



FairChild Safeguarding Training 2020 / 2021

Basic Safeguarding Training

Audience: All adults working with children, including employees, contractors and volunteers.

Duration: 2-hour

The purpose of the training is to ensure all adults working with children have a basic understanding of Safeguarding and Child protection of children and young people in your organisation. This training is required for all adults to ensure consistency of approach across your community and meet international standards and evidence compliance. Certificates will be issued to attendees who complete the training.

Learning objectives of the course

- Provide a clear understanding of Safeguarding and child abuse and its importance in a school, education or sports setting.
- Ensure the learner knows their responsibilities as a professional to support a child centred “Culture of Care”.
- Ensure the learner understands “norm” of behaviours and milestones of development.
- Prepare the learner to identify warning signs and indicators of abuse.
- Understand and recognise positive and negative influences on child development.
- Ensure the learner knows how to act and react when a child shares a child protection concern.
- Provide a clear understanding of the importance of recording and reporting in your organisation.

Course Content

- Consider the meaning of Safeguarding and Child Protection in your organisation.
- Explore the meaning of a “Culture of Care”.
- Child development and its importance in keeping children safe.
- Recognise the signs and indicator of abuse.
- Additional safeguarding concerns experienced.
- Record and reporting of child protection concerns



(FairChild Safeguarding reserve the right to amend the course order and content as any time)

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Designated Safeguarding Lead and Leadership Training

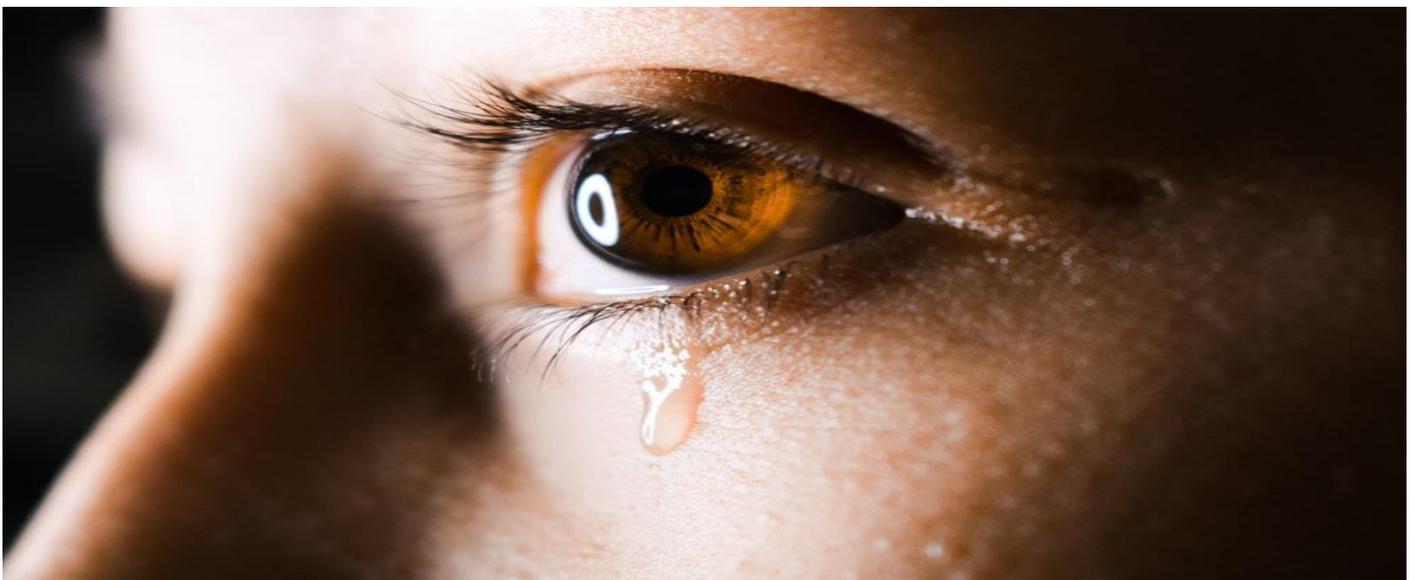
Audience: Heads of School, Safeguarding Team members, Counsellors, Academic and Operational Leads

Duration: 6 hours (Can be delivered in two sessions to ease time constraints)

The purpose of the deep dive training is to ensure key people with Safeguarding and Leadership responsibility can lead the Safeguarding and Child Protection agenda in your organisation. The training prepares adults for a lead Safeguarding role and develops a robust responding, recording and reporting procedure for them to follow. Working with your organisation, the training will be tailored to meet the needs and significant challenges faced in your day-to-day work. Certificates will be issued to attendees who complete the training.

Learning objectives:

- Have knowledge and understanding of how law, standards, policies and procedures contribute to the safeguarding of children.
- Demonstrate confidence in the DSL role and responsibilities and be a leading voice in your organisation.
- Know how to lead a “Culture of Care” approach, which is understood and embraced by all.
- Know how to recognise and respond to concerns raised and champion a team approach to keeping children safe.
- Understand the “big picture”, embedding a symbiotic approach to Safeguarding, Wellbeing and Pastoral management of student needs.
- Demonstrate a child centred listening culture, which ensures that children’s disclosures are managed confidentially and sensitively.
- Use data to inform initiatives and improvement.
- Undertake a quality assurance role to monitor progress.



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Course Content:

Painting the picture

- A vision for Safeguarding and Child Protection for Children.
- Creating a Culture of Care in all learning organisations.
- Safeguarding Standards.
- Safeguarding v Child Protection.
- International and country context – the big picture.

Definition of Abuse

- Warning signs and indicator of abuse – what to look for.
- Every behavior is a communication – a holistic approach to keeping children safe.
- Contextual safeguarding – the wider role of safeguarding.
- Unconscious bias – how it can impact our decision making.

Features of a Culture of Care

- Understanding adverse childhood experiences.
- Peer on Peer abuse.
- Mental Health Education.
- PSHE Education – teaching children to keep themselves safe.

The role of the Designated Safeguarding Lead in an organisation

- Role, responsibility and accountability.
- Effective management of Safeguarding, Child Protection and - Wellbeing concerns.
- Statutory responsibility – know what to do in your country.
- A team approach, the real impact of collaboration.
- The use of data to influence direction.
- Governance of safeguarding.
- Confidentiality – guidance on sharing of confidential information



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A “Culture of Care” Webinar

Audience: Employees, all adults working with children, parents, community partners and others.

Duration: 45 mins

The purpose of the information webinar is to communicate a clear safeguarding message to all members of the community. Our international communities are diverse, which brings a richness of cultures and language, however, it also brings diversity in cultural norms, learnt behaviours and understanding of child protection. It is important that you take the opportunity to communicate your “Culture of Care” to ensure consistency of practice and clearly outline your organisation’s culture, standards and expectations. This approach embeds a deep and common understanding of the responsibilities that all adults have for keeping children safe.

We can work with you to develop a 40-minute Webinar to share your “Culture of Care” approach in your organisation. Together, we can develop this in line with your mission and vision, taking due consideration of your policies and procedures. This empowers you to share your ethos, culture, vision and strong commitment to keeping children safe.

This webinar is not intended to be delivered as a bespoke child protection training; it is a synopsis of the Safeguarding and Child Protection agenda and signposts your key standards, expectation and behaviours for your communities. Whilst recognition is given to the importance of care for **all** the community, when discussing Safeguarding and Child Protection, the focus is on children.

The webinar will be presented in English but a script will allow you to translate the message into your required languages for your communities.



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Safer Recruitment Training
(including recognition of concerning adult behaviours)

Audience: Heads of School, HR managers, Operational Leads, Contract Managers, all adults involved in the recruitment of staff.

Duration: 6 hours – (Can be delivered in two sessions to ease time constraints)

The purpose of this training:

All organisations have a “Duty of Care” to keeping child safe. It is essential that you ensure that all staff with a recruitment responsibility have a clear understanding of the policies and practices that support the selection and suitability adults to work with students. The key question which must remain central in all decision making is: “Is the adult fit to work with children and how do I know?”. A deep understanding of the 7 steps of Safer Recruitment and a consistent approach in practice is a vital part of Safeguarding children, staff and the organisation.

Learning objectives:

- Understand the importance of robust Safer Recruitment practices.
- Understand the international standards and context and in country legislation requirements of recruitment.
- Develop knowledge and understanding of the signs of perpetrators and grooming behaviours in adults.
- Recognise how Safer Recruitment practices keep children safe.
- Understand the practicalities, challenge and constraints when implementing Safer Recruitment practices.
- Understand the “what and why” of background screening and police checks.
- Develop confidence in the implementation of the seven steps of Safer Recruitment.
- Identify useful case studies and interview questions and valuation candidate responses.
- Understand the requirement of a Single Central Record system.
- Have confidence in the use of data.

Safeguard students;

emphasis on creating the **right climate** where staff are encouraged and are raising concerns

steps to secure buy-in from staff

reading, **practice** and **discuss** boundaries

concerns centrally so that **patterns** can be

addressed **fairly, robustly, proportionately**

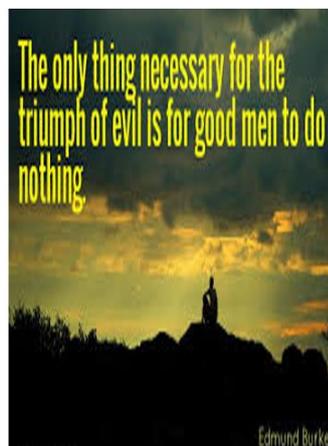


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Course Content:

Develop an understanding of perpetrators behaviour

- Understanding the “why” behind Safer Recruitment.
- The scale of the problem – consider the International context.
- Understanding and recognition of perpetrators and grooming behaviours in adults.
- The growing risk of online grooming.
- Models of grooming.

How a culture of care keeps children safe

- The purpose of Safeguarding policies, including a clear Code of Conduct.
- Breach of Trust guidance.
- Reporting, recording and responding to Low level concerns, self-reports and allegations against adults.

Safer Recruitment

The seven steps of safer recruitment.

- Why we do what we do to;
 - Deter
 - Reject
 - Prevent
 - Promote
- Background Screening and Police Checks.
- The value of a recruitment recording system.

This training is to support the implementation of a Safer Recruitment Policy and Procedure in your organisation. It is for all adults with responsible for the recruitment of adult to work with children.

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