

# Hempsall

## training, research and consultancy

### Children's centre **NEW** managers' training programmes

Our training team has been providing bespoke training for networks of children's centre managers.

The training sessions aim to support the delivery their role effectively, in supporting the long-term sustainability of children's centres.

Training identifies the range of skills required to be an effective children's centre manager; and provides opportunities to reflect on current skills and qualities.

During the training participants are able to consider areas for development and explore strategies, including time management techniques, to address these issues to improve effectiveness in the short and long terms.



### Working with under- represented groups

Every type of children's service needs to ensure that it is accessible to all individuals and groups.

This training session aims to identify individuals and groups that may be under represented, and explores the issues and barriers that some people experience within our society. This knowledge is then applied to how children's services settings can ensure that everyone's needs are responded to and met.

training  
for early years, childcare, playwork, children's centres and extended schools

#### Hempsall Consultancies

is an independent provider of training, research and consultancy. Since 1999 we have worked with local authorities, Sure Start children's centres, early years and childcare providers, extended schools, and others to develop and deliver training to support the development, delivery, quality and sustainability of children's services.

Our training services are for everyone working with children and families, our bespoke training programme includes innovative and up-to-date training, delivered by qualified and experienced children's services practitioners. Training covers all aspects of best practice, away-day facilitation and team building, and examples of our training programmes are outlined here.

We provide innovative and up-to-date workshops, conferences and seminars developed and delivered to meet individual needs, delivered by our qualified and experienced practitioner trainers.

Our training is always based on best practice within an anti-discriminatory framework, quality standards, central and local government strategy, and relevant legislation.



# Equal Opportunities and Anti-discriminatory Practice

Training for new and experienced workers, leaders and managers

## Introduction to equality of opportunity

This training provides a safe environment for participants to raise their awareness and understanding of equal opportunities.

The session considers everyone's individual role in striving for equality in their workplace and outlines current legislation.

The training moves on to consider the importance of respecting and valuing everyone and the benefits of working within an anti-discriminatory framework.



## Equality of opportunity and policy making

This session is ideal for anyone whose role it is to develop, review or monitor an equal opportunities policy.

The training provides an opportunity to consider the importance and value of developing policies to inform practice, reflect legislation and promote equality of opportunity within an anti-discriminatory framework.

## Equality of opportunity for leaders and managers

Leaders and managers play a crucial role in developing and implementing equal opportunities and anti-discriminatory policy and practice.

This training highlights the practical issues relating to this important role, and explores how to model practice, support teams to be confident with the issues, and monitor practice to ensure that the individual needs of children, young people and families are met.



## Disability awareness

This session provides an introduction to understanding the issues relating to disability and the discrimination that disabled people experience.

The training raises awareness and understanding of key legislation including the Disability Discrimination Act (2005), and supports participants to consider how everyday practice can support the needs of disabled children and adults.

## Introduction to equality of opportunity and race relations

This introductory session raises awareness and understanding of the importance and value of providing race equality when working with children.

It provides information about current legislation including the Race Relations (Amendment) Act (2000). It also shows how to provide an anti-discriminatory environment for all children and support value and respecting difference.



## Culturalism

Recognising and valuing everyone's culture is important in understanding individual needs and is the starting point for designing quality children's services.

This training explores how socialisation affects children's self-awareness, and the impact this may have on the development of their cultural identity.

The session highlights practical ways in which the worker and the setting can meet people's cultural needs.

## Working with asylum seeking and refugee children

This training provides information about the context of the experiences of refugees, asylum seekers and recent arrivals to the UK.

The session highlights the issues facing refugee parents, carers and children and how settings and workers coming into contact with them can consider ways to plan and deliver appropriate support and services.



## Early Support

Helping every child succeed

Training to make a success of the Early Support programme

Early Support is a DfES, Sure Start and DoH programme that aims to improve the quality, consistency, coordination and delivery of services for disabled children aged under five, and their families.

The programme promotes service development in partnership with health, education and social services, parents, service users and voluntary sector organisations. It is the means of delivering 'Together from the Start', practical guidance for professionals working with disabled children and their families issued jointly by DfES and DoH in May 2003.

Hempsall Consultancies is an approved training provider for Early Support and we are able to provide training in:

- Using the Early Support Service Audit Tool; and
- Working in Partnership Through Early Support (accredited and non-accredited courses).

These three training programmes are described as follows:

### Using the Early Support Service Audit Tool

This one-day training course supports the use of the Service Audit Tool.

The Service Audit Tool aims to help users to evaluate the quality of services that are already being provided and drives and supports improvement to these services.

The service audit tool enables users to ask two questions:

- 1 How well do we work with families?
- 2 How well do we work together and with other services?

These two questions are addressed in relation to four functional areas of service delivery, identified during the development of Early Support. It is recommended by the DfES that children's centres complete this useful training.

### Working in partnership Through Early Support (accredited and non-accredited)

The Working in Partnership through Early Support training course is available as a two-day unaccredited, or a three-day accredited course.

The training aims to support all those working closely with very young disabled children, including parents and carers, a range of practitioners, other partners and service managers.

It aims to provide a partnership approach to working with families and with other agencies and it supports trainees through a range of activities to help them to work more effectively in the Early Support context, using the Early Support materials.

## Making a Positive Contribution

Training to support children to grow and develop

### Promoting positive behaviour

Frameworks for working with children's behaviour start with workers considering their role in providing an environment that promotes positive behaviour of children at all times.

Within this training, participants are able to consider and discuss the importance of affirmative strategies for behaviour, and practical methods to promote and respond to children's behaviour in ways that support children to make positive choices.



### Challenging behaviour

Sometimes, a positive behaviour strategy is not enough to meet the additional needs of children.

This training provides an opportunity to examine and discuss the whole range of strategies that can be used to respond effectively to behaviour that is challenging in a group early years, childcare or play work setting.

### Having fun and behaving positively

This active workshop identifies how to provide a fun and stimulating environment that also supports children to behave positively, and develop to their full potential.

It explores the principles of promoting positive behaviour including the importance of language, role modelling and equality and considers a range of play activities to reinforce positive behaviour and support children's behaviour choices.



### Partnership with parents

Working in partnership with parents is not only a legal requirement, it is a practical necessity when working with children.

This training aims to provide strategies for developing and maintaining positive working relationships with parents and families at all times.

## Staying Safe

Training to support practitioners to support children's safety

### Safeguarding children

This training aims to raise the awareness and understanding of children's services at all levels of the need to safeguard children.

The training considers the meaning of child abuse and identifies a range of possible signs and indicators of abuse in children.

It provides strategies for working within the legislative framework and how to support children, parents and families to ensure that children are protected from abuse and neglect.

### Health safety and risk assessment

Ensuring the health and safety of children is the responsibility of all adults that come into contact with children.

This training session provides information about health and safety, and aims to develop awareness and understanding to enable the successful completion of risk assessments within children's services.

## Enjoying and Achieving

Training to support children to take pleasure from learning

### Enjoying and achieving: realising children's potential

Children learn through quality play and childcare opportunities.

This training session supports workers to identify the learning needs of individual children, and to plan fun, play and learning opportunities that meets their individual needs and different learning styles.



### Reach for the sky!

Supporting children with their emotional development and self-esteem can be one of the most rewarding parts of the worker's role.

The training discusses the aims of the Children Act (2004) and the Every Child Matters five outcomes for children, and provides opportunities to consider practical ways of supporting children and young people to reach their full potential, with particular emphasis on their emotional development.

### Action Stations!

Games and activities are an essential part of the children's worker's skills and resources.

This popular and active workshop reignites everyone's passion for games and supports workers to deliver a range of fun, stimulating and achievable activities appropriate for and accessible to all children and young people. Our information pack contains loads of ideas and games to take away and use in the workplace.



### Involving and consulting children

Children should be involved and consulted on an on-going basis.

This session challenges existing practice, and shows how children can be practically and usefully involved in planning all aspects of the services that they use.

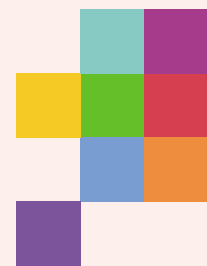
## Being Healthy

Training to support children to be engaged in healthy activities

### Keeping active through quality play

All children's services workers have a role to play in supporting children's health.

This training provides an opportunity to examine children's health issues. It identifies practical and fun ways in which children's health can be supported through active and fun games and activities, that meet children's social, physical, intellectual, creative and expressive needs.



# Leadership and Management

Training for workers currently in, or considering a role in leadership and management

## Introduction to leadership and management

This training session is particularly relevant in relation to the Government's 10 Year Childcare Strategy.

This clearly states the need to develop qualifications for managers of childcare settings and to support the continuous professional development of the workforce.

It is ideal for those currently in, or those consider, a role in leadership or management. The training raises awareness of some key leadership and management issues and processes. It also highlights the impact that quality leadership in a childcare setting has on the quality of the care being provided for children.



## Sustainability and funding

Managing the funding and sustainability needs of a childcare or similar setting is a complex task.

This training session outlines all of the options that settings need to consider – whether additional funding or income is needed for sustainability, or to realise new and exciting projects or services for the future.

## Working within Every Child Matters – achieving the five outcomes



The *Every Child Matters: change for children* programme is one of the most exciting and revolutionary changes to children's services for a generation.

It means that everyone working with children needs to work differently, coordinate work with other professionals, and achieve better outcomes for children.

The five outcomes are designed to support everyone to ensure that every child is reached, protected and supported.

This training explores *Every Child Matters*, how it came about, and important legislation including the Children Act 2004 and the Childcare Act 2006.

It examines the five outcomes and identifies ways in which provision can contribute to supporting children to reach their full potential.

## Managing a team in childcare settings

Teamwork is an essential element of providing quality services for children.

This training supports leaders and managers to raise their awareness of team development processes, and the methods needed to meet the needs of their roles and the needs of their teams.

The training includes practical techniques to help build motivated teams, recognise individual strengths, manage conflict, and work effectively as a team in the long-term.



## Managing your workload

Managers experience a range of pressures in the workplace including: staffing issues; administration; finance; and business planning etc.

This training identifies the pressures managers and supervisors can experience and how they affect time management issues. The session provides practical and inclusive strategies to manage workload effectively.

## Meeting and exceeding the National Standards for Under Eights Day Care and Childminding

Achieving the highest possible standards in the childcare setting is a key management task.

This training session aims to provide time to develop a further understanding of the National Standards for Under Eights Day Care and Childminding, and supports participants to examine their role in managing the process of meeting and exceeding the standards, and within the inspection process.



## Business planning for success

Business planning should be an on-going task for the manager; not something that is undertaken on merely an annual basis.

This training examines the essential elements of a business plan in a clear and interesting way. This enables participants to embrace business planning as a way of life. The session also provides an opportunity start writing or to review their own business plan.

# Leadership and Management continued

## Business support for childminders

This training aims to support childminders to understand the business of being self-employed and work within legal requirements.

The session outlines all the business tasks relating to the role of the childminder and seeks to provide practical information and support to achieve business sustainability, efficiency and confidence.



## Getting your message across

Marketing is a key management task and is often misunderstood.

This training offers a clear explanation and outline of marketing tasks, and suggests practical and creative ways to involve everyone in generating marketing ideas, developing a marketing plan, and putting it into practice, whilst having fun in the process. Free chocolate is available in this session!

## Peer observations

Peer observation is a recognised assessment system for use by all early years, childcare and play workers.

It is a way of thinking about the quality of interaction between adults, children and young people in order to ensure the best possible outcome for everyone.

Peer observations provide a mechanism for encouraging colleagues to share their knowledge and experience, develop their practical skills and work as a team.

They are an essential part of many quality assurance schemes and this training outlines the processes and systems to implement a successful peer observation culture in the workplace.

# About Hemsall Consultancies



## Hemsall Consultancies

is an independent provider of training, research and consultancy. Since 1999 we have been an active partner, working to support our clients to provide equal chances, challenge disadvantage and achieve best practice in services for children and families.

## Our research

offers a balance of sound research skills, informed by quality childcare practice:

- childcare sufficiency assessments
- children's centres evaluations
- consultations of children, young people, parents/carers, providers and stakeholders.

## Our consultancy

- includes:
- childcare market management strategy
  - childcare development raising quality
  - networking facilitation
  - event and conference presentation and organisation
  - stakeholders' participation development
  - team building
  - planning

## Times and availability

Our training courses and workshops vary in length and duration. Training is for a minimum of 2 hours and up to 12 hours over 4 sessions. They are available through the UK in daytime, twilight, evening and weekend sessions.

**Costs** We quote for each individual training booking, based on the need for preparation, training materials, information sheets, delivery by one or two trainers, administration, travel (our trainers are based around England), certificates of attendance, and evaluation analysis and report.

As a guide our current daily rate is £610+VAT (May 2007). We would be pleased to provide a no obligation quote for any training you are interested in.



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Our commitment to quality includes our registration under ISO 9001:2000 for our quality management system.

For further information about our training programmes please contact our training team:

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