

## Harrow LSCB Learning and Development Programme 2013/14

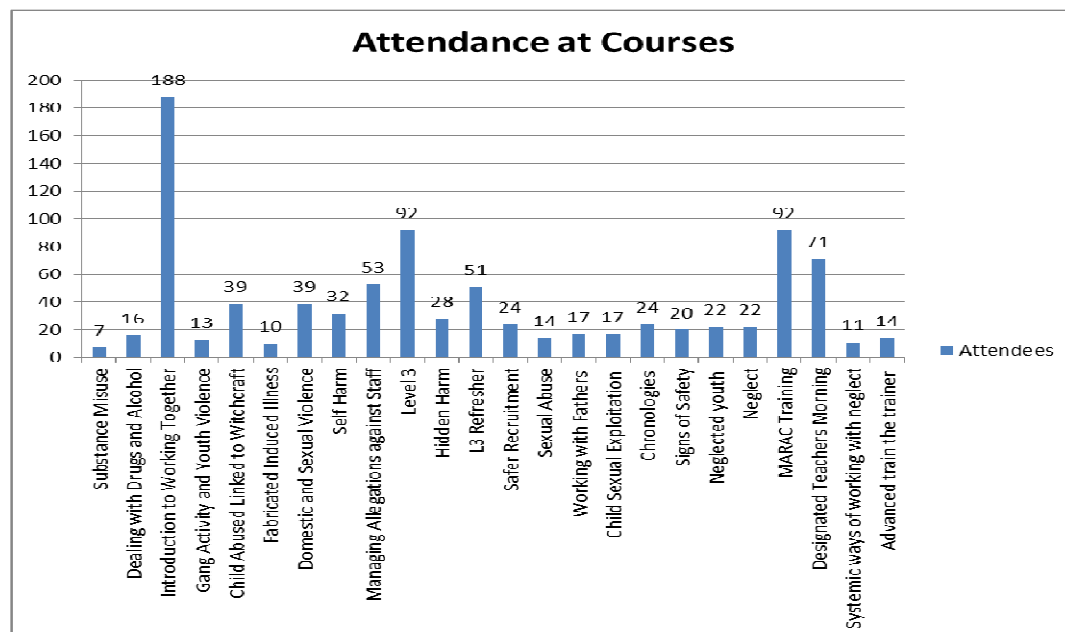
### Introduction

Harrow Local Safeguarding children's Board (LSCB) is committed to training for all volunteers and staff, who work with children. The purpose of multi-disciplinary training is to help foster and develop understanding of tasks and responsibilities, improved communication, effective working relationships based on trust and mutual respect, and sound decision making. Our common goals are improved outcomes and safety for children and young people, whether in the home, on the street, with friends or online.

It is the LSCB's responsibility to ensure that single and inter-agency training on safeguarding and promoting welfare is provided to meet local needs. This covers both the training provided by single agencies to their own staff, and multi-agency training – more than one agency train together. (*Working together to Safeguard Children 2010*)

### Attendance at Courses

The Learning and Development Sub Group have had a busy year planning, guiding and delivering learning opportunities for the LSCB this year. In total we ran fifty three multi agency sessions and three Designated teachers mornings with one thousand and seventy four bookings and nine hundred and thirty six people attending our sessions. That is an increase of over three hundred and four people attending our sessions, a increase of over 48%. We were pleased to see an increase in health professionals and the voluntary, community, charity and faith sector (VCCF) undertaking multi agency training but another year where representation from police have been very low (a 50% decrease on last year). There was only one 'young people services' booked onto our training but other participants who work in young people's services may have also defined themselves as coming from another agency.



A further six hundred and twenty two learning and development opportunities were created apart from our training programme and these are detailed below under 'other learning and development opportunities'.

Similar to last year the most popular course was the level 2 "Introduction to Working Together to keep children and young people safe – a shared responsibility". There were one hundred and eighty eight people who participated on this course. This course was initially a half a day course with an optional introductory session on Domestic and Sexual Violence (DSV). We reviewed the course and the importance of having DSV as a core component of safeguarding knowledge and extended the Introduction session to a whole day, also adding a session on the Common Assessment Framework (CAF). We were pleased to have the CAF Coordinator, Patsy Headlam, delivering this session and a new partnership with Victim Support delivering the other session.

The revised Level 3 "Multi-agency Assessment and Decision Making in Child Protection" course was also popular with ninety two people taking part. Due to its popularity we increased the number of sessions we delivered over the year. We increased our pool of local practitioners who are experts in their field to deliver on this course and it better reflects the multi agency professional group to which we deliver.

Most training is now delivered by local experts working in the Child Protection field. Overall, we have received very favourable feedback in having local experts deliver Harrow's training. We have invested in these trainers with support and continual professional development opportunities in the form of an Advanced Trainer's course for half the pool of fourteen people and plan another session this year.

The table below illustrates the breadth of safeguarding training offered over the last year, the popularity of the sessions and which of our trainers delivered the sessions;

Course	Trainers	Dates	Confirmed places on the day	Actual Attendance
Substance Misuse	Hannah Kaim Caudle	2 <sup>nd</sup> May	9	7
Dealing with Drugs and Alcohol: Youth in Harrow	Hannah Kaim Caudle	31 <sup>st</sup> January	11	11
		14 <sup>th</sup> March	7	5
Level 2	Angie Hick/Sue Bush	14 <sup>th</sup> May	27	24
	Sharon Honey / Zoe Tang	11 <sup>th</sup> June	24	23
	Sue Bush/ Debbie Moore	9 <sup>th</sup> July	19	17
	Ruby Schwartz /Debbie Moore	10 <sup>th</sup> Sep	23	20
	Rachelle O'Byrne/ Zabeen Jamadar	7 <sup>th</sup> October	22	22
	Alison Tonkin/ Zabeen Jamadar	5 <sup>th</sup> November	18	18
	Louise Mitchell/ Janine Young	10 <sup>th</sup> Dec	17	15
	Hazel Patterson / Zabeen Jamadar	8 <sup>th</sup> January	18	17
	Angie Hicks/ Janine	4 <sup>th</sup> February	15	15

	Young Sharon Honey / Zabeen Jamadar	3 <sup>rd</sup> March	21	17
Gangs	Elisabeth Major, Dan Burke, Bernadette Paulo	20 <sup>th</sup> May 14 <sup>th</sup> October	16 14	14 9
Witchcraft	CFAB trainers	22 <sup>nd</sup> May	51	39
Fabricated Induced Illness	Ruby Schwartz, supported by Janine Young	30 <sup>th</sup> April	13	10
DSV	Carla Thomas, Sarah Kurylowicz and Richard Metcalfe	3 <sup>rd</sup> June 11 <sup>th</sup> October 7 <sup>th</sup> February	15 15 18	10 11 18
Self Harm	Gary and Rowena Jaber	4 <sup>th</sup> June 15 <sup>th</sup> October	23 11	22 10
Managing Allegations	Paulette Lewis, John Berwick, Steven Ashworth	5 <sup>th</sup> June 3 <sup>rd</sup> December 11 <sup>th</sup> March	18 28 16	12 27 14
Level 3	Simon Sackwild, Anna-Marie Anderson, Shirley Dye, Paulette Lewis, Pauline Cleary, Sandra Rose, Mark Hall-Pearson, Anthony Folarmi, Barbara Houston, Janine young	18 <sup>th</sup> June 2 <sup>nd</sup> October 12 <sup>th</sup> November 13 <sup>th</sup> January 18 <sup>th</sup> March	23 25 17 21 22	23 16 17 17 19
Hidden Harm	Lea Holmes	21 <sup>st</sup> June 20 <sup>th</sup> September 6 <sup>th</sup> December	8 11 15	4 9 15
L3 Refresher	Elisabeth Major, Ruby Schwartz and Melanie Zurbrugg	8 <sup>th</sup> July 20 <sup>th</sup> Nov 17 <sup>th</sup> January	20 20 14	19 18 14
Safer Recruitment	Michele Robbins	28 <sup>th</sup> November	27	24
Sexual Abuse	Mike Smith	10 <sup>th</sup> February	14	14
Working with Fathers	Elisabeth Major, Mark Huhnen and Anthony Folami	13 <sup>th</sup> December	18	17
Child Sexual Exploitation	Elisabeth Major and Marsha Myers	29 <sup>th</sup> January	18	17
Chronologies	Ruby Schwartz and Parmjit Chahal	3 <sup>rd</sup> February	28	24
Signs of Safety	Jenny Coker	30 <sup>th</sup> January	20	20
Neglected youth	Janine Young, Ben White, supported by Christine Pangbourne?	22 <sup>nd</sup> January	29	22
Neglect	Mike Smith, supported by Janine Young	20 <sup>th</sup> January	26	22
MARAC Training	Sarah Kurylowicz and	18 <sup>th</sup> July	27	27

	Richard Metcalfe	31 <sup>st</sup> January 14 <sup>th</sup> March	40 39	32 33
Designated Teachers Morning	Elisabeth Major and <i>various external presenters</i>	21 <sup>st</sup> June 27 <sup>th</sup> September 7 <sup>th</sup> February	11 45 25	9 41 21
Systemic ways of working with neglect with a specific focus on 'mentalising'	Jan Irwin and Jeremy Greenwood	4 <sup>th</sup> March	15	11
Advanced train the trainer	Janine Young and Jae Watson	25 <sup>th</sup> March	14	14
Total			1074	936

With the help of these experts we developed and delivered some new training which included;

- Fabricated Induced Illness
- Level 3 Refresher
- Working with Fathers
- MARAC training
- Signs of safety (strengthening families) for effective child protection conferences
- Child Sexual Exploitation
- Chronologies
- Witch craft and spirit possession
- Neglected Youth
- Advanced Train the Trainer

We have also commissioned some external trainers to offer the following courses;

- Domestic and Sexual Violence
- Safer Recruitment
- Neglect
- Sexual Abuse

We have also had opportunities to have experts deliver on the following areas we didn't over last year;

- Systemic ways of working with neglect with a specific focus on 'mentalising'
- Safeguarding in the Digital Age

We have been more dynamic in our training delivery this year, making use of forum theatre, audio and visual aids. We also try to incorporate case studies into all of our delivery and make them as practical as possible. We have also cascaded all of the main learning points from our recent learning and improvement case reviews to be incorporated into all training delivered by the LSCB. We introduced a 'cascade sheet' for many of our courses, which is usually a one page document highlighting all the main points, conclusions and further links related to the courses. In disseminating this with any training documents after the session, we hope to encourage participants to share their learning as part of team meetings and supervision.

## **Financial cost of learning and development delivery**

The programme delivery cost the LSCB £11,360. Income generation is approximately £17,650 for this financial year. This is made up of money collected for teaching staff, Teaching staff from maintained schools booked and attended LSCB training, external organisations, academies and independent schools, the school 'offer' and non attendance payments. Full details can be found in appendix 1 at the end of this report.

We have made use of partners' generous offers to free training venues (Harrow Weald College in particular) and negotiated other cheap venues. This use of cheap venues and utilising in-Harrow trainers has reduced our training costs considerably.

As we value our in-Harrow trainers' time we also postponed or cancelled 11 courses over the course of the year, due to low sign up from across Harrow. While this is frustrating to those who have booked onto the courses as all our courses are delivered in a co-trainer model, the 'cost' of their time away from work needs to be taken into account as part of our programme delivery. One course, Harmful Cultural Practices was cancelled after it started when a participant became ill.

We are pleased to report back that most of our action plan 2013/14 was achieved with specific feedback following. After introducing non attendance/cancellation fee, non-attendance numbers have reduced considerably. For the year ending April 2014 87% of all confirmed bookings participated in the training, while last year it was 78%, an increase of 9% overall. Our administrative systems have been more effective in charging for non attendance and so participations have taken more responsibility in managing their training commitments. From our statistics we found that 11% of all schools bookings did not attend, while 19% of social care bookings did not attend. The health sector had the lowest percentage of non attendance of all sector groups we monitor, at just over 8%. See below for a breakdown of non-attendance by sector;

Agency	Booked	Did Not Attend
Social Care	237	46
Schools	238	28
Harrow Council	59	7
Early Years Services	50	9
Further Education	9	0
Police	7	0
Young People Services	1	1
Health	103	9
Probation	7	1
Voluntary, Community, Charity, Faith	95	9

## **Other learning and development opportunities**

Another example of being more dynamic in our learning opportunities was seen with the recent dissemination of learning and improvement case reviews. We wanted to provide learning across Harrow about the local responses to two specific child protection cases.

Rather than just publish and disseminate a report, we wanted to consider how Harrow's practitioners may work together more effectively to ensure children are kept safe in the future.

Another outcome of the 1 hour 45 minute sessions was to try to help colleagues identify how they continue their professional development and improve their safeguarding skills.

From 1<sup>st</sup> October to 13<sup>th</sup> December, Harrow LSCB delivered twelve sessions regarding our learning and improvement case reviews. Two hundred and seven participants took part with representations from a good mix of the agencies from across the LSCB.

The delivery was undertaken by a multi agency team who included; Shirley Dye, Joy Collins, Barbara Houston, Mark Pearson-Hall, Elisabeth Major, Geneviève Small, Peter Tolley, Janine Young and Sue Westbury.

We commissioned Eye Witness Theatre to develop two captivating scripts and dramatized them for our participants, based on the themes that resulted in the learning and improvement case reviews. Nine of the sessions had live actors delivering two scenes, and the other four had a DVD of the scripts filmed by actors.

Ofsted commended the LSCB on the impact of this dissemination via their recent early help thematic review at Harrow. They also commented that our plans to tackle the main safeguarding concern of neglect by making it the focus of the safeguarding month and conference in January 2014, and development of Neglect Guidance in the assessment of neglect cases was very timely. We believe it shows a commitment in our support of colleagues in working in this challenging area.

A Safeguarding Month took place for the first time at the start of 2014. It was launched with a specific course on Making Sense of Neglect and our Annual Conference, focusing on Neglect. Held at the Teachers' Centre, the Conference had over 160 people attend. Due to the size of the venue, we unfortunately had to limit the numbers, who could join us. We ran workshops related to the life of a neglected child focusing on; adult mental health, parental substance misuse, domestic and sexual violence, cultural implications and safeguarding and the voice of the child.

We ran the Annual Conference differently this year as we held a specific session for managers and supervisors in the afternoon led by our external expert Edi Carmi. This gave managers and supervisor some dedicated time to consider and discuss the issues of supervising neglect cases.

The Safeguarding Month was successful in piloting some new courses; Chronologies, Neglect and Neglected Youth.

## **Desk based learning**

We have been able to increase the number of professionals and volunteers across Harrow, who are developing their safeguarding skills at level 1 and level 2 through the development of desk based modules. We have been piloting this, but the numbers have been very promising. Since its launch we have had 198 people undertake and pass Level 1 and 57 at Level 2. Whilst we would prefer our level two skills development to take place in a multi agency arena, this alternative approach can capture those who work outside “regular” working hours. At the Level one, schools, nurseries, voluntary community and faith sector groups, and a pharmacy have been among professionals to take advantage of remote learning.

The Level 1 and 2 desk based learning is currently part of Harrow Children Services’ induction. We hope that every agency will build our level 1 safeguarding module into their organisation’s induction or ensure their current level 1 covers the same content as ours. We also plan for all new contracts given through local commissioning teams to include this induction to quality assure the training offered to staff.

Whereas last year, the LSCB core team went on to deliver single agency sessions, this year we focused on creating training plans and tools for our sector specialist partners to deliver learning to their own sectors. So for example, Angie Hicks, Childcare Development Manager trained 100 child minders and 15 Out of School staff since September 2013.

Alongside this approximately five local schools and the Children’s Sensory Team requested our training pack to run in house training.

## **The development of Child Neglect Guidance**

We had a round table discussion about the development of Child Neglect Guidance, designed to assist professionals in identifying and assessing children, who are at risk of neglect. It will be used when they are concerned that the quality of care for a child they are working with suggests that their needs are being neglected. It will help them to reflect on the child’s circumstances, gather evidence put their concerns into context and identify strengths and resources. We have asked colleagues to either pilot the guidance or reflect on how it might be used in their workplace. The findings from their feedback will guide its developments and will be used to strengthen the local early help framework.

## **Evaluation and impact analysis**

The London SCB developed and training evaluation and impact analysis toolkit. We have been making use of this on our courses at differing degrees. All courses now use the initial feedback form directly after the session. The level 3 Risk Assessment and Decision Making and its L3 Refresher equivalent also measure the longer term impact of the training on

participants. Three months after the course has finished, we have been sending evaluation forms to participants and following up these forms with a telephone conversation if they do not email them back. The Learning and Development Sub group have supported this process by calling individuals to gather feedback from them. Findings from earlier analysis have been disseminated in a report to the learning and development sub group and will continue to be done in that way.

### **Harrow Anti Bullying Policy**

Harrow LSCB Learning and Development Sub Group created an Anti Bullying Policy to be used across Harrow. The learning and development sub group have signed off the initial policy and have suggested stages for dissemination and adoption by schools and organisations working with children and young people.

### **The School 'offer'**

We offer all schools in Harrow a flat annual fee of £500 per annum to take part in any training we offer. We have also developed a school focused Level 2 "Introduction to Safeguarding" session with Shaftesbury High School that is delivered by LSCB staff and Designated Leads. A number of schools have taken up this opportunity and sending their staff to various safeguarding courses, as well as having a whole school trained to level 2.

### **The voluntary, community, and faith sector report**

The aim of the Harrow LSCB Voluntary, Community and Faith Sector (VCFS) outreach and support project is to increase VCFS take up of firstly, best practice in safeguarding children, and secondly, level 2 safeguarding training.

Over the past year, the Harrow LSCB VCFS project has made significant progress in engaging both small and large local VCFS groups in best practice in safeguarding children.

Safeguarding children activities and training delivered laid solid foundations on which a steadily growing VCFS Children, Young People and Families Network/Forum will be established in the coming year with funding that will incorporate two different agencies developing our work. In the last year, 14 different training sessions were undertaken specifically for the VCFS with 100 people in attendance. Training ranged from Introduction to safeguarding/child protection for the VCFS, Safe Organisations for Children and Young People - basic awareness session to "Developing and Implementing a Children's Safeguarding Policy".

The following VCFS groups engaged with the project via safeguarding events, training and one-to-one support:

Age UK Harrow

Carramea Community Resource Centre



Harrow Interfaith Council	Harrow African Caribbean Association
Harrow Anti-Racist Alliance	Harrow Association of Disabled People
Harrow Bengalee Association	Harrow Bereavement Care
Harrow Central Mosque & Madrassa	Harrow Community Farm
Harrow Equalities Centre	Harrow Kuwaiti Association
Harrow Women's Centre	Healthwatch Harrow
Hestia	Husseini Islamic Centre and Mosque
Northwood and Pinner Liberal Synagogue	Paiwand (Afghan Association)
Shree Swaminarayan Temple	Somali Cultural & Educational Association
Tamil Community Centre	The Parish Church of St Alban
Victim Support	Voluntary Action Harrow

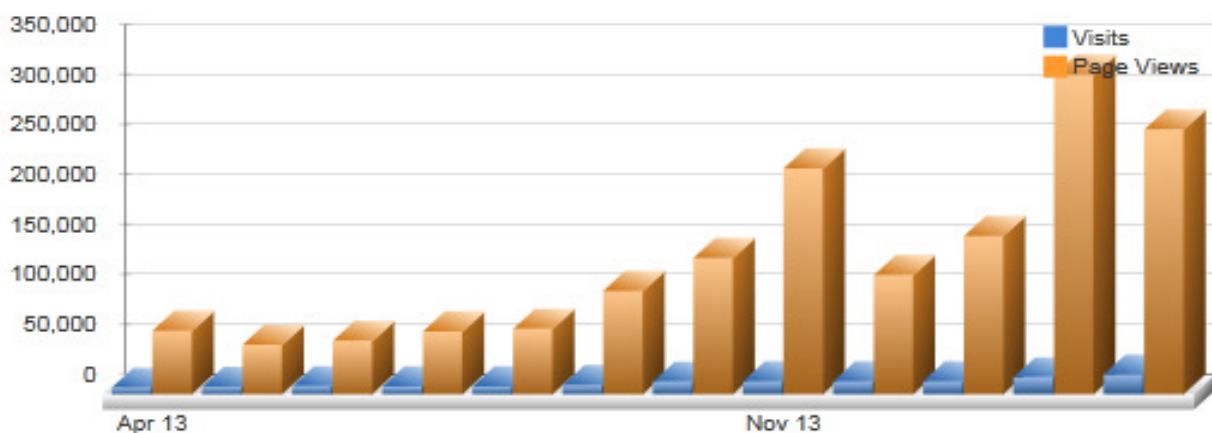
## LSCB website developments

































Our training administrator, Ijaz Valiji, has been able to dedicate more time to making improvements in the flow and content of the LSCB website. As a result, the number of page visits and hits on the LSCB website has substantially risen from April 2013 to the end of March 2014. The increase can be a result of large amounts of guidance and procedure materials and also changes that have been made to the website. Additionally, the efforts of the LSCB and partners to raise awareness have increased website hits. This is portrayed by the mix of agencies attending training and accessing documents and publications.

From April 2012 to April 2013 there were 508,233 page views and 67,100 visitors on the website. As depicted in the graph, from April 2013 to April 2014 there has been a huge increase with 1,622,471 page views and 135,519 visits.

### Monthly Totals [[www.harrowlscb.co.uk](http://www.harrowlscb.co.uk)]

Date Range: 01/04/2013 to 31/03/2014



Month	Page Views	Visits	Hits
April, 2013	63,508 	6,506 	176,649 
May, 2013	49,516 	7,443 	181,544 
June, 2013	53,337 	8,225 	175,812 
July, 2013	62,887 	7,743 	152,703 
August, 2013	65,507 	8,112 	147,412 
September, 2013	103,450 	9,150 	213,721 
October, 2013	136,362 	12,652 	263,866 
November, 2013	225,961 	12,988 	361,624 
December, 2013	119,153 	12,876 	216,217 
January, 2014	158,358 	13,076 	303,710 
February, 2014	319,544 	16,977 	435,982 
March, 2014	264,888 	19,771 	378,992 
Total(s)	1,622,471	135,519	3,008,232
Average(s)	135,205	11,293	250,686

## Action plan for *new* LSCB Training and Development 2014-2015

The Learning and Development group considered the report and agreed that we should prioritise the following for the coming year. The points in italics have been carried over from last year.

Action points for development	Who will be involved	By when
<p>Development of new safeguarding training ;</p> <ul style="list-style-type: none"> <li><i>Pre-birth assessment</i></li> <li><i>Communicating with children and young people and promoting their voices</i></li> <li><i>Race, Culture, Faith and Diversity – implications for safeguarding children effectively</i></li> <li><i>Female Genital Mutilation and male Circumcision</i></li> <li><i>Managing staff with child protection cases</i></li> <li><i>Safeguarding Children While Supporting Parents Who Have Complex Issues</i></li> <li><i>Court skills</i></li> <li>Baliff safeguarding induction</li> <li>Learning the lessons, SCR/homicide review</li> <li>Rosie 2</li> <li>Domestic violence with younger people</li> </ul> <p>Commissioning a new level 3-4 (designated lead for safeguarding or management of safeguarding level) ;</p> <ul style="list-style-type: none"> <li>Safeguarding disabled children</li> <li>MACIE</li> <li>Emotional abuse</li> <li>Safer recruitment</li> <li>Victim Support Training</li> </ul>	Learning and Development Coordinator and sub group	<p>Development begun by Sep 2014, delivered by Feb 2015</p> <p>Commissioning begun by Sep 2014, delivered by Feb 2015</p>
<p>Further discussions on the development of safeguarding training/ learning and development in;</p> <ul style="list-style-type: none"> <li>Adolescence and mental health</li> <li>Induction to MASH</li> <li>Neglect Guidance – gather feedback, agree final guidance, develop a dissemination plan. Ensure TAF development are integrated into this</li> <li>Develop a desk based Neglect learning and development opportunity</li> </ul> <p>Refresh the following sessions;</p> <ul style="list-style-type: none"> <li>Hidden harm</li> <li>Level 2 introduction to safeguarding</li> </ul>	Learning and Development Coordinator with L&D Sub group	<p>December 2014 October 2014</p> <p>July 2014 October 2014</p>
Development of Annual conference 2015 and safeguarding month	Learning and Development	January 2015

<ul style="list-style-type: none"> <li>• Agree a date with colleagues</li> <li>• Plan to work across borough with more external input from partners</li> </ul>	Coordinator with L&D Sub group and their colleagues	
<p>Development and cascading of core safeguarding training</p> <ul style="list-style-type: none"> <li>• Development of CAF/TAF Early intervention framework consultation and development</li> <li>• New CAF/TAF integration into every session</li> <li>• Development of learning pool desk based session</li> <li>• Ensure it is integrated into Neglect guidance</li> </ul>	As part of the working group Learning and Development Coordinator with L&D Sub group	<p>July 2014</p> <p>Roll out from Sep 14 ongoing</p>
<p>Development of effective promotions strategy to include;</p> <ul style="list-style-type: none"> <li>• <i>Targeting groups who don't attend</i></li> <li>• <i>Advertising in 'families' magazine</i></li> <li>• <i>Creating flyers</i></li> <li>• <i>Using 'free' in emails</i></li> <li>• <i>Consult with London SCBs</i></li> <li>• <i>Create a termly newsletter for LSCB training</i></li> </ul>	Learning and Development Coordinator with L&D Sub group and their colleagues	September 2014
<p>Increase actual attendance numbers to 88% of those originally booked online</p> <ul style="list-style-type: none"> <li>• Develop system to confirm training quicker</li> <li>• Implement cancellation and non attendance charges</li> <li>• Gain sub group's support in communicating with colleagues new procedures</li> </ul>	Learning and Development Coordinator with L&D Sub group	March 2015
<p>Development of in-house training capacity for LSCB training delivery;</p> <ul style="list-style-type: none"> <li>• Dual training opportunities</li> <li>• Ongoing CPD - offer an additional train-the-trainer advanced course (July) and specific whole group session (December)</li> </ul>	Learning and Development Coordinator with L&D Sub group and their colleagues	March 2015
<p>Development of evaluation and impact of training tools;</p> <ul style="list-style-type: none"> <li>• Gather and analyse training feedback for 2013/4</li> <li>• CPD Online</li> <li>• Quarterly reports and actions from L&amp;D sub group</li> <li>• Measuring the impact of our training - Development of more pre-course/during and post course questionnaire.</li> <li>• All level 2/3 courses have pre-course questionnaire and 50%</li> <li>• All level 3 course have post 3 month impact of training questionnaires.</li> </ul>	Learning and Development Coordinator with L&D Sub group	<p>September 14</p> <p>Quarterly</p> <p>From Sept 2014</p> <p>From June 2014</p>
<p>Quality standards in training;</p> <ul style="list-style-type: none"> <li>• Ongoing observations of trainers by training pool and LSCB core team. 10 courses minimum</li> <li>• Gathering learning needs analysis from sub group for development of new and relevant courses</li> </ul>	Learning and Development Coordinator with L&D Sub group	March 2015

<ul style="list-style-type: none"> <li>• E-learning and added to all inductions for new commissioned contracts within Harrow Children's Services and encourage other partners to do the same as part of their inductions.</li> <li>• Ensure that all trainers who deliver in-house training across Harrow are aware of the training packages we have on offer as well as the Minimum Standards for Training and equality and Diversity in Training Guidance.</li> <li>• Ongoing creating of 'cascade sheet' to share learning from training beyond the session day. Built into contracts for external trainers</li> </ul>	Specific trainers on courses	February 2015  ASAP  ASAP and ongoing  Ongoing
<p>Quality standards for safeguarding policies and practices ;</p> <ul style="list-style-type: none"> <li>• Development of a LSCB kite mark for safeguarding good practice</li> </ul>	Learning and Development Coordinator with L&D Sub group	March 2015
<p>Active engagement of the voice of the child;</p> <ul style="list-style-type: none"> <li>• <i>Agree strategies to do this</i></li> <li>• <i>Ensure all new training includes the voice of the child where possible</i></li> <li>• In the dissemination and monitoring of the anti-bullying guidance</li> </ul>	Learning and Development Coordinator with L&D Sub group	September 2014  Sep 2014

Report written by Janine Young, data collation and diagrams by Ijaz Valiji (April 2014)

**Appendix 1 Finance breakdown for running the learning and development programme 2013/4**

Course	Date	Trainer Name	Trainer Cost	Venue	Venue cost	Total spend
Introduction to Working Together to keep children and young people safe - a shared responsibility	14-May	Angie Hicks, Sue Bush	£0	Harrow Civic Centre Committee Room 1&2 Station Road Harrow HA1 2XY	£78	
Introduction to Working Together to keep children and young people safe - a shared responsibility	11-June	Sharon Love/Zoe Tang	£0	Room 868 Harrow Weald Campus Brookshill, Harrow Weald, HA3 6RR	£0	
Introduction to Working Together to keep children and young people safe - a shared responsibility	9-Jul	Sue Bush/Debbie Moore	£0	Harrow College(Harrow Weald Campus) Brookshill Harrow Weald HA3 6RR	£0	
Introduction to Working Together to keep children and young people safe - a shared responsibility	10-Sept	Ruby Schwartz/ Debbie Moore	£0	Harrow College(Harrow Weald Campus) Brookshill Harrow Weald HA3 6RR	£0	
Introduction to Working Together to keep children and young people safe - a shared responsibility	7-Oct	Rachelle O'Byrne/ Zabeen Jamadar	£0	Harrow College(Harrow Weald Campus) Brookshill Harrow Weald HA3 6RR	£0	
Introduction to Working Together to keep children and young people safe - a shared responsibility	5-Nov	Alison Tonkin/ Zabeen Jamadar	£0	Probation Services Rosslyn Crescent, Harrow, Middlesex, HA1 2SU	£0	

Introduction to Working Together to keep children and young people safe - a shared responsibility	10-Dec	Louise Mitchell/ Janine Young	£0	Harrow Weald College, Brookhill, Harrow, HA3 6RR	£0	
Introduction to Working Together to keep children and young people safe - a shared responsibility	8-Jan	Alison Tonkin/ Zabeen Jamadar	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
Introduction to Working Together to keep children and young people safe - a shared responsibility	4-Feb	Angie Hicks/ Janine Young	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
Introduction to Working Together to keep children and young people safe - a shared responsibility	3-Mar	Sharon Love/ Zabeen Jamadar	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
			<b>£0</b>		<b>£468</b>	<b>£468</b>
Substance Misuse	2-May	Hannah Kaim Caudle	£0	Compass Harrow	£0	
Dealing with drugs and alcohol: youth in Harrow	31-Jan	Hannah Kaim Caudle	£0	Compass Harrow	£0	
Dealing with drugs and alcohol: youth in Harrow	14-Mar	Hannah Kaim Caudle	£0	Compass Harrow	£0	
			<b>£0</b>		<b>£0</b>	<b>£0</b>
Self Harm and Young People	4-June	The WISH Centre	£250	Harrow Civic Centre Committee Rooms 1&2 Station Road Harrow HA1 2XY	£52	
Self Harm and Young People	15-Oct	The WISH Centre	£250	Probation Services Rosslyn Crescent, Harrow, Middlesex, HA1	£0	

				2SU		
			<b>£500</b>		<b>£52</b>	<b>£552</b>
Multi-Agency Assessment and Decision Making in Child Protection	18-June	Simon Sackwild, Anna Marie Anderson	£0	Harrow Civic Centre 1, Committee Room 18&2, Station Road, Harrow, HA1 2XY	£78	
Multi-Agency Assessment and Decision Making in Child Protection	2-Oct	Shirley Dye, Paulette Lewis	£0	Harrow College (Harrow Weald Campus) Gaskell Building Brookshill Harrow Weald HA3 6RR	£0	
Multi-Agency Assessment and Decision Making in Child Protection	12-Nov	Pauline Cleary, Sandra Rose	£0	Civic Centre Committee Room 5 Station Road Harrow HA1 2XY	£78	
Multi-Agency Assessment and Decision Making in Child Protection	13-Jan	Mark Hall-Pearson, Anthony Folami	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
Multi-Agency Assessment and Decision Making in Child Protection	18-Mar	Barbara Houston, Janine	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
			<b>£0</b>		<b>£416</b>	<b>£416</b>
Refresher: Assessment and Decision Making in Child Protection	8-July	Elisabeth Major, Ruby Schwartz / Melanie Zurburrgg	£0	Harrow College (Harrow Weald Campus) Brookshill Harrow Weald HA3 6RR	£0	
Refresher: Assessment and Decision Making in Child Protection	20-Nov	Elisabeth Major, Ruby Schwartz / Melanie	£0	Harrow College (Harrow Weald Campus) Brookshill Harrow Weald	£0	



		Zurburgg		HA3 6RR		
Refresher: Assessment and Decision Making in Child Protection	17-Jan	Elisabeth Major, Ruby Schwartz / Melanie Zurburgg	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
			<b>£0</b>		<b>£130</b>	<b>£130</b>
Domestic & Sexual Violence and Safeguarding Children	3-Jun	Carla Thomas, Sarah Kurylowicz and Richard Metcalfe	£500	Harrow Weald Campus Brookshill, Harrow Weald, HA3 6RR	£0	
Domestic & Sexual Violence and Safeguarding Children	11-Oct	Carla Thomas, Sarah Kurylowicz and Richard Metcalfe	£500	Harrow Weald Campus Brookshill, Harrow Weald, HA3 6RR	£0	
Domestic & Sexual Violence and Safeguarding Children	7-Feb	Carla Thomas, Sarah Kurylowicz and Richard Metcalfe	£500	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
			<b>£1,500</b>		<b>£130</b>	<b>£1,630</b>
Child Abuse linked with Witchcraft and Spirit Possession	22-May	CFAB	£0	Council Chamber	£52	
					<b>£52</b>	<b>£52</b>
Gang activity and/or serious youth violence	20-May	Elisabeth Major, Dan Burke	£0	Room 851 Harrow Weald Campus Brookshill, Harrow Weald, HA3 6RR	£0	
Gang activity and/or serious youth violence	14-Oct	Elisabeth Major, Dan Burke	£0	Committee Rooms 1&2 Harrow Civic Centre Station Road Harrow HA1 2XY	£78	

			£0		£78	£78
Fabricated Induced Illness	30-Apr	Ruby Schwartz and Janine Young	£0	Committee Room 1&2	£78	
			£0		£78	£78
Managing Allegations against staff and volunteers who work with children and young people	5-Jun	Paulette Lewis, John Berwick, Steven Ashworth	£0	Stanmore Park Children's Centre William Drive Stanmore HA7 4FZ	£120	
Managing Allegations against staff and volunteers who work with children and young people	3-Dec	Paulette Lewis, John Berwick, Steven Ashworth	£0	Kings Church Harrow Brigade House Brigade Close Harrow HA2 0LQ	£130	
Managing Allegations against staff and volunteers who work with children and young people	11-Mar	Paulette Lewis, John Berwick, Steven Ashworth	£0	Kings Church Harrow Brigade House Brigade Close Harrow HA2 0LQ	£130	
					£380	£380
Hidden Harm	21-Jun	Lea Holmes	£0	Compass Harrow	£0	
Hidden Harm	20-Sept	Lea Holmes	£0	Compass Harrow	£0	
Hidden Harm	6-Dec	Lea Holmes	£0	Compass Harrow	£0	
			£0		£0	£0
Key messages for Safeguarding in Schools	21-Jun	Elisabeth Major and various presenters	£0	Harrow Civic Centre	£39	
Key messages for Safeguarding in Schools	27-Sept	Elisabeth Major and various presenters	£0	Harrow Civic Centre	£39	

Key messages for Safeguarding in Schools	7-Feb	Elisabeth Major and various presenters	£0	Harrow Civic Centre	£39	
			<b>£0</b>		<b>£117</b>	<b>£117</b>
Working with Fathers	13-Dec	Elisabeth Major, Mark Huhnen and Anthony Folami	£0	Harrow Civic Centre Committee Room 5 Station Road Harrow HA1 2XY	£52	
			<b>£0</b>		<b>£52</b>	<b>£52</b>
Child Sexual Exploitation	29-Jan	Elisabeth Major and Marsha Myers	£0	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 0LQ	£130	
			<b>£0</b>		<b>£130</b>	<b>£130</b>
Learning the lessons	1-Oct	Mark Hall-Pearson Janine Young	£0	Harrow Civic Centre Council Chamber	£78	
Learning the lessons	16-Oct	Peter Tolly/ Janine Young	£0	Harrow Weald College	£80	
Learning the lessons	24-Oct	Jackie Shaw Shirley Dye	£0	Shaftesbury School	£0	
Learning the lessons	5-Nov	Joy Collins, Sue Westbury	£0	Harrow Civic Centre Council Chamber	£78	
Learning the lessons	18-Nov	Genevieve Small	£0	St Josephs Children's	£0	

		Mark Hall-Pearson		Centre		
Learning the lessons	13-Dec	Elisabeth Major	£0	Harrow Civic Centre	£60	
			<b>£0</b>		<b>£296</b>	<b>£296</b>
MARAC Training	18-Jul	Sarah Kurylowicz and Richard Metcalfe	£0	Civic Centre	£52	
MARAC Training	31-Jan	Sarah Kurylowicz and Richard Metcalfe	£0	Civic Centre	£52	
MARAC Training	14-Mar	Sarah Kurylowicz and Richard Metcalfe	£0	Civic Centre	£52	
			<b>£0</b>		<b>£156</b>	<b>£156</b>
Chronologies	3-Feb	Ruby Schwartz and Parmjit Chahal	£0	Civic Centre, Committee Room 5	£26	
			<b>£0</b>		<b>£26</b>	<b>£26</b>
Systemic ways of working with neglect	4-Mar	Jan Irwin and Jeremy Greenwood	£0	Kings Church	£130	
			<b>£0</b>		<b>£130</b>	<b>£130</b>
Advanced Train the Trainer	25-Mar	Jae Watson and Janine Young	£400	Kings Church + food	£130 £159	
			<b>£400</b>		<b>£289</b>	<b>£689</b>
Neglected Youth	22-Jan	Janine Young, Ben White, Christine Pangbourne	£0	Wealdstone Youth Centre + food	£0 183	

			<b>£0</b>		<b>£183</b>	<b>£183</b>
Signs of Safety	30-Jan	Jenny Coker	£0	Civic Centre, Committee Room 5	£26	
			<b>£0</b>		<b>£26</b>	<b>£26</b>
Safer Recruitment	28-Nov	Michele Robbins	£650	Kings Church Harrow, Brigade House, Brigade Close, Harrow, HA2 OLQ	£130 207	
			<b>£650</b>		<b>£337</b>	<b>£987</b>
Sexual Abuse	10-Feb	Mike Smith	£780	Kings Church Harrow Brigade House Brigade Close Harrow HA2 OLQ	£130	
			<b>£780</b>		<b>£130</b>	<b>£910</b>
Neglect	20-Jan	Mike Smith and Janine Young	£780	Kings Church Harrow Brigade House Brigade Close Harrow HA2 OLQ	£130	
			<b>£780</b>		<b>£130</b>	<b>£910</b>
Annual conference	31-Jan	Multi agency (Edie Karmi)	0	Harrow Arts Centre	£2970	
<b>TOTAL</b>			<b>0</b>			<b>£2,970</b>

£4610

£6750

**£11,360**

<b>Money due to be received in (still awaiting from December 13 - March 2014)</b>						
Teaching staff from maintained schools booked and attended LSCB training			£6,385		£6,385	

					£0	£6,385
External organisations, academies and independent schools			£3,215		£3,215	
					£0	£3,215
School pilot scheme			£2,500		£2,500	
					£0	£2,500
non attendance/cancellations			£5,550		£5,550	
					£0	£5,550

Total income generation	£17,650
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