



Trinity Training

Developing key people to develop your organisation

2018

Welcome to our latest newsletter for our clients and colleagues, past, present and future. Many of you are involved in safeguarding children or adults at risk and so we aim to provide valuable information and ideas in this newsletter and during the year through Twitter, LinkedIn and emails. Do check we are connected with you on LinkedIn.



<https://uk.linkedin.com/in/shandobinson/>

In September, Trinity Training will be 30 years old; any ideas on how we can celebrate this milestone with you?

Safeguarding in the Care Act

In our last newsletter, we highlighted self neglect and hoarding. Domestic abuse is also covered by the Care Act. Domestic abuse is any abuse within the family unit and includes honour based violence, forced marriage and female genital mutilation. If you or your staff suspect any of these, they should report it immediately if there are children involved. Two very good DVDs have been produced by Surrey County Council,



Peter's story (domestic abuse) and Yasmin's story (forced marriage).



You will find them both these DVDs on YouTube but, if you have any difficulty, do contact us.

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Foster care training in the spotlight

Autism and ADHD

Do you know what these really mean? If you have first hand experience, you will definitely know the difference, but it's amazing how many people don't.



We currently run training workshops on fostering a child with a disability as well as a bespoke programme on autism. We are developing a new workshop on ADHD, so if your social workers and foster carers would find this helpful, do let us know. One useful resource is the ADHD Foundation and Tony Lloyd their CEO.

What training do foster carers really need?

We provide training on caring for children who have been sexually abused and child sexual exploitation, on safer caring and allegations. Sometimes clients ask for one when they really want the other, or even for both together! When you plan training, be really clear what outcomes you want and make sure they are relevant and achievable. We suggest you discuss and agree this with your training provider. Otherwise you might get something that looks good on paper but is skimmed over and your foster carers aren't sure afterwards how to respond differently to their children or young people.

Most popular foster care workshops

We provide a wide range of training workshops for foster carers and social workers. Many of these come from Shân's experience of fostering teenagers, some of whom now have their own teenage children!

Our most asked for topics are safer caring and promoting positive behaviour and relationships.

However in terms of training for social workers, Train the Trainer for Skills to Foster remains a firm favourite.

How do you choose your training topics? How do you evaluate whether they have made a real difference for fostered children?

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Safeguarding that works!

Many local authorities are reviewing their safeguarding and especially their training. Do they focus on specific departments or include everyone? And how do you get the local councillors to take this on? We work with several local authorities who all approach safeguarding training in different ways. But one theme emerges again and again, **It must be relevant and effective!**

Induction: we have designed mini modules of 3 hours for all employees so that everyone recognises the importance of safeguarding as an attitude and way of life, inside and outside work.

Targeted groups: some departments like housing, communities and leisure, not to mention reception, need something more in depth to cover specific situations when they are talking to members of the public.

Frontline staff: for enablement, home care, day centre and care home staff, more in-depth training is needed to cover not only the signs of abuse and abusive activities and situations, but also the relevant legislation, local policies and procedures as well as how to make a safeguarding referral.

Members: we have found the councillors the hardest group to reach because there are so many calls on their time. And yet, when they attend our evening modules, their eyes are opened to the huge responsibility and opportunity they have for safeguarding and they leave with a whole new perspective on their role.

Specialist charities and other organisations: there are many charities and voluntary organisations also working with children and adults and we have been privileged to partner with them on safeguarding. They may specialise in advocacy, supporting those who are homeless or have mental health challenges. We all need to work together to safeguard the most vulnerable in our society.



And what about you?

As well as our safeguarding and foster care training, we are still asked to run workshops on time management, emotional intelligence and interviewing, all vital people skills!

Which of your people skills will you invest in this year? Maybe sign up for a webinar, book a local seminar, read a book or find a mentor / coach to help you hone your skills with people. Whichever you choose, we hope it works well for you!

Here are two colleagues we highly recommend for their ability to share their knowledge and skills and inspire others:

Adele Gladman is an independent safeguarding children trainer and consultant. Her first book, CSE After Rotherham was published in 2017 and she is now working on a new project on Adverse Childhood Experiences and practice interventions. She has hosted two national conferences and is a regular keynote speaker. As a mother, Adele is passionate about improving outcomes for children who have experienced abuse and adversity.

Alex Hewlett specialises in financial training, not for accountants, but everyone else, because everyone has an impact on the financial success of the business. He makes finance enjoyable and understandable. He helps people understand how to improve profitability and cashflow, and get more out of their budgets with Lego, chocolate, paper aeroplanes, a sponge and many stories. Not your typical finance training then!

Finally a quote from a client: *You always go the extra mile when training for us & we value your contribution to the continued learning & development of our carers & staff.*



All the best for 2018!

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