



Our Programmes:

Working with Risk



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Learning Outline:

Managing Unseen Risks

A particular anxiety for frontline practitioners is how to assess and manage risk when there are less options for face-to-face assessment, interventions and monitoring.

Whilst there are no easy answers to this dilemma, this half-day session gives frontline practitioners in both Children and Adults settings some ideas to consider for triangulating information effectively without face-to-face contact and prompts workers to think about when and how direct assessments may still need to take place.

This session is an opportunity for professionals to share ideas and experiences from their own practice and engage in valuable peer support which can increase professional confidence and resilience.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Be able to identify possible unseen risks (e.g., neglect/abuse/emotional harm/restricted rights)
- Explore ways of assessing risk and triangulating information with reduced face to face contact.
- Be able to weigh up if face-to-face risk assessment is needed and options for triangulating this.
- Explore strategies for monitoring and managing risks where contact is not possible.
- Consider wider risk management principles and strategies and how to apply these.
- Know how to seek support and/or escalate concerns.

Learning Outline:

Positive Risk Management



This one-day course aims to provide knowledge and support for Care Managers, Case Workers, Social Workers and Occupational Therapists to develop their capabilities and strengthen their professional confidence in practice. It will also help them to undertake Risk Assessment and Management plans linked to Support Plans and a personalised approach.

The programme will include practice application within the context of the local authority risk management policy and procedures if made available. Decision-making will be examined, and peer learning amongst the participant group encouraged, with a focus on shared learning and reflection specific to positive risk.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- A clear understanding of Positive Risk Assessment and Management
- Tools and frameworks for assessing risk in practice using Positive Risk Management principles.
- An understanding of the benefits of a Positive Risk Management approach as opposed to more traditional defensive risk adverse approaches.
- The ability to apply Positive Risk Management to practice and encourage discussion and analysis with peers.
- The ability to analyse how personal values and experience around risk may influence professional judgments.
- The ability to clearly record decision-making and how risk has been assessed and managed.



Learning Outline:

Risk Assessment within a Strengths Based Approach

A focus on strengths does not mean that risks should not be actively managed. Part of the strengths-based approach is the focus on supporting and co-producing support with individuals and this applies to risk management as much as any other area of care and support.

Practitioners are increasingly required to facilitate positive risk as a core part of their practice. To develop the skills and confidence needed to enable risk in practice, social workers and social care assessors need to ensure they take a critical view to assessment and engagement practice, focusing on defensible and accountable practice that is designed to deliver the outcomes and aspirations for the individual.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Explain and demonstrate application of the MCA , Care Act and other related legislation and procedures when assessing risk.
- Discuss and evidence defensible decision making.
- Recognise and apply a positive risk approach for adults who have capacity but appear to be under duress.
- Recognise that risk assessment of both future and current danger is integral to the safeguarding process and apply a positive risk-taking approach.
- Be able to identify how to maximise strengths and mitigate areas of difficulties to support a positive risk approach that yields positive outcomes for the individual.
- Be aware of staff bias and know how to check for a protective imperative dominating decision-making.

Learning Outline:

Working with Challenge



Working with a diverse range of individuals, families and/or communities, can pose a series of difficulties and challenges for individuals working in the wide range of adult health and social care settings.

Whilst challenging behaviours and interactions feature in a minority of worker-citizen interactions, workers need to be equipped with the knowledge and skills required to manage, and where appropriate, de-escalate difficult interactions.

This programme, consisting of four half-day sessions, is focused specifically on working with challenging situations with individuals and their families. It explores the skills involved in undertaking difficult conversations and de-escalating potentially challenging interactions.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Increased confidence in own interpersonal skills and ability to employ active listening in practice.
- Increased understanding of, and confidence in, managing personal and inappropriate comments.
- The opportunity to prepare for, and reflect upon, own responses to difficult interactions.
- Increased awareness of de-escalation techniques and the opportunity to practice using key skills in a safe setting.
- An increased understanding of the solution focused approach to managing challenge of various forms.
- A range of effective strategies and approaches for working with a group of service users.
- Confidence to work with positive risk to manage challenging interactions, and an understanding of the importance of responsible agency support.



Learning Outline:

Risk & Risk Management in Adult Social Care

Risk assessment is a core part of the social work role, and practitioners are required to make complex decisions in pressurised situations on a regular basis. While not every decision will prevent the worst from happening, it is vital that practitioners are defensible in their assessments, able to apply it to the frameworks they need to work within, and to ensure any subsequent interventions that are carried out are transparent and appropriately evidenced.

This one-day programme is designed to support health and social care staff to reflect upon and further develop their risk management practice within the context of the formal mental health system, including a focus on defensible decision making and best practice approaches for those supporting complex issues in a health and social care community setting.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An increased awareness of the importance of evidencing decisions around risk and risk management within health and social care practice.
- An understanding of static and dynamic risks and how these can be used within assessment and risk management plans.
- The ability to reflect on own risk management skills and identify further development needs.
- An understanding of how to apply learning from this session to own practice.



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