

The minimum skills and knowledge expected for the whole workforce from the Workforce Strategy

1. Communication and Engagement

- trust & respect
- developing rapport
- consulting, informing & negotiating
- active listening & empathy
- clear language
- choices & decision making

♦CYPP Principles 1, 3 & 4

2. Family Dynamic & Child Development

- physical, intellectual, linguistic, social & emotional growth
- assessment & response
- developmental difficulties
- parenting approaches, families, background & routine
- motivation & encouragement

♦CYPP Principles 1

3. Safeguarding & Welfare

- identifying harmful behaviour, neglect or abuse
- understanding risk factors
- early & proportionate action
- barriers to expression
- involving others
- developing resilience

♦CYPP Principles 1

4. Supporting Transitions

- risk & effects
- pre-empting problems
- planning solutions
- facilitating discussion
- listening to concerns
- encouraging messages
- transferring information

♦CYPP Principles 1, 2 & 7

5. Multi-agency & Integrated Working

- sharing tools & processes
- early intervention
- multi-agency teams & networking (CAF)
- roles, responsibilities, expertise & leadership
- referrals & communication

♦CYPP Principles 2, 4, 6 & 7

6. Information Sharing

- timeliness & accuracy
- legislation & ethics
- data security
- fact or opinion
- informed consent
- legal obligations for disclosure
- avoiding repetition
- recording and sharing information

♦CYPP Principles 4, 6 & 7

To support development of skills and knowledge listed above some development options are described below.

For all colleagues and managers who have NO OR MINIMAL DIRECT CONTACT with children, young people or their families

E-learning portfolio – Free e-learning and Bite-sized Learning Worksheets.

<http://www.nottinghamcity.gov.uk/ics/TrainingSkillsDevelopment/>

For all colleagues and managers who have DIRECT CONTACT with children, young people or their families

Supervision: Reflective, Restorative and evidence-based Practice

Strength Based
Communication Styles

Signs of Safety

Introduction to Safe-
guarding Children

Hidden Harm
Training

Using CAF & role of
Lead Professional

Domestic Violence/
MARAC

Ngage assessment
tool

Solihull Approach
Attachment

Working Together to
Safeguard Children

Self Harm

Child Sexual
Exploitation

Chronic Neglect