

## **SKILLS FOR FURTHERING SOCIAL INCLUSION:**

### **The impact of poverty and mainstreaming anti poverty work**

Delivered over one or two days, this course explores the links between different types of poverty, low income and worklessness, inequality and social exclusion. It invites reflective practice to analyse how poverty is currently addressed within participants workplaces and encourages action planning to create further solutions to the impact of poverty within current work roles. It uses participatory methods to enable peer learning and tools that can be used within practice.

Facilitator: Vikki Butler

Example commissions: Newport and Blaenau Gwent social services departments twice yearly since 2013.

### **Person centred planning**

An introduction 1 day course or exploratory 3 day course, training the ethos, tools and processes of person centred planning; specifically MAP, PATH, circles of support and aspects of community connecting. The course is based upon the trainers' experience of implementing person centred planning in Scotland for family support and disabled young people's transition services.

Facilitator: Vikki Butler

Example Commission: Interplay, Enabled team

### **Skills for community connecting**

This is a one or two day course based upon the trainer's previous work experience and evaluation of good practice in supporting disabled children, young people, adults and older people to access mainstream leisure opportunities or hobbies. The course explores perceptions of 'community', life style choices and how services can support the formation of social relationships whilst also giving practical participatory tools to enable participants to undertake individualised community connecting within their work roles.

Facilitator: Vikki Butler

Example commission: Barnardo's Cymru Blaenau Gwent Community connections service staff team and local authority partners (predominantly youth work team).

### **Techniques for embedding community participation**

This one or two day course unpacks the different meanings of 'engagement' and 'participation', exploring different ways in which service users can be engaged within the services they use. Including but not stopping at consultation, it also examines techniques and ethics for inclusion in recruitment, service design and delivery, and monitoring and review. It includes techniques that participants can use in work settings to embed participation within their work places.

Facilitator: Vikki Butler

### **Introduction to mentoring**

A one day course that offers skills, tools and applied theory for staff who have mentoring within their work roles; whether that be community members, volunteers or colleagues. This course can be adapted to focus upon specific communities e.g. care leavers, women returning to work, staff in new work roles, education etc. It draws on different research traditions including person centred planning, management theories, motivation theories and transactional analysis using participatory methods that can be applied to practice situations.

Facilitator: Vikki Butler

Example commissions: Blaenau Gwent regeneration and employment team, Welsh Government and WCVA training for Communities First staff teams.

### **Advocacy Awareness**

This one day course will deepen awareness of the potential & value of effective advocacy. Advocacy in all its forms seeks to ensure that people of all ages, particularly those who are most vulnerable in society, are able to have their voice heard on issues that are important to them; defend and safeguard their rights; have their views and wishes genuinely considered when decisions are being made about

their lives. We will take a discussion based approach to explore the principles and values underpinning advocacy, the development of advocacy & different types of advocacy support.

Facilitator: Sonja Hookway

## **SKILLS FOR MONITORING, EVALUATION AND RESEARCH**

### **Undertaking monitoring and self evaluation**

How do you evaluate and balance the need for measureable impact and outcomes measures, realistic project targets and inclusion of service user voices? This course uses participatory methods to take participants through the process of self evaluation; from setting targets and deciding monitoring criteria, to data collection and analysis for report writing. It can be adapted to include how to involve service users within monitoring and evaluation or how to make best use of evaluation reports.

C.A.R.P. Collaborations can also offer organisational mentoring for organisations who wish to increase their capacity in monitoring and evaluation skills.

Facilitator: Vikki Butler

### **Social research methods and research analysis**

This intense two or three day course explores the processes of research- from project design, ethics of research, choosing methods, how to do analysis and tips for clear report writing. It includes a variety of methods and can be adapted for a focus upon certain groups of people e.g. families, young children, people who may find reading and writing difficult etc. It can also be adapted to focus solely upon participatory research techniques.

Facilitator: Vikki Butler

### **Report writing**

This course is for anyone who dreads writing reports or finds themselves deliberating over sentences at the start of a word document! Using fun activities, this course enables participants to learn techniques for designing clear reports, how to think about the audience and writing style they use, different reference systems and the effective use of reports. It is a practical course, involving planning current documents that participants may need to write in work, experimenting with different writing styles and practising techniques for overcoming slow progress.

Facilitator: Vikki Butler

## **SKILLS FOR WORKING AND SUPPORTING CHILDREN AND YOUNG PEOPLE**

### **Engaging young children**

Combining rights based practice with practical activities to engage young people this course draws upon the facilitator's experiences of involving children under the age of 8 in research and policy activities. It explores the ethics of participative practice with young children and participants learn a variety of methods that enable young children to talk about issues that are affecting them or important to them and how to accurately record those opinions.

Facilitator: Vikki Butler

Example commission: Caerphilly social services workforce development

### **Children's Rights and participative practice**

This course introduces children's rights, models of participation and methods for enabling rights to be realised within children's services. It explores key principles of the UNCRC and enables peer learning regarding the difficulties and successes of rights based work that participants have undertaken. It includes a variety of methods and techniques that enable participants to think beyond undertaking periodic consultations.

Facilitator: Vikki Butler

## **Attachment**

This introductory course distills major findings from traditional and contemporary Attachment theory & clinical research and gives a framework for understanding relationship behaviour. 21st Century Clinical applications of attachment research have broadened understanding of the lasting effects of early attachment styles for human development across the lifespan. Understanding attachment theory and practice is relevant, not just in the therapy room but for all those working with vulnerable children, young people & families. This experiential course takes a playful approach to a complex subject. The understanding gained can translate into practical strategies that support distress reduction in multiple health and social care settings.

Facilitator: Sonja Hookway

## **Children's Mental Health Awareness**

Relationships and interactions in the early years have a powerful influence on the development of children's mental health and emotional wellbeing. Increasing children's mental health awareness for all involved in education and wellbeing will help build children's resilience. This course explores how practitioners can help parents and carers to establish the psychological bedrock that will support children as they grow and develop. Crucially, this course introduces effective strategies for enabling children's own awareness of their personal mental wellbeing and aims to empower children to increase their own emotional resilience.

Facilitator: Sonja Hookway

## **SKILLS FOR SUPPORTING MENTAL HEALTH**

### **Attachment & Trauma**

This course introduces the links between attachment and trauma: the impact of early relational trauma in the development of disorganised attachment & increased vulnerability to the negative impact of later trauma in people with insecure/ambivalent attachment styles. Findings from attachment & trauma research that are relevant in the field of health and social care will be summarised in this introductory course. Working with complex trauma is rightly viewed as a specialised area. However, the trainer will explore with participants safe & ethical strategies for effective early & intermediate support during often lengthy referral procedures.

Facilitator: Sonja Hookway

### **Understanding Behaviour and Building Relationships**

This course will use a basic attachment model of healthy relationships to self and others. We will use concepts from Resilience studies & attachment theory to support our understanding of problem behaviour in vulnerable children and families & promote better relationships. We also draw on insights from Transactional Analysis, psychodynamic thinking and positive psychology to develop an understanding of how resilience is both learnable and teachable - and as we learn we increase the range of strategies available to us when things get difficult.

Facilitator: sonja hookway

### **Eating Disorders**

The course is intended as an accessible one day introduction to eating disorders, explaining the fundamental issues surrounding the illnesses. No previous eating disorder training is required to attend this course. It will provide a general overview, a discussion of treatment and treatment outcomes, a review of cultural and media influences on body image, a discussion of "normal" eating and a set of resources for professionals.

Facilitator: Sonja Hookway

### **Personality Disorder**

The focus in this introductory workshop on Personality Disorder will be on increasing practitioner understanding, resilience and skills to more fully enable positive outcomes for affected clients, and to protect against practitioner 'burnout'. Participants will learn how to recognise different types of

Personality Disorder - a psychiatric term given when a person's personality traits are so extreme they cause ongoing distress and difficulties in different areas of life, and have a negative effect on relationships with other people. This course will provide basic information about a wide range of views and approaches. Narcissistic, Avoidant & Borderline Personality Disorders will be described in more detail with an introduction to the Dialectical Behaviour Therapy model.

Facilitator: Sonja Hookway

### **Mindfulness**

"Mindfulness is about being fully awake in our lives. It is about perceiving the exquisite vividness of each moment..." - Jon Kabat-Zinn

This course is for anyone who would like to live a less stressed, more spontaneously aware and engaged life! The evidence base for the effectiveness of Mindfulness in stress reduction is abundant. This experiential course will demonstrate how to use mindfulness techniques to leave the past behind us, while also not projecting ourselves mentally into a catastrophic future. We learn to live in the present moment to make skilful, life-enhancing choices. Participants will learn the basic units of Mindfulness in action: the breathing space and the body-scan. These activities can only be taught experientially. We will learn the practice of Mindful eating over the lunch break. There will be opportunities to discuss how aspects of Mindfulness may help our clients and what particular issues it is most usefully & ethically applied to.

Facilitator: Sonja Hookway

### **Supportive Strategies for Social care, social work and the workplace**

#### **Attachment and Resilience**

This introductory workshop shares exciting developments from the intersection of attachment and resilience studies, and explores practical applications of this clinical research to benefit our most vulnerable client populations. How we attach to others affects how we regulate stress and emotions; healthy attachment style is at the core of our emotional and physical well-being. However, an increasing body of evidence shows that attachment styles are not fixed but may change over time. This course explores advances in neuroscience and shows practical strategies to build 'earned secure' attachment styles that support resilience, and how to teach resilience skills to shape secure attachment.

Facilitator: Sonja Hookway

#### **Increasing Resilience, Improving Wellbeing**

This introductory course explores ways in which all practitioners can promote resilience in vulnerable adults, children, families and those who work with them. Resilient children & adults can 'resist adversity, cope with uncertainty and recover more successfully from traumatic events or episodes'. This course will draw on insights from social care, psychodynamic thinking and positive psychology, as well as the growing evidence base from around the world, to develop an understanding of how resilience can be applied in work with adults, children and families. Resilience is both learnable and teachable - and as we learn we increase the range of strategies available to us when things get difficult.

Facilitator: Sonja Hookway

#### **Cognitive Behavioural Therapy**

Cognitive Behavioural Therapy (CBT) is one of the most practiced therapeutic skill sets today. This course will provide a general introduction to CBT, useful for health & social care workers across a range of practice. CBT practitioners believe that changing thought patterns can result in long lasting emotional, behavioural and cognitive changes. CBT is one of the most widely known and used **brief** therapies utilized for symptom reduction, and it is a highly effective tool for resolving negative self-talk that may support ineffective behaviour. CBT is a great skill to have in your toolkit for a range of ethical transferable relational interventions.

Facilitator: Sonja Hookway

### **Motivational Interviewing**

Motivational Interviewing is a client-centred approach that elicits behavioural changes by assisting individuals to explore and resolve ambivalence. This introductory course explores Motivational Interviewing as a non-judgmental, non-confrontational, client-centred method for eliciting behavioural change by facilitating the exploration of and resolution of ambivalence and the discovery and use of intrinsic motivation. The course demonstrates the four basic MI skills: the use of open-ended questions, affirmations, reflective listening, and summative statements to the client. These techniques help to identify behaviours that are inconsistent with personal values and goals and can be integrated into a wide range of health and social interventions.

Facilitator: Sonja Hookway

### **Separation and Loss**

Loss is a universal human experience but often professionals feel ill-equipped to deal with its wounds. This course introduces participants to the psychological processes involved in separation and loss. We take the framework of Bowlby's Attachment theory to help understand the healthy work of grieving. We explore how the process of grieving can become disrupted for people who have more insecure attachment styles. There will be discussion around cultural issues around death & grieving using the style of Jon Underwood's 'Death Café'.

Facilitator: Sonja hookway

### **Solution Focussed Therapy**

A goal-directed collaborative approach to psychotherapeutic change that is conducted through direct observation of clients' responses to a series of precisely constructed questions. This introductory experiential course will take participants through the 'nuts and bolts' of SFT. There will opportunity to work in pairs and small groups to demonstrate the flexibility and efficiency of this highly popular & effective brief therapy.

Facilitator: Sonja Hookway

## **SKILLS FOR POLICY AND INFLUENCING**

### **An introduction to Welsh Devolution and influencing policy**

This introductory course is for people who want a non academic approach to understanding devolved processes, key institutions and voting systems. Through using fun activities this course relates constitutional issues to everyday life and aims to demystify our political processes and then enable participants to understand basic influencing of Welsh policy. It can be adapted to focus upon chosen policy areas, or have a wider UK perspective.

Facilitator: Vikki Butler

Example commission: Dynamix training staff