



Social Work Training and Development Prospectus

Edition 1: August 2025



Aug 2025

Brought to you by the Children and Families Policy Team

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Welcome

This prospectus outlines training opportunities for all staff within Social Work Services. Some of these are available exclusively to Social Work staff, whilst others are open to partnership agencies throughout Moray.

Continual professional development is a vital aspect of social work practice. Please use this prospectus to maintain awareness of what is available to you in Moray via:

- ✓ The Social Work Service
- ✓ Moray Council (corporate)
- ✓ The Child Protection Learning and Development Subgroup
- ✓ Moray's Public Protection Partnership

Training dates are accessed via the links in this prospectus.



Discussing training in supervision

Colleagues are encouraged to regularly explore training opportunities in supervision, using this prospectus and the links to book training.

Social work service training and development

The training and development sessions in this section are exclusively available to social work staff. Please book* via the following link:

Children & Families and Justice Social Work Training Offer

*Please note that some of the core social work training sessions have not yet been added to the booking system as they are still in development. The booking system will be updated as soon as they become available. You are encouraged to check the booking system for new opportunities, and the prospectus will be updated when new training becomes available.

Core sessions

The sessions in the table below are **mandatory** for staff including:

- Social workers
- Senior social workers
- Family support workers
- Children's services workers
- Project workers
- Reviewing officers
- Consultant practitioners

Training requirements for team manager and services managers will be identified as part of the employee review and development programme/supervision.

| Title | Focus | Available to book? |
|-----------------------|---|--------------------|
| Assessments (3 hours) | <ul style="list-style-type: none">✓ Moray's Integrated Assessment template✓ The National Practice Model – understanding need and risk✓ Analysis - making sense of information✓ Recommendations – drawing the assessment to a conclusion with a clear recommendation✓ Action Planning – promoting positive | Yes |

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| | change using the action plan ✓ Quality assurance | |
| Chronologies (2 hours) | ✓ The importance of chronologies ✓ How chronologies are compiled ✓ How you can contribute to a chronology ✓ How we should use chronologies in practice ✓ How to successfully analyse a chronology | Yes |
| Child protection processes (5 hours) | ✓ IRDs ✓ Child Protection Planning Meetings ✓ Child Protection Orders ✓ Child Protection Medicals ✓ Toxic Trio | Yes |
| Mental health (2.5 hours) | ✓ The impact of parental mental health on children's development ✓ Young people's mental health ✓ Ways to support parents and young people ✓ Strategies as professionals to work alongside them | Yes |
| Substance use (2.5 hours) | ✓ Parents' and/or adults' substance use and risk ✓ Impact on parenting and children's development ✓ Young people's substance use and risk ✓ Treatment and care options | Yes |
| Neglect | ✓ What is neglect? ✓ The impact of neglect ✓ Approaches to working with neglect ✓ Assessment of neglect | Coming soon |
| Adult support and protection (Module 1 & 2) | ✓ Understanding Harm ✓ Understanding the Adult Support and Protection process in Moray | Yes – Module 1 – partnership training calendar Module 2 – via CLIVE |

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| Safe and Together (exempt from 2- year cycle) 4 days | ✓ Internationally recognised model for the assessment of domestic abuse and working with perpetrators, survivors and children impacted by domestic abuse | Coming soon |
| Graded Care Profile 2 (exempt from 2-year cycle) | ✓ Practical application of the Graded Care Profile 2 approach to assessing neglect | Coming soon |
| Permanence | <ul style="list-style-type: none"> ✓ Exploring the principles of permanence planning for children in Moray ✓ Explore permanence procedures | Coming soon |

Additional training opportunities

The training and development sessions in the table below are relevant to staff directly delivering services. Please discuss your attendance with your line manager.

| Title | Focus | Available to book? |
|---|--|---------------------------|
| Contextual safeguarding (2.5 hours) | <ul style="list-style-type: none"> ✓ Contextual safeguarding and the Scottish child protection system ✓ Signs of contextual harm as distinct from family-based safeguarding concerns ✓ Professional responsibility to act, including curiosity, persistence and partnership ✓ Multi-agency collaboration and community responses to contextual safeguarding concerns | Yes |

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| Personality disorders (2 hours) | Delivered by Dr Mann (Consultant Psychiatrist at Pluscarden Clinic, Elgin) explores personality disorder from its initial cause to the best treatment and management plans | Yes |
| Continuing Care Procedures (1.5 hours) | An introduction to Continuing Care procedures in Moray or our approach to helping care experienced young people "stay put" | Yes |

Moray Council (corporate) training opportunities

The elective online sessions in this section are open to all staff of the Moray Council, via CLIVE. Discuss your attendance with your line manager and complete the training.

| Title | Available to book? |
|--|---------------------------|
| ✓ Trauma informed level 1: Introduction to trauma-informed principles and practice | Yes – via CLIVE |
| ✓ Trauma informed level 2: Understanding the impact of trauma and responding in a trauma-informed way | Yes – via CLIVE |
| ✓ Trauma informed level 2: Trauma in children and young people | Yes – via CLIVE |
| ✓ Trauma informed level 2: Understanding the impact of trauma on mental health and evidence-based pathways to recovery | Yes – via CLIVE |
| ✓ Trauma informed level 2: Understanding the use of substances to cope with the impact of trauma | Yes – via CLIVE |
| ✓ Trauma informed leadership: Protecting the psychological wellbeing of staff and teams for managers and team leaders | Yes – via CLIVE |
| ✓ Psychological First Aid | Yes – via CLIVE |
| ✓ Staff Wellbeing: taking care of yourself | Yes – via CLIVE |
| ✓ Child Protection Basic Awareness (annually) | Yes – via CLIVE |
| ✓ GDPR (online via CLIVE) – annual | Yes – via CLIVE |

Child Protection Learning and Development Subgroup training opportunities

The workshops in this section are open to all members of the Moray Children's Services Partnership via the Child Protection Learning and Development Subgroup. Discuss your attendance with your line manager and book via the following link:

<https://outlook.office.com/owa/calendar/MorayPartnershipTrainingOpportunities@moraycouncil.onmicrosoft.com/bookings/>

| Title | Focus | Available to book? |
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| Risk, vulnerability and harm | <ul style="list-style-type: none">✓ Distinguish between risk, harm and vulnerability✓ Distinguish vulnerabilities arising from growth, development and maturation from those associated with personal trauma✓ Identify potential systemic sources of vulnerability✓ Apply the concepts of risk, vulnerability and harm to cases where there is a safeguarding concern | Yes – via link |
| Child sexual exploitation (CSE) | <ul style="list-style-type: none">✓ Identify who is at risk of CSE and what to do about safeguarding concerns✓ Distinguish between different types of CSE✓ Distinguish between risk, vulnerability and exploitation✓ Explore the challenges of intervening in and disrupting CSE✓ Apply key ideas about CSE to cases where there are safeguarding concerns | Yes – via link |

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| Gangs and county lines | <ul style="list-style-type: none"> ✓ A brief overview of relevant legislation and policy ✓ Outline the structures and process that comprise county lines dealing ✓ Identify and describe exploitation strategies, e.g., cuckooing, debt bondage, grooming, etc. ✓ Describe how different individuals involved in county lines dealing may be exploited and pose a risk of exploitation to others ✓ Analyse cases of risk and vulnerability where gangs and county lines are involved | Yes – via link |
| Communication Skills and Practice for Professionals | <ul style="list-style-type: none"> ✓ Communicating with greater confidence ✓ Managing difficult conversations ✓ Balancing professionalism and authenticity ✓ Setting realistic expectations ✓ Trauma informed communication practice | Yes – via link |
| Positive behaviour management strategies | A skills and strategies workshop for anyone working with children and young people who present challenging behaviours. The session may be of particular interest to those working in third sector voluntary settings. We will explore where challenging behaviours come from, how they impact on our activities and what we can do anticipate and moderate these. | Yes – via link |

Public Protection Partnership training opportunities

The sessions in this section are open to all staff via various spheres of the Public Protection Partnership. Check the dates of the sessions on [Moray Protects](#) or via email protectingpeople@moray.gov.uk

Discuss your attendance with your line manager and book via the links provided.

| Title | Focus | Available to book? |
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| Introduction to suicide prevention | Delivered by SAMH on behalf of Moray Suicide Prevention Group, this short course gives an overview of suicide and why it's important to talk about it. You'll learn how to spot signs, ask about suicide, and listen in a supportive way. It will also cover the impact of stigma, where to find help, and how to look after yourself when supporting others. | Yes – Book here Introduction to Suicide Prevention Training Tickets, Thu 28 Aug 2025 at 14:00 Eventbrite |
| Introduction to youth suicide prevention | Delivered by SAMH on behalf of Moray Suicide Prevention Group. This introductory course gives a basic overview of youth suicide and why it's important to talk about it. You'll learn how to spot warning signs, start a conversation, and know what support is available. It will also cover the impact of stigma and how to look after yourself when supporting others. | Yes – Book here Introduction to Youth Suicide Prevention Training Tickets, Tue 19 Aug 2025 at 14:00 Eventbrite |
| Basic Awareness of Adult Support and Protection - Module 1 | The session covers different types of harm, how to report a concern and provides oversight of Moray's Adult Support and Protection operational processes. | Yes – Book here Adult Support and Protection (Specific Contact Workforce) Module 2 Tickets, Thu 21 Aug 2025 at 13:00 Eventbrite |

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| Wave after Wave Suicide Bereavement Training | <p>Delivered by SAMH on behalf of Moray Suicide Prevention Group, this training is for staff supporting, or coming into contact with, those bereaved by suicide. It provides an understanding of the complex nature and impact of a suicide bereavement, how to provide a compassionate and empathetic response, and to be aware of the impact on worker well-being. To book your space, email the North East suicide prevention team at SAMH.</p> | <p>Yes</p> |
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