Let’s make something amazing happen

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An Introduction to Break

Break has been changing the lives of children and young people across East Anglia for over 50 years. We believe that, with the right support, there are no limits to what a child can achieve - no matter their start in life.

While originally founded in 1968 to provide short break holidays for children with disabilities and their families, the charity has since expanded to offer a wide variety of services for children, young people and families on the edge of care, in care and leaving care. These services, of which 91% are rated Good or Outstanding, include:

- Residential homes for children with disabilities.
- A short break home for children with disabilities.
- Residential homes for children.
- A pioneering leaving care service.
- A fostering agency.

We also provide charitably funded wraparound care, paving a pathway towards independence. The Break Therapeutic Team directly support young people and the staff who work with them to better understand the impact of childhood trauma and how they can take steps to heal. The Opportunities Team then builds support networks by bringing young people together for shared experiences and activities. When ready, young people can join the Coffee Break van, which provides a safe space to experience employment and pick up valuable skills.

This wraparound care forms the foundation of our unique promise of a lifetime of support for anyone who walks through our doors. We don’t believe care should have an end date, and will instead walk alongside young people for as long as they need us.

Please read on to find our how you and your organisation can benefit from training with Break.

The courses shown in this brochure are examples of training opportunities included in our offering. To see an up-to-date list of those currently on offer, see the Break website.

break-charity.org
Break as a training provider

Break has a long history of delivering and commissioning high-quality training related to the care task. This programme is designed to meet the training and development needs of those working in the care sector, from newly-appointed staff with little experience through to those with a wealth of experience and skills.

As a general guide, each day of training is £80. For courses under the umbrella of Management and Leadership, training is £100 per day.

On the following pages you will find examples of the training opportunities we offer. To see an up-to-date list of our current offering, visit the Break website.

If you would like any more information regarding Break’s training offer, please contact training@break-charity.org.

The programme is divided into five sections:

- **Safe Working**
  This programme is comprised of the basic courses to ensure compliance with legislation and safe working practices. These courses are run several times a year and are to be completed in the initial stages of employment and as refreshers.

- **Develop Your Skills**
  The programme introduces to the workforce a range of concepts that are crucial to working with children, young people and families. These courses highlight the need to understand the root of behaviour, rather than reacting to the behaviour itself, in order to make positive, sustainable relationships.

- **The Experienced Practitioner**
  These courses are aimed at professionals with experience and knowledge. There is a focus on gaining a greater understanding of service users and developing strategies to enhance practice.

- **Management and Leadership**
  This programme considers all aspects of the management role, from an introduction to management to more in-depth features of the management and leadership task.

- **Training Suite**
  This section provides a list of potential courses on offer, however if you are interested in any training that is not listed in our brochure, would like to see our full list of training, or would like to arrange a course specifically for your team or organisation, please contact training@break-charity.org and we will get back to you to discuss your requirements.

To book a place on a training course, please ensure you have permission from your manager and then email training@break-charity.org.

Main training venue:
Diamond House, Vulcan Road North, Norwich, Norfolk, NR6 6AQ
Safe Working

To see an up-to-date list of our current training opportunities, visit the Break website.

**Steps (2 days)**

This course explores a therapeutic model for understanding and responding to both pro-social and anti-social behaviour. The course looks at law and guidance relevant to the use of physical intervention. Delegates are provided with the most commonly used personal safety and restrictive physical interventions, relevant to services supporting children and young people.

**Steps Refresher (1 day)**

This refresher will take place to enable teams to consider the effect of their specific environment in the application of Steps techniques.

**Steps Setting-based Refresher (half day)**

This refresher will take place to enable teams to consider the effect of their specific environment in the application of Steps techniques.

**Fire Training**

A basic course outlining the guidelines when dealing with fires in the workplace. Clear guidance is given on evacuation procedures and dealing with minor fires. The course trains the delegates to use the right fire extinguisher at the right time and in the right way.

**First Aid Training**

This one day course deals with all aspects of emergency first aid including legislation, roles and responsibilities, resuscitation, dealing with minor injuries and accidents, CPR, Anaphylaxis, Diabetes, Seizures and more.
**Professional Boundaries**

Essential for all new staff, this course considers how we interact with our service users in a professional and personable way. The practitioners will be asked to consider the messages they give to the young people and adults they work with, both verbal and non-verbal. There will be a focus on understanding the need for boundaries and the dangers of a workforce without them. The course considers a number of real life case studies to challenge perceptions and cultural practices, as well as team and organisational cultures that promote professionalism, transparency and the shared responsibility to report inappropriate practice.

**Child Protection**

This training course considers the signs and symptoms of child protection and challenges our misconceptions of abusers or abusive situations, how to react if a child/young person discloses to you, and the necessity of accurate and fact based recording.

**Safeguarding Adults**

This course aims to give participants an overall understanding and appreciation of what safeguarding adults is all about and what responsibilities each participant has in safeguarding their service users.

**Care of Medication**

This course covers the logging in, storage and administration of medication. It will also include best practice guidance. This course is complemented by the Care of Medication Competency Assessment that is carried out for all new employees in-house.

**Epilepsy**

This course is especially suited to staff who are working with those suffering from Epilepsy. The course teaches delegates about the causes and effects of Epilepsy, as well as ensuring that they know the correct ways to care safely for someone who is having an epileptic seizure including the various types of seizure and how to administer medication.
GDPR

The General Data Protection Regulation (GDPR) became enforceable from the 25th of May 2019. It is intended to toughen and unify data protection for all individuals within the European Union. Primarily, it aims to give control back to people over their personal data. This course will provide the learners with an overview of the regulation, including the structure, the role of a data protection officer, and the consequences of compliance and non-compliance.

CWD Safeguarding Workshop

Children with disabilities are recognised as the most vulnerable group in respect of safeguarding their well-being. They may have physical, sensory and learning disabilities or difficulties. This course will be for all new starters in addition to the child protection course and will explore the additional factors to consider when safeguarding the young people in your care. There will also be the option for teams to do a session on safeguarding culture.

Food Hygiene

This Food Safety and Hygiene course contains essential information on all aspects of food hygiene. The course will help carers to understand the importance of correct food handling and storage, personal hygiene, preventative measures, and effective controls and procedures.

Moving and Handling

Dealing specifically with the moving and handling of people with complex care needs, this course covers all theoretical and practical aspects of moving and handling people with impairment, in line with the requirements in the Manual Handling Operations Regulations 1992 and other legislation relevant to manual handling within a complex care environment. The course looks at client handling techniques to be used through a wide range of disabilities and ages and is designed to assist in meeting the requirements of numerous care qualifications.
**Induction Day**

This session is for all new Break staff, and provides an overview of Break’s services, vision and values, reinforcing that Break is one team across a diverse range of services and settings.

**Health and Safety**

A basic knowledge of all aspects of workplace Health and Safety, including elements of manual handling, legal issues, food hygiene and an overview of risk assessments.

**Trauma and Attachment**

This is a two day introduction to Attachment and Developmental Trauma. The learning outcomes of the training are:

- To have an understanding of the brains of the young people who come into our services.
- To ensure all staff members are trauma informed and aware of the complex needs of our young people across all services.
- To recognise the impact of our relationships with young people on them, and on us.
- To help build healthy relational practice.
- Introduce core concepts that help us understand and therefore respond helpfully to complex behaviour.

Day one covers attachment and developmental trauma. Day two covers concepts of shame, emotional regulation, attunement, compassion fatigue and impact of developmental trauma.
## Develop Your Skills

To see an up-to-date list of our current training opportunities, visit the Break website.

### CEOp

This course is delivered on behalf of the Child Exploitation Online Protection Centre. The course covers who CEOp are as well as the work they are doing, and takes an in-depth look at different technologies that young people are using and the risks that are posed by them. These include social networking sites and apps, instant messenger, gaming sites and consoles, web cams and mobile technology. The rest of the time is then spent looking at the ‘Think U Know’ education package which provides a number of resources such as films, posters, lesson plans and presentations that can be used directly with children from four years up to 19/20-year-olds and parents/carers.

### CSE

Child sexual exploitation (CSE) is not confined to specific areas or communities - it can happen anywhere and any child could be a victim regardless of their background. This course will help equip you with the knowledge and techniques to identify and report CSE and to support young people and their families.

### Self-Harm

The course, which is suitable for anyone working with young people, will look at the stereotypes, myths and reality surrounding self-harm, suicide, young people’s experiences, assessing and managing risk and building resilience in practice. The course will also cover the practical skills in knowing what to do when young people self-harm or they are at risk of suicide.

### County Lines

Our Gangs & County Lines Professionals’ Session consists of speakers utilising their lived experience within the criminal justice system to unpack and explore the realities and consequences of county lines drug smuggling, gang involvement, criminal exploitation and serious youth violence. Perspectives from previous perpetrators and runners/transporters, combined with relevant case studies, aid audiences in gaining an authentic and credible understanding of this complex and cross-cutting issue.
Natural Consequences

This workshop is to support staff in understanding and developing natural consequences to support children and young people who have experienced developmental trauma to help their growing brains link behaviour to an outcome without causing further pain. We offer a space to explore this together in your teams and specifically to your young people and their experiences and needs.

Drug & Alcohol Misuse

This course will cover the following:

• A small amount of context.
• A look at why people may use drugs in general.
• Information about types of drugs.
• Indicators of use and a reminder about operation Gravity.
• Tips on how to respond.
• A very brief overview of how the Matthew Project can help.

Our young people, special occasions, Christmas and trauma symptoms

This workshop is set up to provide you with a reflective thinking space for you to hold your young people in mind. Although you may feel prepared and ready, we would welcome you to come along to open up a space to think about your young people this year as well as what’s different from last year, new young people that may be having a first Christmas with you, and what Christmas looks like in your home.

We know that Christmas is an impactful, challenging time for our young people who can’t be with their families. As we work towards being a trauma informed organisation we encourage you to come and join us as practitioners to have some time to reflect and think together.
The Experienced Practitioner

To see an up-to-date list of our current training opportunities, visit the Break website.

**Effective Supervision**

This course considers the dynamics within the supervisory relationship, including how to recognise patterns of behaviour, how to challenge avoidance of issues, and when to increase the level of managerial oversight. The course highlights the different ways in which we learn and take on new ideas and will encourage participants to think about how their own work values impact on the supervision process.

**Supervision Workshop**

This workshop will explore the different functions of supervision and how to ensure we strike the balance. We will explore the practical application of these functions and how to ensure we can use them in every day practice. The workshop will explore using a therapeutic lens when we engage with our supervisees and how to make the most out of the time we have together.

**Action Learning for Seniors**

Action learning is a structured mechanism for working in small groups to address complicated issues. Action Learning Sets are made up of between six and eight people who present and collectively work on problems faced in ongoing practice. The group will then help the ‘presenter’ work on that problem through supportive but challenging questioning: encouraging a deeper understanding of the issues involved, a reflective reassessment of the ‘problem’ and an exploration of ways forward.
Management and Leadership

To see an up-to-date list of our current training opportunities, visit the Break website.

**Warner Safer Recruiting**

Based on the DfE Safer Recruitment training for schools, this course highlights the need for care managers to consider recruitment processes as a means to protect vulnerable people. This course will help practitioners to understand the background to the processes, the legal requirements, and address policies and guidance that will safeguard vulnerable people. Managers will have the opportunity to understand the motivation and characteristics of abusers and develop confidence and skills in safe care interviewing techniques. The course covers the whole recruitment process, from advertisement to short listing to interview questions. At the end of the course, managers will have a clear understanding of the risk factors in recruitment and the need to develop safe working cultures within residential care.

**Warner Safer Recruiting - Refresher**

This course is a refresher for those who have completed the initial Warner Safer Recruiting training. It will cover a refresher in skills and some practice on the more difficult aspects of the process.

**Trauma and Attachment for Managers Refresher**

A day to reflect on what the concepts have looked like for your services over the last year.

**Successful Appraisals**

When it comes to staff performance appraisals, setting SMART objectives and giving constructive feedback are essential skills for any manager and this appraisal training course covers how to carry out appraisal and performance reviews successfully. This one-day appraisal course will teach delegates how to raise the motivation of team members and improve performance through setting objectives, giving effective feedback and praise.
Effective Recruitment and Selection

This course is designed to give managers the skills and knowledge to recruit and select efficiently, effectively, and within the appropriate legislation. The course will enable managers to describe key stages of the process, choose the most effective selection methods, prepare effectively for a selection interview including writing effective interview questions, use questions effectively to generate evidence from the candidate, practice interviewing skills and giving/receiving feedback for successful and unsuccessful candidates.

“I learnt to look at the person and not the behaviour - this has been transformational.”
Training Suite

To see an up-to-date list of our current training opportunities, visit the Break website.

Assertiveness

This course will help delegates to have strategies up their sleeves for those times when they wish they could have been more assertive. Delegates will be encouraged to bring with them examples of where they feel they could have been more assertive and will be able to apply some strategies to that situation. This course will be interactive and delegates will be asked to participate in activities to develop their skills.

Autism, ADHD and other specific learning difficulties

This course is aimed at candidates who look after young people with ADHD and autism. Candidates will gain a better understanding of what ADHD and autism are and the effects they have on young people. The main learning objectives of the course are as follows:

• Introduction to Specific Learning Difficulties.
• Where do Autism and ADHD fit?
• Characteristics of Autism and ADHD.
• Information processing in the ASD/ADHD brain.
• Social and Communication Support.
• Current thinking around practical strategies.

DASH (domestic abuse, stalking and honour-based violence)

This training covers DASH (Domestic Abuse, Stalking and Honour Based Violence) and the Freedom Programme, highlighting the behaviours of a DA perpetrator and, by using the Police DASH questions, supporting delegates in recognising how victims feel and respond. Suggestions of support in the community and how government policies are supporting change are also provided.
Developing Staff Resilience

This course is designed to develop staff resilience. Although we may recognize a barrage of abuse as being part of the job, prolonged exposure can rapidly develop into burnout. This workshop will explore coping strategies to enhance your resilience as well as tools and techniques to deflect and distract challenging behaviour.

Management Team Development

Successful management teams are productive and cohesive in their approach. Management teams should take time to work on this and develop their skills as a group. Workforce Development can work with you and your management teams to plan a day to do this and will be bespoke to the needs of your team.

Managing Change

“If you focus on results you will never change - if you focus on change, you will get results.” – Jack Dixon.

Change is a continuous process, not a standalone activity. It’s about creating a new mindset: it involves giving up what we may love, taking on what is difficult, and feeling uncertain and awkward in the middle. It can be exciting. It can offer opportunity. It stimulates creativity and energy. This programme focuses on the aspects of the management role that are essential to lead and deliver high quality and lasting change initiatives. Firstly, actively responding so that people recognise the need for change and the way to achieve it, and secondly, understanding, influencing, adapting and delivering the business outcomes that evidence the change.

Mental Health Awareness

A half day introduction to common health issues and effective ways to support those experiencing them. Includes the importance of early diagnosis, common preconceptions and promoting positive health and well-being.
Missing from Care

When a child or young person goes missing from care it can be a distressing and upsetting time for everybody involved including family, friends and support teams. This training course considers what is meant by the term ‘missing from care’, the different ‘opportunities’ when young people may be more likely to go missing, the reasons why, and states the procedure which all organisations need to follow for dealing with this situation.

Motivational Interviewing

This course is suitable for people who offer interviewing and coaching services to clients and staff and would like to develop their skills to a higher level.

This two-day course looks at effective motivational interviewing and coaching skills. Participants will learn new approaches, disciplines, skills and techniques to take their skills to a higher level including identifying and tapping into people’s sources of motivation and self-confidence, a step-by-step interviewing and coaching framework, listening and noticing skills and techniques, the art of asking smart questions, and key elements for recording.

Ofsted Training

A half-day experiential course which will include a mock inspection with an ex-Ofsted inspector. This will develop confidence in teams to be able to engage with an inspector and sell the service you deliver.

Participation Workshop

This is a practical session looking at the frameworks and models of participation, how to engage different young people in creative ways, and how we can create a culture of participation.
Professional Communication

A one day course which considers the importance of professional communication in all its varying forms. The day will consider different forms of communication, including written records. We will reflect on the ways in which communication can vary with differing audiences, how it can be impacted by organisations and their culture, and will highlight the importance of different forms of communication at work.

Radicalisation

It is important to understand what the radicalisation process looks like in order for families, friends, and communities to help prevent acts of violent extremism. This course aims to provide an understanding of what causes people to be vulnerable to radicalisation or to be influenced by extremism, develop skills to help recognise those potentially vulnerable to radicalisation, and provide information on what to do if concerned about individuals.

Rescue from Ligature

This course covers the knowledge delegates need to be able to safely and effectively rescue someone who has attempted suicide from hanging and/or has applied a ligature around their neck. The course also includes information to enable delegates to identify potential ligatures and ligature points, be aware of what is meant by and how to deal with ‘suspension trauma’, the effective use of a ligature knife and ‘post ligature procedures’ including the need for first aid, preservation of the scene, documenting events and critical incident debriefing.

“Thought-provoking and stimulating training.”

break-charity.org
Sand Therapy

Sandplay therapy is a great way of helping children and young people process their feelings and tell their stories. Because it is a non-verbal play therapy, it is ideal for clients who struggle with words. You don’t have to have a counselling qualification to do sandplay, just an open and curious heart. You will be shown simple ways to use sand with young clients and as a way of looking after yourself. Evidence suggests that sandplay helps children and young people to express feelings, come to terms with traumatic memories and learn how to soothe themselves, often in a relatively short period of time. Sandplay also helps us build resilience and is often used with children and young people in and after the care system.

Sensory Processing Disorder

This gives a group a good grounding in all the sensory systems and has hands-on opportunities to explore what these are all about. It also gives time to start to address sensory approaches and strategies that can be used, it also gives some groups opportunity to raise specific cases to do some consultation work with real examples of difficulties being seen or encountered in people’s work, etc.

Sexual Health Training

Various courses can be found here:
https://THTNorfolktraining.eventbrite.co.uk

The Role of the Residential Care Worker

Specific to those new to residential childcare, this course will enable candidates to gain a better understanding of the role and day-to-day tasks of a residential care worker, as well as an overview of the skills and responsibilities that are expected.

Transgender Awareness

This half day workshop will raise awareness of some of the issues transgender young people face, particularly those in care. It will explore different gender identities, challenge stereotypes and provide information on how and where to access support for young people.
Volatile Substance Misuse Webinar

Objectives:
• Understand the need to educate about the dangers of VSA and sudden death.
• Identify substances that may be misused and common methods of abuse.
• Discuss prevalence and reasons for use including short term effects.
• Recognise possible indications of misuse, distinguishing between occasional and chronic use.
• Discuss mortality statistics and the associated dangers of use.
• Recognise the importance of assessment and the need to overcome stigma.
• Effectively manage VSA incidents and explore best practice for VSA prevention, harm-reduction and treatment.

What is Social Pedagogy

These sessions are designed to introduce delegates to social pedagogy with a brief overview of its theoretical basis and then the opportunity of seeing it in practice using case studies.

Working in Residential Care

Specific to those new to residential childcare, this course will enable candidates to gain a better understanding of the role and day-to-day tasks of a residential care worker, as well as an overview of the skills and responsibilities that are expected.

Working with LGBTQ+ young people in the care system

This course will cover the following:
• The differences between sexual orientation, gender identity and gender expression.
• How to respond in a positive and supportive way to a young person who is either questioning their identity or when they come out.
• Case studies of some of the issues young people have faced with discrimination and how to support them with this.
• The steps somebody who is transgender goes through during transition.
• The importance of supportive role models.
• Different support which is available to young people.
Working with Sexually Inappropriate/Harmful Behaviours

This course will look at sexually harmful behaviours, how to deal with them and coping with sexualised behaviour with a focus on learning to listen and to judge and to provide staff with the confidence to tackle appropriately.

Writing it Right

A one day training course which considers the importance of professional communication in all its varying forms. The day will consider the use of language, particularly in relation to documents written about young people. This course will look at different methods of communication and how this can be impacted on by organisational culture.

Youth Justice System

Statistics show looked after children are twice as likely to offend as children their same age who are not in care. This course will provide knowledge on the youth justice system and what it means for the young people who end up involved in it. The course will aim to build understanding of the system and ways to support young people through it.
We're hiring!

Golden Hello
£1000!
Plus more attractive benefits

Check out our current vacancies at:
break-charity.org/work-for-us