

## Nottingham VRP/OPCC Youth Projects

Training Pathways Self Assessment Tool

## Please use in conjunction with the Training Pathways Framework



**Organisation information**

**Example in red:**

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| **Organisation Name: John Smiths Boxing** | **Number of staff in organisation:** | **4** |
| **TRAINING PATHWAY FRAMEWORK** |
| **Youth Work Qualifications**  | **Staff with no qualifications in Youth Work** | **Level 1 Certificate in exploring Youth Work (Intro)** | **Level 2 award****(4 modules)**  | **Level 2****Certificate in Youth Work Practice (5 module + 1) JNC (equivalent to GCSE)** | **Level 3 Certificate / Dip in Youth Work Practice (equivalent to A’ Level)** | **List team CPD Training gained, and date gained:** |
| **Please indicate the qualifications each member of staff holds:**  | **LR** | **JH, MJ** |  | **ZB** |  |  |

**Those Working With Young People**

**Minimum Basic Training**

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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **Safeguarding:****Child Protection****and Adult Safeguarding** | * Knowledge and understanding of own organisations policies and procedures.
* Be able to define the terms of safeguarding and child protection.
* Be aware of keeping yourself and your team safe when working with children and young people.
* Understand the requirements of reporting safeguarding issues.
* Awareness of digital and online safety.
 |  |  | **Introductory Safeguarding Training****Designated Safeguarding Lead Training****Contextual Safeguarding Training**  |
| **Engaging and Communication** | * Understanding the importance of building relationships with young people.
* Professional identity and professional boundaries
* (Being the friendly professional not the professional friend)
* Using effective listening skills.
* Using the digital world for engaging with young people.
 |  |  | **Engagement and Communication Training** |
| **Special Educational Needs and Disability Awareness** | * Awareness of special educational needs and disabilities.
* Understanding the need to adapt activities for inclusivity to meet the young persons needs.
 |  |  | **Special Education Needs and Disability Awareness Training** |
| **Equality, Diversity and Inclusion** | * Cultural Awareness and Cultural Competencies.
* Awareness of anti-oppressive practice.
* Awareness and understand different cultures within
* the community including age, gender, LGBTQ+, race religion.
* Awareness of the Unconscious Bias.
 |  |  | **Cultural Competence and Unconscious Bias Training** |

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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **Exploitation Awareness** | * Awareness of children and young people and the risks associated with little or no engagement with peers or professionals.
* Exploitation to include sexual exploitation, gangs, drugs, FGM, financial.
 |  |  | **Exploitation Awareness Training** |
| **Health, Safety****and Risk Assessment** | * Health and Safety Awareness to include behaviour, safe environments and safe activities.
* Mental health and wellbeing awareness of your own self.
 |  |  | **Health, Safety and Risk Assessment Training****Managing Health and Safety Training.***NB: The VRU offers both of the above in one training course.* |
| **Working with****Groups and Individuals** | * Understanding participation including group work and working with individuals.
* Managing the group work activity.
* Awareness of working with individuals.
* Code of conduct and decision making with young people.
 |  |  | **Engaging Effectively with Groups and Individuals Training** |
| **GDPR,****Information Recording, Storing and Sharing** | * An understanding of GDPR, data control and sharing protocols.
 |  |  | **GDPR Training.** |

**Recommended Continued Professional Development**

# Specialist Training

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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **ACE (Adverse Childhood Experience) Awareness** | * Becoming ACE Aware.
* Impact of Adverse Childhood Experiences.
* Consequences of ACE’s.
* Building and celebrating resilience.
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| **Knife, Gun and****Gang Crime Awareness** | * Awareness of the impacts of weapons and criminal engagement/exploitation on young people, families and communities.
* Understanding how young people can become involved and exploited.
* Recognising vulnerabilities and signs.
* Understanding the impact of behaviours on the family and community.
* Understand the local and national frameworks for working with young people involved in youth violence, criminal activity, child criminal exploitation.
 |  |  |  |
| **Challenging Behaviour and Managing Conflict** | * Understand behaviours that challenge.
* How to deal with behaviours that challenge.
* Dealing with conflict management and the impact of behaviours on group activity.
* Managing parental conflict.
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| **Trauma Informed Work** | * Understand the effects of trauma.
* Understand the principle concepts of trauma informed practice.
* Understanding the impact of secondary trauma.
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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **Detached Youth Work** | * Understanding detached and outreach youth work.
* Understanding the needs and requirements to keep young people and those working with young people safe.
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| **Employability** | * Supporting young people to develop skills for employability:
* Application form writing.
* CV writing.
* Interview support.
* Building confidence.
* Presentation skills.
* Financial skills.
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| **Substance Misuse** | * Awareness of substance misuse including; Illegal drugs, Prescription Medication, Alcohol.
* Where to go and how to ask for help.
* Recognising signs and symptoms and impact of substance misuse.
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| **Mental Health First Aid** | * Understanding young people’s mental health and factors that affect wellbeing.
* Skill to spot triggers and signs of mental health issues.
* Understanding and have confidence to support young people in distress.
* Identifying help for young people with their mental health.
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| **Food Hygiene** | * Understanding basic food hygiene for preparing and providing food.
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**Training for Managers and Leaders of Organisations**

# Management Training

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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **Volunteering and the Law** | * Understanding and an awareness of managing volunteers.
* Understanding the law, responsibilities and accountability.
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| **GDPR and Data Protection** | * Understanding the law around GDPR.
* Consent to use information.
* Holding and sharing personal data.
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| **Planning and Evaluation** | * Understanding the importance of planning and evaluating activity including outcomes and outputs.
* Identifying different models that are suitable for the activities and programmes being delivered.
* Understanding evaluation and the different methods of evaluation, including types of evaluation.
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| **Governance** | * Understanding the legal requirements for Governance.
* Understanding the responsibilities for Governance Boards.
* Understanding Governance Board roles individual responsibilities.
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| **Title** | **Content** | **Progress Notes** | **RAG** | **VRU Funded Training** |
| **Partnership and****Multi-Agency approach to work with young people and the community** | * Identifying the benefits of partnership working.
* Development of partnerships.
* Development of partnership agreements or service level agreements.
* Developing outcomes that can benefit all organisations involved in the partnership.
* Understanding which partners will provide the best outcomes during programmes and or projects.
* Identifying collaboration opportunities for the benefit of young people and the community.
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| **Managing Health and Safety** | * Managing Health and Safety including buildings, staff, volunteers and visitors.
* Risk Assessment processes.
* Identifying and understanding own organisations health and safety policy.
* Providing requirements for first aid provision.
* Understanding and acting on the need for reporting accidents.
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| **Safer Recruitment** | * Understanding the need for safer recruitment.
* Awareness of DBS and how to use this.
* Recruiting staff or volunteers who have criminal convictions.
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