



TRAININGS



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Working with people with no recourse to public funds

In times when local authorities are under considerable pressure to reduce spending and cut services, it is essential that statutory duties owed to the most vulnerable migrants are exercised correctly and in line with best practice.

No Recourse to Public Funds (NRPF) is an immigration condition restricting access to public funds, including many mainstream benefits such as welfare benefits and housing.

However, there are exceptions for some benefits which allow families and individuals to have a right to financial support (accommodation and subsistence) from social services to avoid destitution or because of complex health needs. In these cases, the local authority has a duty to support the accommodation and subsistence costs of residents with NRPF.

NRPF cases are often complex to identify, assess and resolve and unpredictable in terms of how much they cost and how long they last.

Aims of the training

- 1.To have a better understanding of what No Recourse to Public Funds (NRPF) means.
- 2.To be familiar with legislation pertaining to this client group.
- 3.To be able to identify who is eligible and who is not eligible for a service from the Local Authority.
- 4.To apply good practice in assessing and supporting individuals and families.
- 5.To be aware of the resources available in order to stay up to date with policy and legal developments.
- 6.To become familiar with Human Rights implications in Community Care legislation and how to use human rights to be able to support a person with No Recourse to Public Funds.

Course Content

No Recourse to Public Funds – introduction and overview

Key legislation

Assessing eligibility for support

General considerations in assessments of need – adults, children and families, human rights

Making Referrals

Good practice in assessing and supporting people with NRPF

Support for organisations

Case studies

Working effectively with interpreters

Language is a rich and complex phenomenon which forms one of the bases of human communication and should be given particular attention in providing client services.

Wales is a culturally, ethnically, and racially diverse country. In the 2021 census 5.4% of the population described themselves as being from a Black Minority Ethnic (BME) community.

We may at some point as practitioners come across people from BME communities who are in need of support due to having limited English language proficiency, therefore requiring interpreters to enable them to communicate effectively with practitioners.

It is required by law that organisations and statutory bodies communicate in an appropriate manner in the provision of their services. For many organisations the only way to meet these standards when working with people who do not speak or understand English is using interpreters.

Aims of the training:

1. Increase awareness and understanding of the complexity of interpreting in support provision.
2. Outline the knowledge and practical skills to effectively work with interpreters and service users.

Objectives:

- Understand options for good practice for communicating with service users with limited English proficiency
- Know the steps to make when preparing for a support session involving an interpreter
- Describe 3 key challenges to working with interpreters, and identify practical ways to improve these encounters

Multiple disadvantages: Assessing & responding to the impact on children, young people and their families

This course will focus on the impact of the multiple disadvantages, of domestic abuse, parental substance misuse, and parental mental health on children and multi-agency responses to working with families where this is a feature.

Not only are children at risk in such situations; living in such conditions means that children and young people's life-chances are also affected – with an impact on future learning, behaviour, and health.

A single disorder can negatively affect parents' capacity to meet their children's needs, but the co-existence of these types of problems has a much greater impact on parenting capacity.

The short and long-term consequences for children of growing up in a family where at least one parent is experiencing extreme difficulties will depend on the combination of resilience and protective mechanisms.

The challenge for practitioners is to identify both the strengths and difficulties within the family by carrying out a holistic assessment which covers the child's development, the parents' capacity to meet the child's needs, and the impact of wider family and environmental factors.

Early identification depends on ensuring children and young people have opportunities to discuss their experiences with a trusted adult.

Learning Outcomes:

- Identify how the risk factors of parental mental illness, substance misuse and domestic abuse co-exist within families and the implications for child protection.
- Understand how the cumulative issues impact on children and young people, in relation to immediate risk, and long-term harm.
- Explore the learning from Serious Case Review findings.
- The barriers for practitioners that impact on effective outcomes for children.
- The challenge of integrating children and adult services to maintain focus on the child's needs and improve outcomes for children and young people.
- To review best practice for planning and service delivery to complex families.
- To use a research base to assess change, with a focus on the child's needs and experience.
- To recognise, explore models for working with and challenging disguised compliance, difficult and avoidant families, and issues of disguised compliance, and to prevent drift.

Target Staff: All staff involved in providing services for children and their families where the 'multiple disadvantages' are present and impact on parenting capacity and children's development.

Cultural diversity and harmful practices

As the population of Wales is becoming more diverse it is of great importance to harness the differences it entails in the interest of social and economic advancement of the nation.

"...We need more sophisticated, tailored approaches to meeting the specific needs of different minority communities [...] rather than treating all minority groups as disadvantaged or having the same needs. This is the time to move on from one-size fits all approaches to meeting Black and Minority Ethnic needs." (Home Office, Improving Opportunity, Strengthening Society, 2005).

Training Aim:

To gain an awareness of the main cultures and religions within the UK and how to work positively with diverse cultures.

The objectives are to:

- Define culture
- Be aware of Diverse Religious Practices
- Gain an understanding of various cultural practices & values
- Recognise how our belief system impacts on our perception of culture
- Understand how to approach diverse communities
- Understanding of basic legislative framework with regards to equal opportunities

Female Genital Mutilation (FGM)

FGM is a gross violation of the human rights of women and girls. It is an inhumane and undignified procedure which harms women and girls physically as well as psychologically.

FGM has been illegal in the UK for more than 30 years; however there have only been 2 convictions to date.

In 2025 an estimated 230 million women and girls alive today have undergone female genital mutilation in 30 countries in Africa, the Middle East and Asia where FGM is practiced.

137,000 women and girls are living with consequences of FGM in the UK. It is also estimated that 60,000 girls under the age of 15 are living in the UK who were born to mothers from FGM practicing countries and therefore could be at risk of FGM1.

As an organisation with several years' experience working with people affected by FGM, our training is designed to share this expertise, equipping educators, health professionals and other frontline staff with the knowledge, skills and confidence to respond appropriately and effectively to women and girls.

Training Aim:

- To gain understanding of FGM and the circumstances under which it is performed.

Objectives:

- Define Female Genital Mutilation
- To identify the different types of FGM
- To recognise the long/short term health implications
- To know the motives behind FGM
- Understand how to support victims of FGM
- To understand FGM Legislation in the UK (1985/2003/2015)

Modern Day Slavery and Human Trafficking (MDSHT)

Modern Day Slavery and Human trafficking is the second largest illegal trade in the world. It is an increasingly disturbing phenomenon across the World with terrible consequences for victims. Victims of human trafficking are subjected to coercion, exploitation, deception, kidnap, false imprisonment, and rape.

Recent reports have highlighted the urgent need to raise public awareness of trafficking, improve training to better identify victims, and develop better institutional co-operation and multi-agency working – all critical in the fight against trafficking.

The training will examine different approaches in tackling human trafficking; identify emerging trends and strategies to improving the identification and support for people who have been trafficked.

Training Aims:

1. To provide an overview of national and international policy and legislation as it applies to victims of trafficking.
2. To ensure participants can identify a victim of trafficking and understand the principles of sensitive victim assessment.
3. To promote best practice in victim care, including principles of intervention.
4. To provide guidelines on the provision of support services which prioritise the safety and wellbeing of victims and provide you with an overview of support planning and risk assessment processes for victims of trafficking

Objectives:

- Definition of Human trafficking
- Know indicators of trafficking o Identifying people who have been trafficked
- Know how victims are trafficked
- Recognise different methods and techniques used by the traffickers
- Understand the different sectors in which victims are exploited
- Recognise the barriers that prevent victims from accessing mainstream service provisions
- Know what Services are available to support victims in Wales
- Good practice for support services
- Outcomes and sustaining support
- Resettlement pathways

Forced marriage and honour-based violence

“Marriage shall be entered into only with the free and full consent of the intending spouses”
(Universal Declaration of Human Rights Article 16(2)).

A Forced Marriage is very different from an arranged marriage. In a Forced Marriage, someone is made to marry against their will and without their permission. It is a marriage in which either one or both spouses do not consent or lack the capacity to consent and pressure is involved. This can include physical, sexual, psychological, financial, and emotional duress.

Forced Marriage is recognised in the UK as a form of violence against women, domestic/child abuse, and a serious abuse of human rights.

Training Aims:

- 1.To have knowledge & understanding of forced marriage.
- 2.To understand the concept of IZZAT (Honour).

Objectives:

- To understand the difference between arranged and forced marriage
- To understand the concept of IZZAT (Honour)
- To know the motives behind FM
- To recognise the warning signs displayed by victims of FM
- To recognise Risks involved in seeking help for victims of FM
- Factors to consider when supporting a victim of FM
- To know what steps to take to help the victim

Domestic abuse from a BME perspective

It is widely accepted that violence against women occurs across all cultures, however the specific forms that violence takes, the responses to women from different cultural backgrounds and the impact of domestic violence can vary (Anitha, 2010: 463).

The 2001 British Crime Survey found that 1 in 5 women and 1 in 10 men pointed to little difference in the prevalence of DV by ethnicity (Walby and Allen, 2004).

The responses to BME women who suffer domestic violence impact upon their overall experience of that violence and it has been argued that while all women experience hardship in seeking to leave abusive men, the situation is worse for black women, partly because the agencies that have moral and legal obligations to assist them are often staffed by people who do not understand the cultural, racial and gender complexities.

Research has highlighted the specific issue in relation to BME women pointing to their 'double victimisation' – the violence perpetrated by partners and family members and then the failure of services to provide appropriate support and interventions (Gill, 2004:466; Rai and Thiara, 1997).

Training Aim:

- To raise awareness of issues of domestic abuse from BME perspective.

Objectives:

- To understand the impact of domestic abuse on BME women & children
- To identify the issues involved in why BME women suffer in silence
- To Understand how 'Honour' impacts on BME women's response to Domestic Violence

Domestic violence and the impact on children, young people and adults at risk

This evidence-based session is aimed at professionals who work directly with women, children and young people who are required to offer effective support to victims of domestic violence in a sensitive and understanding manner.

The course aims to give you an awareness of domestic violence and how to identify it whilst also describing best practice when supporting those experiencing domestic abuse.

By the end of the session delegates will be able to:

- Explain what domestic violence is and who is most at risk.
- Describe the physical and psychological effects of domestic violence.
- Classify the behaviours displayed by an abusive person.
- Explain the impact of domestic violence on children, young people and adults at risk.
- Reframe domestic abuse as a course of coercive and controlling conduct which produces compliance in the victimised partner through fear and the creation of a sense of entrapment.
- Understand the impact of domestic abuse on those who experience it and how it affects their behaviour and choices.
- Understand the main issues of providing a sensitive and appropriate service to women, children and young people experiencing domestic abuse.
- Describe best practices for supporting those experiencing domestic.

Cost of the training

Half day training sessions run between 09:30 – 13:30 or 12:30 – 16:30.

All day training sessions run between 09.30 and 16.30 hours.

In terms of facilities, we would require a projector, flipchart, and marker pens if we are delivering face-to-face session.

We can deliver the training online via Teams for up to 25 people and face-to-face up to 15 people.

- Half day training – £550 plus travel costs for the trainer from Cardiff at a rate of 55p per mile.
- Full day training – £1,050 plus travel costs for the trainer from Cardiff at a rate of 55p per mile.
- Two days Train the trainer training – £2000 plus travel costs from Cardiff at a rate of 55p per mile.