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Training Pathway for Family Nurse Partnership Staff (Ripplez)

Team composition:

Within Derby there are two FNP teams:

1 Business Manager (Level 4), 2 Supervisors (Level 4), 13 FNP Nurses (Level 3) and 3 Administrative staff (Level 1)

Staff to prioritise a maximum of 3 courses per year (excluding the Early Help course).

	Mandatory Courses to be Provided by Derby SCB – to be completed within a 2 year period of joining the service	Comments
1	Everybody's Business	Admin staff will have received Level 2 training from Michelina Racioppi. All nursing staff will have previously received core safeguarding training and will not require an EB course.
2	Effective Support and Supervision	Supervisory staff will be expected to attend Level 4 Supervision skills training. Current Level 4 staff have received external training (Richard Swann and also NSPCC). Any new Level 4 staff can access DSCB Effective Support and Supervision training from DSCB.
3	Managing Allegations	Level 4 staff to attend the Managing Allegations Course
4	Early Help	All Level 3 staff to attend the Early Help course
5	Assessment and Analysis	All Level 3 staff to attend A and A course which covers assessment tools including the Graded Care Profile, DVRIM, chronologies, eco maps, spider-grams and genograms.

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6	MARAC	All Level 3 staff to be familiar with the MARAC process.
7	Engaging with Reluctant and Resistant Families	All Level 3 staff to attend this course due to the long term nature of the working relationship and the importance of engagement for both the parents and the infants.
8	Child Sexual Exploitation	All Level 3/4 staff who have not yet attended the CSE course are to attend future CSE courses due to the vulnerability of many of the mothers. Staff to have access to the CSE film, Lucy's Story to use with clients.
9	Prevent/WRAP – half day	All staff to have attended or to book onto this mandatory course.
10	FGM	All staff to have attended or to attend this briefing session.
	Specialist Courses – one course to be undertaken every year once the mandatory programme has been achieved.	
1	Alcohol and substance misuse	
2	Parental Mental Health	
3	Suicide and Self Harm	
4	MAPPA Foundation	
5	Chairing Safeguarding Meetings – half day	
6	Safeguarding CYP from BME and New Communities	
7	Court skills – half day	

Contribution to Derby SCB training – Level 4 staff to support the half day Safeguarding the Under 1's Seminar.

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