

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

Communication and Engagement

- Trust & Respect
- Consulting, informing & Negotiating
- Active listening & empathy
- Clear language
- Choices & decision making

Social Work Knowledge Skills Ref: 2, 3, 7, 9

Child Development

- Physical, intellectual, linguistic, social & emotional growth
- Developmental difficulties
- Attachment
- Understanding Mental Health
- Recognising the need for Referral

Social Work Knowledge Skills Ref: 2,3,4,5,6

Integrated Working & Information Sharing

- Early intervention
- Informed consent
- Referrals & communication
- Multi-agency Teams & Networking (CAF)

Social Work Knowledge Skills Ref: 1,2,5,6,7, 9, 10

Safeguarding & Welfare

- Identifying harmful behaviour, neglect or abuse
- Legal obligations for disclosure
- Understanding risk factors & effects
- Facilitating discussion
- Listening to concerns
- Planning solutions

Social Work Knowledge Skills Ref: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10

Supporting Transitions

Knowledge and Skills Ref: 1, 10

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.

- ◆ Forming and Maintaining Relationships
- ◆ Barriers to Communication
- ◆ Communicating in Challenging Situations

- ◆ Theories on Child Development
- ◆ Parental Mental Health - Think Child, Think Parent and Think Family
- ◆ Parental Substance Misuse - The Impact on Children

- ◆ Information Sharing Overview
- ◆ Overview of Communication Skills in Social Work
- ◆ Priority Families IT Platform

- ◆ Excellence in Safeguarding Tool
- ◆ Female Genital Mutilation (FGM)
- ◆ Child Sexual Exploitation (CSE)

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

- ◆ Introduction to Working with Children & Families in the City (Including Child Development)

- ◆ Good Assessment Skills
- ◆ N-Gage Assessment Toolkit

- ◆ Solihull Approach –(Attachment) (Including Child Development)

- ◆ Practical Approaches and Tools for Child Development

- ◆ CAF Awareness

- ◆ Using CAF and Undertaking the Role of the Lead Professional
- ◆ Priority Families Induction

- ◆ Introduction to Safeguarding Children
- ◆ Signs of Safety Awareness Briefing
- ◆ Child Sexual Exploitation Briefings

- ◆ Working Together to Safeguard Children
- ◆ Self Harm Awareness & Suicide Modules 1 and 2
- ◆ Mental Health Awareness

- ◆ Multi Agency Risk Assessment (MARAC)

Colour Code

Universal Support

Additional Support

Extensive Support

For further information and details of the E-learning please go to the Nottingham Children's Partnership Website - <http://www.nottinghamcity.gov.uk/ics/TrainingSkillsDevelopment>