment Skills Training

## Dates
- 29th May 2019
- 9th July – tbc venue dependant 2019
- 18th September 2019
- 20th November 2019
- 23rd January 2020
- 16th March 2020

## Time
- 9.30am - 5.30pm

## Venue
- Mulberry Place, E14 2BG

## Aim:
The one day introductory course explores effective assessment, planning and review skills and introduces whole family working and using the Early Help Assessment in Tower Hamlets.

## Outcomes:
By the end of the course, learners will:

- Be introduced and understand how to apply whole family working with families
- Explore effective assessment, planning and review skills
- Develop skills in working with the Early Help Assessment tools and have a clear understanding of how to identify strengths and barriers that families face
- Recognise and develop the skills required to undertake good quality assessments and apply the early help framework
- Understand how to develop analytical skills in assessment
Early Help Assessment Technical / Systems training

Aim:
This half day session introduces the Early Help Assessment process to new users who have not previously completed an online eEHA, and for those who would like to brush up their skills in completing the electronic assessment forms.

This training session does not cover the practical skills required to complete an effective assessment – only how to complete the e-form.

Training is NOT essential to access eEHA, however, sessions are available to introduce new users to the system and as a refresher to those that have previously completed the training.

If you would like to organise a bespoke session as part of your own training arrangements, or a session for a group of 8 delegates at your organisation – please email EarlyHelpIT@towerhamlets.gov.uk.

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Dates
- 26th April 2019
- 8th May 2019
- 24th May 2019
- 5th June 2019
- 21st June 2019
- 3rd July 2019
- 19th July 2019

Time
- 9.30am - 12pm

Venue
- Haileybury Youth Centre Ben Jonson Rd, London E1 3NN
Effective Multi-Agency Working –
Role of the Lead Professional

Aim:
This half day training is aimed at all professionals that may take on the Lead Professional role as part of multi-agency partnership working with children and families. The session provides an outline of the role of the lead professional and skills required to be a competent lead professional including dealing with difficult situations and managing accountabilities.

This course is suitable for all services working with children and families and professionals working in a multi-agency role and those who may wish to develop new and existing skills in undertaking the lead professional role.

This could include lead workers, staff involved in team around family meetings, staff from nurseries, children centres, health, police, probation, community workers and housing providers.

Outcomes:
By the end of the course, learners will be confident about:
- The roles and responsibilities of the lead professional
- How to develop effective relationships with families
- Leading on team around the family meetings and how to manage the stages and difficulties that may arise
- Step-up and step-down processes in Tower Hamlets

Dates
- 10th July PM tbc venue dependant
- 25th November PM
- 17th March AM

Time
- 9.30am - 12.30pm (AM)
- 1.30pm - 4.30pm (PM)

Venue
- Mulberry Place, E14 2BG
Integrated Working for Early Help Managers

**Aim:**
This half day training is for staff managing a team of people who work with children, young people and their families. It explores strategies for effective support and supervision, quality assurance of assessments undertaken by staff and case management.

**Outcomes:**
By the end of the course, learners will:

- Understand the importance of and how to support staff to apply whole family approach in day to day delivery
- Develop skills to effectively apply a quality assurance framework in reviewing case management
- Develop skills in supervision which includes critical reflection and restorative approach.

This course is for all managers supporting staff who are delivering Early Help Services.

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**Dates**
- 17th June (PM)
- 9th October (AM)
- 3rd February (PM)

**Time**
- 9.30am - 12.30pm (AM)
- 1.30pm - 4.30pm (PM)

**Venue**
- Mulberry Place, E14 2BG
Restorative Practice Training

**Aim:**
This training introduces the principles, values and practices of the philosophy of restorative and relational practice. It is founded on the principles of working ‘with’ people, rather than doing ‘to’ or ‘for’ others.

*When we work with and alongside people, rather than make decisions about them in isolation, outcomes and impact are so much greater.*

Restorative and relational based practice describe a way of being, an underpinning ethos, which enables us to build and maintain healthy relationships, resolve difficulties and repair harm when relationships breakdown.

This 1 day course is open to organisations that deliver Early Help Services and professionals who would like to develop basic knowledge and awareness around restorative practices to enable them to build effective relationships with families.

**Outcomes:**
The key learning points for the one-day trainings are:

- An introduction to the concepts and philosophy of restorative practice
- Consider your practice
- The importance of building connection and investing in social capital – a relational model
- An overview of the social discipline window – a model of challenge and support
- Fair Process
- An overview of the restorative continuum from informal to formal and skills involved at each stage
- Restorative language and questions

**Dates**
- 29th July 2019
- 30th July 2019

**Time**
- 9.30am - 4.30pm (AM)

**Venue**
- Mulberry Place, E14 2BG
• Affective statements
• Managing difficult conversations – skills building
• Learn about the application of specific restorative techniques
• Skills Practice
• An opportunity to reflect on ways of agencies working more effectively together

Places are very limited therefore only one place will be allocated to each organisation.

Staff attending the training will be expected to feedback and share the learning with colleagues in your organisation.
Reducing Parental Conflict Training Programme

Parental conflict can range from a lack of warmth and emotional distance, right through to swearing and shouting, and is known to be a risk factor for poor child outcomes, particularly when conflict is frequent, intense and poorly resolved.

There is growing understanding and awareness of the need to address and reduce parental conflict that sits below a domestic abuse/violence threshold.

The Early Help Service has been awarded funding by the Government’s Reducing Parental Conflict Programme to deliver a programme of learning and development opportunities which will be targeted to front line Early Help services and partner organisations in Tower Hamlets.

The programme will include a blended approach including class-based training; E-learning and Train the Trainer courses for staff to train others and share learning in the subject.

In the coming weeks, we will be going out to providers to design and commission the full program and further information will be circulated.

Watch this space!
Trauma Based Training

**Aim:**
The course will cover:
- relational and developmental based trauma on children’s attachment, brains and behaviour
- looking after wellbeing and self-care for professionals
- organisational approach, trauma response organisation

This is a specialist training and places are very limited. Practitioners must attend all three days.

**Outcomes:**

**Day 1: Relational and developmental trauma**
- Develop knowledge and understanding about the impact of early trauma and disrupted attachment on children’s overall development.
- Gain insight into the latest brain science and neurobiology around childhood trauma and neglect.
- Consider how emotional regulation develops in childhood, and how it can be influenced by trauma and disrupted attachment.
- Gain further understanding as to why therapeutic re-parenting and relationship-based trauma-uniformed practice is fundamental to children’s progress.

**Day 2: Self-care for the professional**
- Explores and discusses theories behind compassionate fatigue, secondary trauma, vicarious trauma and burnout.
- Increase knowledge of the importance of self-care and stress management
• Increase awareness of the power of identifying and building on our own strengths, positive qualities, hope and resilience.
• Practitioners will leave with a toolkit of top tips, tools and resources to develop their own self-care plan.

Day 3: Moving towards being and sustaining a trauma-informed and trauma-responsive organisation
• Examines what being trauma-informed and trauma-responsive looks like, and why it is beneficial.
• Looks at several best practice models for being trauma-informed and trauma-responsive.
• Increase knowledge around nuts and bolts of trauma-informed practice – recruitment, environment, lived experience, etc.
• Attendees will gain understanding of what are the factors that improve trauma-informed practice and what are the barriers.
• Create an action plan, build ideas and momentum from the group as to ways forward.

Dr Karen Treisman is a highly specialist clinical psychologist, who has worked extensively in the areas of trauma, parenting and attachment, and cross-culturally in Africa and Asia.

Note: the day will go into some detail about domestic violence, physical abuse; sexual abuse; neglect; the material can be emotive and could be triggering.
Tower Hamlets Local Safeguarding Children’s Board –
Multi Agency Training

The LSCB commission a range of training courses which are open to all professionals working with children and families in Tower Hamlets.

Courses which may be of interest to Early Help services include:

- Child Protection & Safeguarding Children in Tower Hamlets (Advanced)
- Contextual Safeguarding
- Cultural Competence
- Impact of the Toxic Trio
- Managing Difficult Conversations with Children and Families
- Multi-agency Working to Safeguard Children in Tower Hamlets
- Responding to Child & Adolescent Neglect
- Safeguarding Children & Young People from being exploited on the internet

For full details of all courses, please visit the [Tower Hamlets LSCB website](#).
Early Help E-Learning

All professionals who work with children and families can access the Early Help E-Learning.

There are three modules on key areas for staff and professionals

- Introduction to Early Help
- Whole Family Working
- Role of the Lead Professional

**Introduction to Early Help**
Professionals will:
- Understand what Early Help is and how Early Help can be applied
- Understand responsibilities and roles of all agencies working with children and families
- Gain insight into thresholds, pathways and Early Help Assessments

**Whole Family Working**
- Coming Soon

**Role of the Lead Professional**
- Coming Soon

To access the Early Help E-learning modules, follow this link to the [Tower Hamlets Early Help Webpage](#)