Working and Learning Together to improve outcomes for Children, Young People, Adults and Families in South Ayrshire is the foundation of the Inter Agency Continuing Professional Development (CPD) Framework 2013/2014. The framework consists of procedures, a training calendar and resources available to all services who are in contact with and who are working with the people of South Ayrshire. Details of the framework are accessed via the internet.

To book a place on any Inter Agency scheduled courses contact interagency@south-ayrshire.gov.uk
# South Ayrshire Inter Agency Continuing Professional Development – Public Protection 2013/2014

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Inter Agency workforce and Continuing Professional Development (CPD)

Since its concept in 2004/5 the Inter Agency Child Protection and the Protection of Children training calendar has been based on a model designed to provide appropriate levels of skills and knowledge to people who come into contact with or work with children, young people and their families. The calendar consists of CPD opportunities from multi agency partnerships South Ayrshire Child Protection Committee, Adult Protection Committee and the Officer Locality Group (Children).

The National Framework for Child Protection Learning and Development in Scotland 2012 acknowledges the importance of the multi-agency learning and development environments that already exist. The Framework identifies three workforce groups within the multi-agency workforce, each require different competences, knowledge and skills, based on the nature and extent of their contact (direct or indirect) with children, young people and other family members.

These groups are:

- The “general contact” workforce
- The “specific contact” workforce
- The “intensive contact” workforce

Child Protection CPD course descriptors target participants based on these groups.

**General**

Those who are likely to come into contact with children, young people and other family members. Frequency of contact will vary and they will not usually be involved in any in-depth personal work.

**Specific**

Those who carry out direct work with children, young people or family members and/or form more in-depth relationships with them; and/or provide specific services to them.

**Intensive**

Those who have specific designated responsibility for child protection issues as part of their role; and/or those who will be involved in undertaking child protection investigations or working with complex cases.
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Working in partnership Inter Agency Continuing Professional Development sub group

Each year a Learning Needs Audit is completed and required training is scheduled to meet those needs, a CPD calendar is developed following the audit and analysis. In South Ayrshire the training calendar is available through the internet www.south ayrshire.gov.uk/cpd and bookings are communicated via e mail interagency@south ayrshire.gov.uk, the training is free of charge to services or agencies.

CPD is identified, scheduled, funded and delivered by partners.

The multi agency partnership who develop and maintain the Inter Agency calendar are made up of partners from services, organisations and agencies who protect children, young people and adults in South Ayrshire and these partners consist of:

- National Health Service Ayrshire and Arran
- Police Scotland
- Voluntary organisations and partnerships, including Voluntary Action South Ayrshire (VASA)
- Scottish Children’s Reporter Administration
- Crown Office and Procurator Fiscal Service
- South Ayrshire Council

Our CPD Objectives

The objectives of our framework are:

- To provide a strategic framework and approach for child and adult protection training in South Ayrshire;
- To develop a competent and confident workforce by the provision of effective child protection and vulnerable adults training;
- To provide good quality, evidence-based training opportunities which are robust, fit for purpose, highly evaluated and regularly quality assured; and
- To contribute towards the care and protection of children, families and adults by promoting the principles of early identification, intervention and support, reflective of the GiRFEC practice model and approach.
Public Protection

South Ayrshire inter agency CPD aims to provide an integrated approach to training which will better protect and improve outcomes as a result of people training and learning together.

The framework’s system:

Stage 1 - Identification of needs
Stage 2 - Management of CPD resources
Stage 3 - Delivery of CPD
Stage 4 - Quality Assurance
Stage 5 - Evaluation of impact/continuous improvement

Public Protection related training consists of:

Additional Support Needs
Adult Support and Protection
Children affected by Parental (or carer) Substance Misuse
Child Protection
Disability
Domestic Abuse
Early Years and Childcare
Mental Health – Self Harm and Suicide
Youth Work
Child Protection

All children and young people have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs are met. Children and young people should get the help they need, when they need it and their welfare is always paramount.

South Ayrshire has developed a three year child protection training strategy for 2011 – 2014. The strategy is ambitious and aims to develop a more competent and confident workforce, paid and unpaid, to deliver better outcomes for children and young people in South Ayrshire. It demonstrates our approach and commitment to child protection training and continuous development by way of continuing professional development (CPD) and lifelong learning for all staff working in South Ayrshire.

1. Child Protection National context

The Children’s Scotland Act (1995) established a set of principles to guide those working with children and young people: the need for minimum intervention; the need to take account of the views of children and young people; and the need to place the child at the centre.

Since the 1995 Act came into effect the child protection landscape in Scotland has developed considerably. New legislation, new areas of practice and new approaches have shaped activity at both national and local levels. Online safety, child trafficking and the protection of children affected by parental alcohol and/or drug misuse are some of the specific issues that have become the focus of attention in recent years. But one of the most fundamental developments has been the move towards children's services that puts the interests of the child at the centre of every process and decision, building up from universal services; the Getting it right for every child (GIRFEC) programme has been a key feature of this approach. Early identification and intervention, in keeping with the GIRFEC practice model and approach, is best supported by a competent and confident workforce. Effective child protection training is fundamental if this approach is to be fully realised.

The Scottish Government has set out a vision that all Scotland’s children and young people will be successful learners, confident individuals, effective contributors and responsible citizens. This relies on how well they have been supported to develop their well-being. All services and agencies in contact with children and young people must play their part in making sure that young people are safe, healthy, achieving, nurtured, active, respected, responsible and included.

The following publications underpin the child protection training strategy:

- Care Inspectorate: How well are we improving the lives of children and young people? (2012)
- National Guidance for Child Protection in Scotland 2010;
- Scottish Executive’s Audit and Review Report “It’s everyone’s job to make sure I’m alright” (2002);
- Scottish Executive Protecting Children and Young People: The Charter (2004);
- Scottish Executive Protecting Children and Young People: Framework for Standards (2004);
- HMIe: Self Evaluation and Quality Indicators Framework: “How well are children and young people protected and their needs met?” (2006);
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- HMIe: How good are we now? How well do we protect children and meet their needs? How good can we be? Self Evaluation Using Quality Indicators (2009); and
- Getting it Right for Every Child.

Adult Protection
Adult Support and Protection Act 2007: The Scottish Government introduced the Adult Support and Protection Act 2007 to help protect people who are at risk of harm. The Act sets out specific duties on Local Authorities to make inquiries and carry out investigations when it is known or believed that an adult is at risk of harm. It also sets out duties of co-operation on other public bodies such as the NHS and Police to assist the Local Authority with any adult protection inquiries or investigations.

The Act respects an individual’s right to have their wishes and feelings taken into account and to have the minimum amount of intervention into their personal life. Any intervention under the act must be agreed with the individual and be of benefit to them.

"Adults at risk" are adults who —

a. are unable to safeguard their own well-being, property, rights or other interests,

b. are at risk of harm, and

c. because they are affected by disability, mental disorder, illness or physical or mental infirmity, are more vulnerable to being harmed than adults who are not so affected.

An adult is at risk of harm for the purposes of the Act if—

a. another person’s conduct is causing (or is likely to cause) the adult to be harmed, or

b. the adult is engaging (or is likely to engage) in conduct which causes (or is likely to cause) self-harm.

As the West of Scotland procedures state:

- Adult Support and Protection ‘assist in the prevention of harm occurring to adults who may be at risk by building on good practice and a common understanding of the issues.
- To support adults who may be at risk of harm through having a joint understanding across each agency of:
  - Their roles and responsibilities in responding to adult protection allegations or concerns.
  - The duty of cooperation of public bodies
  - Ensuring links between Child, Adult and public protections guidance.
  - Better understanding of the lead role of social work in adult protection and the integral part that partner agencies play in the protection of adults who may be at risk.
  - Provide an understanding of the legal basis for intervention and the terminology used in adult protection.
  - Share the principles of good practice in adult protection
Multi Agency Public Protection Arrangements (MAPPA)

Since the introduction of the Management of Offenders Act 2005: http://www.legislation.gov.uk/asp/2005/14/contents Local Authorities, Scottish Prison Service, Police and Health Boards have worked together to assess and manage offenders who pose a risk of harm to the public. These Multi Agency Public Protection Arrangements (MAPPA) have now been in place in the South West Scotland Community Justice Authority for five years.

The protection of the public and management of violent and sexual offenders is a difficult and challenging task which is why making use of the joint expertise and resources of agencies working together through MAPPA is so important. In Scotland MAPPA arrangements include Restricted Patients (RPs) in addition to Registered Sex Offenders (RSOs). All agencies are highly motivated to ensure that practice and procedures are scrutinised and reviewed to minimise the risk presented to the community.

How does MAPPA work?


The level of risk posed by RSOs varies. We calculate this level of risk using assessment tools, examination of the nature of the offence and the individual circumstances of the case. We then monitor offenders according to their risk level to make sure that they receive appropriate supervision.

Assessing and managing risk is not a precise science. While we all put every effort into ensuring the public is protected, it is simply not possible for agencies to precisely predict offending behaviours or when they may occur. This is why we must communicate so closely and share information. Teamwork and cooperation allows a fuller assessment of risk presenting a greater opportunity for agencies to intervene.

MAPPA agencies use a range of management methods to manage offenders including:

- regular multi-agency meetings to share information, take action and reduce the risk of harm
- police and criminal justice social work visits/ interviews, both announced and unannounced
- continual reviews of the level of risk posed by each offender
- surveillance of high-risk offenders
- multi agency environmental scanning to inform decisions on accommodation
- treatment to reduce re-offending
- recall to prison for any serious breach of the conditions of release or court order
- provision of supervised accommodation where offenders can be closely watched, tagged or put under an appropriate curfew
control of the way in which information about specific offenders is shared with the public or key community representatives

VISOR (Violent and Sex Offender Register; a UK wide database accessed by Police, Scottish Prison Service and Criminal Justice Social Work). VISOR allows agencies to effectively record and share information regarding violent and sexual offenders.

electronic monitoring which restricts the movement of offenders within specified times.

All convicted offenders must register with the police within 3 days of their conviction or release from prison. The police and prison service receive notification from the courts following conviction or release into the community. Failure to register is an offence, which can carry a term of imprisonment.

Each offender is risk assessed following registration and each case is reviewed through MAPPA. Once a risk assessment has been carried out we formulate a Risk Management Plan to apply the necessary level of management.

How is MAPPA regulated?

In the South West Scotland Community Justice Authority (SWSCJA) area MAPPA works with a two tier structure. Senior representatives of the Responsible Authorities scrutinise and govern the MAPPA. The MAPPA Operational Group (MOG) oversees the day to day operation of MAPPA. The Strategic Oversight Group (SOG) is responsible for the strategic development of MAPPA and monitoring communications between MAPPA and Child and Adult Support and Protection structures.

Disclosure

Occasionally it is necessary to disclose information regarding a RSO’s status to individuals who may be at risk of harm. We might do this where there are child and adult protection concerns or if an individual’s employment brings him/her into contact with children or vulnerable people. There is also a separate Protection of Vulnerable Groups scheme (Disclosure Scotland Protection of Vulnerable Groups Scheme: http://www.disclosurescotland.co.uk/guidance/index.html).

Disclosure of an offender’s status can happen in four ways;

- the offender can self-disclose
- disclosure can be made by a Chief Constable
- disclosure can be made by Social Workers where there is an overriding concern regarding the safety of a child
- disclosure can be made through the Sex Offender Community Disclosure Scheme.

Decisions are made carefully on a case-by-case basis. We take a number of factors into account, such as;

- the type, frequency and pattern of offences
- how well an offender complies with the conditions or restrictions of his sentence
- behaviours which may indicate further offending is likely
- the harm further offences would cause
- potential negative consequences of disclosure to an individual, their family and whether or not they would be considered vulnerable
the range of conditions on the licence or order
whether disclosure could lead to an offender absconding

Risk management plans increase an individual’s capacity to control their behaviour and self-risk manage. We balance this by using restrictive measures to exercise control over that behaviour. These restrictive measures or orders are enforced in accordance within either a statutory or non-statutory framework. A variety of different statutory (i.e. parole licence, non-parole licence, extended sentence, Community Payback Orders and civil preventative orders) can be imposed where the risk presented by an individual makes additional, enforceable measures necessary.

Civil Preventative Orders

- Sexual Offences Prevention Order - this places restrictions on the behaviour of the offender. These might include, for example, preventing a Registered Sexual Offender approaching or communicating with children.

- Risk of Sexual Harm Order - designed to protect children (under 16) from those who display inappropriate behaviour towards them

Community Sex Offender Disclosure Scheme – Keeping Children Safe

Following a Review of the Protection of Children from Sex Offenders in 2007, the Community Disclosures pilot run in Tayside in 2009/10 tested the effectiveness of giving parents, carers or guardians a more formal mechanism for requesting information about someone involved in their family life, specifically if they are concerned that the person might be a child sex offender. As a result the “Keeping Children Safe” scheme has now been rolled out to all Scottish police forces. The Community Sex Offender Disclosure Scheme [http://www.dg.police.uk/aboutUs/specialistUnits/omu/communityDisclosureScheme.htm](http://www.dg.police.uk/aboutUs/specialistUnits/omu/communityDisclosureScheme.htm) gives parents, guardians and carers information to help them protect their children. The scheme is not a “Megan’s Law” or automatic disclosure to the wider general public. This could cause offenders to abscond, creating a greater risk of harm to children.

Under the Community Disclosure Scheme anyone can make an application about a person who has some form of contact with a child or children. If the person has convictions for sexual offences against children and poses a risk of causing harm to a child, this information can be disclosed. The disclosure will only be made to a parent, guardian or carer and not always to the person making the application.

Further details about the scheme can be found at: [http://www.strathclyde.police.uk/keep_safe/safety_advice/children_and_young_people/keeping_children_safe/](http://www.strathclyde.police.uk/keep_safe/safety_advice/children_and_young_people/keeping_children_safe/)
What is Continuing Professional Development (CPD)?

Continuing professional development is regarded as the process for identifying, providing and quality assuring learning and development activities which ensure we have a competent, confident and valued workforce. For people CPD includes any activity that increases knowledge, skills, experience and understanding. Learning activities can be broad but will usually include:

- Attending courses
- Work shadowing
- Seminars
- Learning about other services
- Reading
- Contributing to the learning and development of others.

Priority planning and decision making is governed by our priorities, our capacity to deliver and improve services and our legislative and registration requirements. South Ayrshire Inter Agency CPD is aligned to the priorities from the Child Protection Committee, Adult Protection Committee and the Officer Locality Group.

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South Ayrshire CPD Framework
## Signposted Additional CPD Opportunities

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<td>SAY Worker - Child/Adult Sexual Abuse and The Link with Homelessness and Maintaining Tenancies - 22nd September 2013</td>
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<td>SAY Worker – Child/Adult Sexual Abuse and The Link with Homelessness and Maintaining Tenancies</td>
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Inter agency Courses, Events and Booking procedure

What We Need From You

If you wish to apply for a Child Protection or GIRFEC course in 2012/2013 we need you to tell us the following information by emailing interagency@south-ayrshire.gov.uk. For other events an alternative contact will be provided.

- Your Name
- Your Job Title
- Your Job Location
- Your Managers name and his/her Job Title
- The course you wish to apply for, the date and any times shown.
- An email contact for any changes to the course you wish to attend.

When you supply your manager’s name we will record that you have permission from the person who authorises your absence from work. It is your responsibility to gain this authorisation prior to your application.
If searching courses by topic click onto thumbnail

Lists of courses by topic are shown, click onto the required course title

Course descriptor will be displayed with target audience and outcomes provided

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Do you work with children, young people, families or adults within South Ayrshire?

If the answer is yes there are a suite of training courses which might be relevant to you. In South Ayrshire the Child Protection Committee, Officer Locality Groups as well as services / agencies offer training which benefit from multi-agency participation. This flyer gives you information about one of these courses and there is no cost to attend unless otherwise indicated.
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Summary of Procedures 2013/14:

1. To improve access to event information a flyer format will provide details which can also be printed off and shared with others.

2. Inter agency courses cover both children and adult services, the contact email address to apply for a course is interagency@south-ayrshire.gov.uk

3. If there are no more places available on a course your name will be added to our waitlist. We will not automatically place you on a course with an alternative date; you should re-apply as dates become available. www.south-ayrshire.gov.uk/cpd

4. If you have a place on a course, please note you will NOT receive a reminder before the course is scheduled for delivery and it is your responsibility to add details to your diary and to attend.

5. Failure to attend will result in a £30 cost allocated to your service which will be reported on at the Officer Locality Groups /Child Protection Committee and the CPD sub group.

6. You will receive an email from interagency@south-ayrshire.gov.uk if there are any changes to any course details.

What We Will Do With Your Details

- If the course is being co-ordinated by us we will record your application on a database.

- On receipt of your application and when a place has been allocated on a course you will receive an email providing confirmation details.

- If you do not attend the course a record will be kept and reported to the appropriate service manager(s) and periodically participant reports will be provided to the Child Protection Committee and the Officer Locality Groups.

- If the course is not being co-ordinated by us the relevant service process will apply.

Notification of Changes to a Booking

- If your contact details change you should contact interagency@south-ayrshire.gov.uk.

- If South Ayrshire Council run course details change we will contact you via email.

- If you cannot attend a South Ayrshire Council course you must notify interagency@south-ayrshire.gov.uk

Any questions about these procedures should be sent to interagency@south-ayrshire.gov.uk

Additional information

If you have applied for a course and there are no places available we will add your name to the course waitlist, your name will remain on the waitlist until you notify us.
Evaluation and CPD Impact Analysis

To evaluate the immediate and future value of the CPD event 2013/14 CPD evaluations are taken following delivery of CPD. As part of the Learning Needs Audit for 2014/15 an impact analysis will be implemented, the impact analysis will evaluate what difference the training has made to practice and what CPD would be further required to improve outcomes for the following year.

Example of CPD Evaluation:

1. Tell us what you felt was of value and what could be done to improve the learning experience
2. How did this learning meet your identified training/learning needs?
3. How do you think your practice will change as a result of attending this training?
4. Will you be able to share your learning with others?
5. Overall, how effective was the event?

1 Unsatisfactory
2 Weak
3 Satisfactory
4 Good
5 Very Good
6 Excellent

Example of Impact Analysis: (taken from South Ayrshire Council, Care, Learning and Wellbeing Impact Analysis of a Child Protection)

- Before you attended the 5 day Child Protection programme for C&F Social Workers when did you last participate in Child Protection training?
- How would you describe your knowledge of current CP legal and policy framework as a result of attending Child Protection 5 day course?
- Can you give an example of how this knowledge made a difference in practice?
- Did your confidence increase when supporting a child to be safe as a result of the course?
- Can you identify the top 2 things you learnt from the CP 5 day course and how have you put this into practice?
- As a result of your actions, actions directly linked to attending training you have made a difference to a service user because....
- I can link learning to practice outcomes as a result of attending this course , the following aspects of the training have assisted me to make a difference to service user(s)
- I have the required skills and knowledge I need to be confident and competent in my role and to achieve desired outcomes for service users.
- If No what is required to have a positive response to the above question.
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**Our Multi Agency Courses**

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## Specific

- Working with Fathers
- GIRFEC – Outcomes and Action Planning Workshop
- AYRshare
- Understanding and Responding to Forced Marriage
- First Aid and Babies
- Infection Control
- Introduction to Food Hygiene
- Supporting Children with Language Disorder
- Active Schools
- Child Protection Awareness Train the Trainer
- MAPPA Awareness

## Intensive

- JIIT Joint Investigative Interviewing (Social Work & Police)
- Stable and Acute Risk Assessment Tool (National Programme)
## South Ayrshire Inter Agency Continuing Professional Development – Public Protection 2013/2014

### Single Agency

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<td>As per inter agency</td>
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<td>CSOGP Case Manager Training (3 days)</td>
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<td>Facilitator Training (10 days)</td>
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<td>Caledonian Programme (Perpetrators of Domestic Violence) (National Programme)</td>
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<td>Caledonian Programme Case Manager Training</td>
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<td>Caledonian Programme Risk Assessment Training</td>
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<td></td>
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<td>LSCMI (Level of Service Case Management Inventory).</td>
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</tbody>
</table>