

One day Individual Management Review Writing Course

What the course involves:

The training is designed to provide participants with the confidence to undertake an IMR for the first time. It is also very useful for IMR writers who have some experience but want to develop their skills. We consider the framework for reviews, and the demands upon agencies from the start to the finish of the process. We explore how to identify relevant information from records and a variety of sources and from conversations with frontline staff and managers. We consider how to construct the agency chronologies that are required for DHRs, SARs and almost all SCRs.

Using an absorbing DHR case study based around a GP's surgery, we chose key practice episodes and consider what information can be obtained through conversations with staff. Participants can then practice their questioning skills in an interview setting. Then, using simple Root Cause Analysis tools, we identify the causes and factors influencing that practice.

In group work, participants identify key learning outcomes and their bearing upon final recommendations ensuring that they are SMART and supported by their agency.

By the use of varied training methods, participants experience a 'hands on approach' to learning thereby developing confidence and practical skills for this crucial role.



Aim & Objectives of Individual Management Review (IMR) Training:

Aim: To provide IMR authors with a clear understanding of the DHR and SCR processes and the part their organisation's contribution will make to wider safeguarding lessons.

Objectives:

1. Be familiar with the statutory framework of Domestic Homicide Reviews (DHR), Serious Case Reviews (SCRs), The Domestic Violence, Crime & Victims Act 2004, Local Safeguarding Children Board Regulations 2006.
2. Have an improved understanding of what an evidence-based IMR should contain, by ensuring you:
 - Can identify how to construct a chronology and complete IMR templates.
 - Have an awareness of effective evidence gathering and root cause analysis to identify key practice episodes.
 - Utilise skilled interview methods to achieve best evidence from colleagues, whilst balancing their needs and those of the organisation.
 - Understand how to analyse findings to identify key themes and learning.
 - Ensure Recommendations are SMART.

"Whatever type of review you may be expected to undertake, whether or not it is one that requires an IMR or other written report, this one day training will ensure you have the confidence to approach the task in an independent and impartial way" – Simon Hill

Interactive Case Study

Individual Management Review(IMR) Report Writing Training

Aim of the session:

To provide IMR authors with a clear understanding of the DHR and SCR processes and the part their organisation's contribution will make to wider safeguarding lessons



Who we have worked with:

- Birmingham Community Safety Partnership. 
- Safer Sandwell Partnership 
- Sandwell & West Birmingham CCG 
- NHS Wolverhampton CCG 

About 2 Hills Consultancy



Simon Hill



Sonya Hill

Simon Hill is an Independent reviewer and Safeguarding trainer. He has been the Chair and Overview report writer for numerous DHRs and SARs in the region. He has delivered IMR report writing training and Safeguarding training for Birmingham Community Safety Partnership (CSP) and for several local CCGs, as well as Birmingham LSCB, Safer Sandwell Partnership, Safer Wolverhampton Partnership. For four years he managed the Review Team at West Midlands Police, overseeing all the IMRs the service contributed to SCRs, and DHRs in that period. He was a child protection investigator, managing a Public Protection team in central Birmingham. He has a training qualification from the National Police Training College and was a police trainer.

Sonya Hill MBE has a Certificate of Adult Education in addition to training and Assessor qualifications from the National Police Training College. She was a CID and Police trainer and developed training packages for the police service. She worked in both Child Protection and Domestic Violence units. She developed a partnership between The Prince's Trust and West Midlands Police working with hard to reach young people, receiving an MBE in 2014.

Our Ethos

We believe that reviews need not only to identify 'Why?' a tragedy occurred, but also find innovative ways of embedding change in organisational culture. We have had the privilege of running workshops for hundreds of frontline professionals identifying learning from DHR, SCR and SARs. By understanding 'Why?', participants identify how to improve their professional practice.

Our Training

You may be a Community Safety Partnership about to commission a DHR, or seeking to improve the IMRs submitted to your Reviews. We can train groups of up to twenty participants from different agencies. Most CSPs like to book their own venue and 'book on' participants. This is a very cost-effective way for a CSP to provide training.

If your agency or Trust wants to train just one or two IMR writers and your CSP cannot arrange a Training session, contact us. We are booking places on a number of sessions in October– December 2017 and January- March 2018, which will take place at venues around the West Midlands.

Introduction



Simon Hill
Independent reviewer
and Trainer

"You've been tasked with an IMR and it has been 'ages' since you came on the training. So we've put together these slides to help refresh your memory on the training and some of the key messages. Play the PowerPoint in Slideshow. On many of the slides there is an icon that looks like this:



Hover your pointer on it, and you'll see a play button. Click and you should hear a commentary for the slide you are looking at. If you play them all, you should be able to complete the refresher in around 45 minutes. (Or play each section as you need it!)

If you have questions, email me on simon.hill@2hillsconsultancy.gmail.com

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Refresher Training (DVD)

We can also provide a helpful Refresher PowerPoint course on disc, in which Simon Hill provides over a dozen short audio summaries of the subject areas covered on the training. (It could also be uploaded to a website)



To book a training session or seek a place on a course contact us on:

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