

## **Training Pathways for Probation Staff - CRC**

Probation Officers and Probation Service Officers who work for either the National Probation Service or the Community Rehabilitation Company will have received training in domestic abuse, substance misuse (including alcohol misuse) and mental ill health as part of their core training.

In addition safeguarding training for children and adults should take place in the local area to ensure that all staff members have access to current and correct information about safeguarding referral processes and procedures.

For all staff members who have **Level 2 or Level 3** responsibility (who carry safeguarding cases) within their work setting the following courses are **mandatory**:

- In the first instance the Everybody's Business course
- Followed by Child Protection Conferences and Core groups, Assessment/Assessment and Analysis and the Toxic Trio (via Derbyshire SCB. These three course can be attended in any order once the Everybody's Business course has been completed

In addition the following courses would be recommended to either PO's or PSO's:

- Harmful Sexual Behaviour
- Child Sexual Abuse
- Child Sexual Exploitation
- Forced Marriage and Honour Based Violence
- Suicide and Self Harm

For managers and supervisors who hold **Level 4 responsibility** the following courses are **mandatory**:

- Effective Support and Supervision (Middle Managers supervising POs and PSOs)
- Safe Recruitment - (HR Manager)

In addition the following course would be recommended to managers:

- Managing Allegations

Managers and supervisors within the NPS and the CRC have a responsibility to ensure that employee's training records are maintained, staff are released for training and learning and development is a regular focus within supervision sessions.

### **DSCB Safeguarding Children Training**

- **Details of the DSCB training programme**

Up to date details of the programme and application forms can be accessed from the DSCB website [www.derbyscb.org.uk](http://www.derbyscb.org.uk).

Information about Early Help Assessment training is available via the locality based Early Help Advisors: see early help assessment page on [www.derbyscb.org.uk](http://www.derbyscb.org.uk). This training is not part of the DSCB training programme.

- **DSCB Training - Governance**

DSCB Training is provided free to multi agency staff and is quality assured against national and local standards. Whilst the DSCB would strongly encourage the use of DSCB training, agencies are able to choose other training providers to meet their training needs. It is always recommended that settings use training providers who are able to demonstrate they meet quality assurance standards such as the DSCB *Training Validation Scheme*.

### **Comments and corrections**

For comments about the protocol or guidance regarding safeguarding children training contact:

**Naomi Feldman**  
Training Coordinator  
Derby Safeguarding Children Board

Email: [naomi.feldman@derby.gov.uk](mailto:naomi.feldman@derby.gov.uk)

Tel: 01332 717817