



## **Oldham Children Safeguarding Partnership Complex Safeguarding Training Pathway**

### **The Pathway Aims to:**

Equip and support the workforce, effective services require resilient practitioners.

Understand the emotional impact of complex safeguarding work on practitioners is recognised by service leaders.

Provide general awareness raising opportunities for the Partnership.

Provide high-quality learning and development opportunities for those working with young people at risk of/experiencing exploitation.

Evaluate the quality and impact of learning and development via the Safeguarding Review and Learning Hub.

Multi-agency staff require training which raises awareness of both the nature of exploitation and its impact. Such training needs to assist in the recognition of the intersecting nature of exploitation, the impacts this can have – such as the nature of trauma, the risks faced by young people and the influence of vulnerabilities within different contexts. The aim being that multi agency conversation in the training room develops the holistic and integrated understanding of exploitation.

## **Greater Manchester's Children's Complex Safeguarding Policy Statement Definition:**

Complex Safeguarding is used to describe Criminal activity (often organised), or behaviour associated to criminality, involving vulnerable children/young people, where there is exploitation and/or a clear or implied safeguarding concern.

The following are examples of complex safeguarding risks:

- Child Criminal Exploitation (CCE)
- County Lines
- Modern Slavery and Trafficking
- Child Sexual Exploitation (CSE)
- Serious organised crime
- Honour based abuse including forced marriages
- Preventing Violent Extremism
- Female Genital Mutilation

## **Contextual Safeguarding**

Contextual Safeguarding is an approach to safeguarding children and young people that responds to their experiences of harm outside of the home. Contextual Safeguarding recognises that during adolescence young people spend increasing amounts of time in places outside of the home. These social settings (referred to as contexts) such as peer groups, schools, and neighbourhoods, are sometimes locations where young people may encounter exploitation.

In some cases, young people's experiences of exploitation are facilitated and exacerbated by the 'context', such as child sexual exploitation that takes place in a park or criminal exploitation in an abandoned house. Contextual Safeguarding therefore promotes the extension of the parameters of child protection to ensure safeguarding partnerships can refer, assess, and intervene with these contexts, and for this to be connected to a broader contextualisation of child and family work.

The broad contextual impacts of exploitation present challenges to traditional safeguarding models, which assess and intervene with families to keep young people safe and are arguably designed for younger children experiencing harm in the family (Bilston, 2006; Hanson and Holmes, 2014). Exploitation largely manifests within extra-familial settings, including schools and neighbourhoods, where it can impact a young person's safety and undermine otherwise relatively safe and protective families (Firmin, 2017b; Hanson and Holmes, 2014; Hudek, 2018). When vulnerabilities within families – from domestic abuse or parental mental ill-health, through to criminal associations – interface with extra-familial risks, the vulnerability of young people at home and outside can increase further.

It is imperative that professionals recognise behaviours in children and young people as indicators of vulnerability and are not impacted by bias, stereotypes, and prejudice, or misconceive indicators of vulnerability, as evidence that a young person is 'antisocial' or a 'troublemaker' rather than in need of support (Ofsted, 2018b; Rees et al, 2010). Gender stereotypes have also been drawn upon – for example, labelling young women who have been sexually exploited as 'promiscuous' – enabled by (and further enabling) victim-blaming narratives associated to sexual violence (Eaton and Holmes, 2017).

An inability to understand the impact of trauma on people's behaviour is a further contributory factor to the under-recognition of abuse (Taggart, 2018).

OSCP offers additional training related to trauma and has taken advantage of training offered by Greater Manchester's Trauma Sensitive Workforce Initiative funded by the Home Office.

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## Training Levels

**Foundation:** Foundation training takes the form of general awareness raising and is suitable for the whole workforce.

**Core:** Core training is directed at those supervising staff/working directly with vulnerable children and young people being exploited.

<p><b>Appropriate use of language</b></p> <p>1 hour session</p> <p><b>Foundation Level</b></p>	<p>Microsoft Teams</p>	<p>Language used by safeguarding professionals, is very important. Appropriate terminology is particularly important when used to discuss children and young people who have been exploited or are at risk of exploitation.</p> <p>Language should reflect the presence of coercion and the lack of control young people have in abusive or exploitative situations and must recognise the severity of the impact that exploitation has on the child or young person.</p> <p>Victim-blaming language may reinforce messages from perpetrators around shame and guilt. This in turn may prevent the child or young person from disclosing their abuse, through fear of being blamed by professionals.</p> <p>This session will explore the use of appropriate language to support professionals who are working with children and young people at risk of exploitation.</p>	<p>Complex Safeguarding Team</p>
<p><b>What is Complex Safeguarding</b></p> <p>2-hour session</p> <p><b>Foundation level</b></p>	<p>Microsoft Teams</p>	<p>Introduction to the Oldham Complex Safeguarding Team and links with Greater Manchester Complex Safeguarding network.</p> <p>Areas to be covered:</p> <ul style="list-style-type: none"> <li>- How the team functions</li> <li>- Exploration of Child Sexual and Criminal Exploitation</li> <li>- Risk indicators</li> </ul>	<p>Complex Safeguarding Team</p>

		<ul style="list-style-type: none"> <li>- Relational approach to working with young people</li> <li>- Referral process</li> <li>- Exploring exploitation in the context of adolescence and trauma</li> </ul>	
<b>Risk Indicator Tool</b>  1 hour session  <b>Audience - Core Level</b>	Microsoft Teams	Coming soon	Complex Safeguarding Team
<b>GM Complex Safeguarding Training</b>  1 day - Face to Face  <b>Audience - Core Level</b>	Classroom	Understanding Exploitation Training  Areas covered: <ul style="list-style-type: none"> <li>- Diversity and Exploitation</li> <li>- What is Exploitation?</li> <li>- Trauma and Stress</li> <li>- Trauma Informed Approach</li> <li>- Risks and Vulnerability</li> <li>- Use of Appropriate Language</li> <li>- Push and Pull Factors</li> <li>- Types of Exploitation</li> <li>- Education</li> <li>- Transitions appropriate to Planning</li> </ul>	Complex Safeguarding Team and Positive Steps

<b>Missing from Home</b> <b>Audience - Foundation</b>	Microsoft Teams  1 hour	This session will give professionals an overview of the Missing from Home Return Interview Service run by Positive Steps. It will cover the reasons why children may go missing from home, legislation, national guidance, the aims of the service and the importance of partnership working to manage risk and safeguard.	Positive Steps
<b>Child Trafficking and the Role of the Independent Trafficking Guardian Service</b> <b>Audience - Core</b>	Microsoft Teams  2 hours	This session will be delivered by Oldham Youth Justice Service and Barnardo's and will cover: <ul style="list-style-type: none"> <li>• The service, how to work with us and how we can help.</li> <li>• What child trafficking is and types of exploitation/trafficking.</li> <li>• Why children are exploited and the impact on them plus the signs/indicators.</li> <li>• Striking the balance – exploitation versus criminality.</li> <li>• NRM (national referral mechanism) process – how and why to refer.</li> <li>• Section 45 defence.</li> <li>• National context/themes, support.</li> <li>• Police role in fighting trafficking and the importance of language.</li> </ul>	Positive steps/Barnardo's
<b>Contextual Safeguarding Briefing</b>  <b>Audience - Foundation Level</b>	Microsoft Teams  1 hour	This session will look at the concept of contextual safeguarding/extra familial abuse, introducing the complex safeguarding network and Oldham' response and processes.	OSCP Training Consultant

<p><b>Vicarious Trauma</b>  <b>Audience - Core Level</b>  <b>1 day</b></p>	<p>Classroom</p>	<p>A training course for senior staff and managers, who have responsibility for the effective supervision of safeguarding practice. The key concept is that when working with people who have experienced trauma a channel opens which enables the client to experience the worker's empathic attunement in a balanced, healing way. When this balance is not managed by the worker the worker is at risk of vicarious trauma and/or burnout. It is crucial staff and managers can differentiate between vicarious trauma and burnout, how this can at best be avoided or at least managed and minimised. This training will explore the meaning of Vicarious Trauma, how to tell the difference between burnout and Vicarious Trauma, the Jigsaw model, Transference and Countertransference issues, and what we do about the above.</p>	<p>Commissioned by  Norma Howes</p>
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