

Adfam Training Brochure

For 40 years Adfam has worked on behalf of families affected by drugs and alcohol. Conducting research, advising Government and delivering services, Adfam has built a level of expertise and insight that is recognised across the sector.

This experience has enabled us to develop world class training for professionals who want to develop their skills and understand how to work safely and effectively with families impacted by substance misuse.

Our network of expert trainers deliver courses for a wide range of audiences, so if your work brings you into contact with families affected by drugs and alcohol there'll be an Adfam course that's right for you.

Available Courses

1. Families, Drugs and Alcohol: Essential Skills
2. Families, Drugs and Alcohol: Advanced Skills
3. Safeguarding Children from Opioid Substitute Therapy Risks
4. Parental Substance Misuse: Essential Skills
5. Parental Substance Use (the impact of hidden harm, trauma & protective factors) Advanced Skills
6. Child-parent Abuse, Drugs and Alcohol Advanced Skills
7. Dual Diagnosis and Families
8. Families and Change Resistant Drinkers: The Blue Light Family Toolkit
9. Understanding Family Dynamics
10. Introduction to Supporting People Bereaved Through a Substance-related Death
11. Stabilising Substance-use in Clients Whose Use Has Increased Following a Substance-related Bereavement
12. Counselling People Bereaved Through a Substance-related Death: Advanced Skills
13. Alcohol and parental conflict: the impact on families
14. Trauma in Families Affected by Substance Misuse
15. Working with Couple Conflict and Substance Misuse
16. Supporting Families Caring for a Child with Foetal Alcohol Spectrum Disorder (FASD)
17. Resilience Building for Practitioners
18. Professional Curiosity

1) Families, Drugs and Alcohol: Essential Skills

1-day accredited Course

Brief interventions for working with families affected by drug and alcohol use.

This course is designed for everyone working with adult family members affected by someone else's drug or alcohol use. No previous experience required.

By the end of the training learners will -

- Recognise the potential impact of substance use on children.
- Identify family roles around a problematic substance user.
- Identify behaviours associated with someone who cares for a substance user.
- Identify ways family members can support each other through the 'Cycle of Change'.
- Consider the effectiveness of various brief interventions models.
- Understand how to encourage alcohol and drug users to engage with treatment.
- Understand how to put the course learning into practice.

2) Families, Drugs and Alcohol: Advanced Skills

1-day accredited Course

Medium and extended interventions for working with families affected by drugs and alcohol.

This course is for practitioners with some experience of family support work who wish to further develop their skills. It is suitable for wide range of staff, from Social Workers and Early Help teams, through to specialist drug and alcohol treatment workers. The course explores a range of interventions, including an introduction to 5-Step and CRAFT (Community Reinforcement And Family Training).

By the end of the training learners will –

- Understand the five commonly used techniques for assisting families.
- Recognise how different perspectives and approaches impact the outcomes for families.
- Be able to use a toolkit of approaches with family members.
- Be able to reflect on the efficacy of different approaches.
- Be ready to identify your own learning opportunities to continue to improve practice.

3) Safeguarding Children from Opioid Substitute Therapy Risks

1-day accredited Course

This one-day course can be run within, or across, teams. It is designed for all staff who can help to safeguard children from risks posed by OST medications: treatment services; prescribers; health visitors; midwives; housing officers; social workers (family and adult); police officers; domestic violence workers; and others.

This course can help teams, organisations and areas develop a plan to safeguard children.

By the end of the training learners will be able to –

- Make an appropriate risk assessment for children under the age of five coming into contact with an adult who is prescribed OST medications.
- Consider the evidence base on the impact of substance use on parenting capacity.
- Conduct improved welfare checks for children, including signs of drug ingestion.
- Create a safety plan to enhance local practice.
- Identify mechanisms to establish inter-agency partnerships and future joint working.

4) Parental Substance Misuse: Essential Skills

1-day accredited Course

Brief and extended interventions for working with parents who use drugs and alcohol.

This course delivers essential insights into the issues surrounding parental substance misuse and safeguarding along with skills for working with parents who are problematic drug and alcohol users. It is designed for anyone who's work brings them into contact with parents who have issues with substance misuse.

By the end of the training learners will -

- Understand what constitutes 'good enough' parenting.
- Understand how problematic drug and alcohol use may present a risk to children.
- Be able to identify and minimise risks posed by Opioid Substitute Therapy medications.
- Know how to make a disclosure in line with organisational procedures.
- Understand risk and resilience in the children of drug users.

5) Parental Substance Use (the impact of hidden harm, trauma & protective factors): Advanced Skills

Two-day accredited course

The focus of this 2-day course is on recognising and responding to the impact that parental substance use can have on children and other family members and on understanding how to reduce the risk of harm.

By the end of the training learners will be able to –

- Recognise signs of harm caused by parental substance use.
- Identify the role of the brain in the development of trauma.
- Identify adverse childhood experiences and how they impact on development.
- Understand the concept of 'good enough' parenting.
- Establish sources of support for the children of substance users and their families.
- Understand how resilience and protective factors can improve family outcomes.
- Have a working knowledge of Hidden Harm and subsequent literature's recommendations.

6) Child-parent Abuse, Drugs and Alcohol: Advanced Skills

1-day accredited Course

Understanding the needs of parents experiencing abuse from their substance-using adult children. This course is for any practitioner whose work brings them into contact with families affected by substance use.

By the end of the training learners will –

- Have a better understanding of child-parent violence.
- Understand the differences and similarities to intimate partner violence (IPV)
- Have a better understanding of domestic violence theories, terminology and approaches.
- Be able to build referral pathways to domestic violence and other agencies.

7) Dual Diagnosis and Families

1-day accredited course

This one-day course is suitable for practitioners who work with the adult family members of those with both a substance use problem and mental ill-health. It includes the findings from Adfam's research with affected family members, as well as practical skills for supporting families.

By the end of the training learners will –

- Have insight into the impact of a dual diagnosis on family members.
- Be able to identify positive practice in working with and supporting family members.
- Develop skills and resources for engaging and supporting families.
- Have explored the key challenges for family members.
- Have identified cross-organisational steps to improve pathways within a local area.

8) Families and Change Resistant Drinkers: The Blue Light Family Toolkit

1-day accredited course

This one-day training course will give professionals the skills to help adult family members to engage more effectively with change resistant drinkers within their family. Adfam's Blue Light Family toolkit provides a range of resources that support family members to engage appropriately and effectively with their loved ones.

By the end of the training learners will –

- Understand the need for a greater focus on the family of change resistant drinkers
- Use and understand the tools in the toolkit
- Understand the range of local alcohol / family services
- Consider how to develop the local response to families of drinkers using these tools

9) Understanding Family Dynamics

1-day accredited course

This course enables participants to recognise and make sense of the common dynamics that occur in a family affected by problematic drug or alcohol use. The course is open to all professionals, workers and volunteers' whose work involves supporting family members who are affected by a loved-one's problematic substance use. By the end of the training learners will be able to:

- Identify four levels at which family dynamics can occur in a family affected by problematic substance use.
- Recognise two key internal dynamics within a family member.
- Identify the key dynamic between a family member and their loved one who uses substances problematically, where substance use is inadvertently assisted by a family member.
- Describe the stages families typically move through when coping with substance use.
- Describe the roles that different family members can inadvertently adopt when the whole family is affected by substance use.
- Recognise how dynamics caused through problematic substance use can affect a whole family.
- Identify how stigma and shame typically affect whether families engage with services.

10) Introduction to supporting people bereaved through a substance-related death

Half-day accredited course

An introductory course to enable participants to provide basic support to people bereaved through a substance-related death, including making appropriate referrals. This course is open to all professionals, workers and volunteers whose work involves supporting people who are bereaved by a substance-related death.

At the end of the training participants will be able to:

- State what bereavement is.
- Outline two useful bereavement theories: the Dual process model and the idea of a Continuing bond.
- Outline the characteristics of substance-related bereavements.
- Describe how to avoid stigmatising someone bereaved through a substance-related death.
- Describe how to provide basic bereavement support.
- Recognise the importance of joint working.

11) Stabilising substance-use in clients whose use has increased following a substance-related bereavement

One and a half-day accredited course

Clients accessing drug- and alcohol-treatment who are also bereaved through a drug- or alcohol-related death, are at significant risk of increased substance use/relapse back to substance use, as they use substances to cope with their grief. The course provides workers with the knowledge and skills needed to support their bereaved clients. Thereby helping clients stabilise their grief, protect their recovery and access bereavement counselling.

Part 1: Introduction to substance-related bereavement

- State what bereavement is.
- Outline two useful bereavement theories: the Dual process model and the idea of a Continuing bond.
- Outline the characteristics of substance-related bereavements.
- Describe how to avoid stigmatising someone bereaved through a substance-related death.
- Recognise signs of risk in bereaved people: increased substance use, traumatic bereavement, depression and suicidal thoughts.

Part 2: Developing a client's ability to cope with a substance-related bereavement

- Describe the link between grief and increased substance use/relapse back to using.
- Outline the bereavement support that they can offer.
- Recognise the need to stabilise a client's substance use so they can access other services.
- Outline practical ideas to develop a client's ability to manage their grief.
- Outline practical ideas for coping with the grief emotions of sadness, anger, shame and guilt/blame.
- Recognise their strengths and areas for further development in their work practice.

12) Counselling people bereaved through a substance-related death: Advanced skills

Two-day accredited course

Eligibility criteria:

- 1) *Completion of Adfam's Introduction to supporting people bereaved through a substance-related death course*
- 2) *Level 4 Therapeutic Counselling qualification*

A course to enable participants to counsel people bereaved through a substance-related death. At the end of the training participants will be able to:

For Part 1 of the course, pre-course work:

- Describe some of the typical impact of substance-related behaviour that a client may have experienced before the death of their loved one.

For Part 2 of the course, Training Day 1:

- Recall prior learning about substance-related bereavements.
- Recall ideas for facilitating a client's recognition and acceptance of the death.
- Describe the window of tolerance and propose ideas for inviting a client back into their window of tolerance.
- Recall ways to develop a client's self- and social support.
- Recognise the importance to clients grieving of creating a coherent, compassionate and accurate narrative of the relationship with the deceased.
- Propose ideas for working through unfinished business.
- Recognise the the importance of clients working through blame and especially guilt in substance-related bereavements.

For Part 3 of the course, reading and reflective practice between Training Days 1 and 2:

- Identify their ability for working with clients blame and especially guilt.

For Part 4 of the course, Training Day 2:

- Recognise the importance to clients grieving of creating a coherent, compassionate and accurate narrative of the death and its aftermath.
- Describe ways of working with a client's shame.
- Recall ideas for counselling clients about what they have lost.

- Recall ways of facilitating a client to recognise, work through and accept who they are after their loss.
- Recall key considerations for working with a client's Continuing Bond.
- Recognise strengths and areas for further development in counselling practice.
- Recall ideas to facilitate a client developing their future life.
- Recognise the importance of good 'endings' in bereavement work.

13) Alcohol and parental conflict: the impact on families

Two-day course

This course is for any practitioner in adult or family services. It aims to equip frontline workers with the knowledge and skills to respond appropriately to signs of parental alcohol misuse and its contribution to conflict between parents/co-parenting carers.

By the end of the training learners will be able to:

- Recognise how alcohol misuse can contribute to conflict between parents
- Consider an attachment perspective to understand both conflict and problematic alcohol use
- Identify how parental drinking and parental conflict can impact on child development
- Discuss the differences between conflict and abuse and the roles of alcohol use in relationships
- Talk to parents about relationship conflict and the impact of alcohol misuse
- Explore resources for supporting families affected by conflict and alcohol misuse.

14) Trauma in Families Affected by Substance Misuse

1-day accredited course

This one day training will equip practitioners to work more effectively with families affected by substance use where there is trauma. Participants will learn the neuroscience of trauma and practical strategies to support families.

- Recognise the different ways that trauma can present in families affected by addiction.
- Describe the three different types of trauma.
- Go beyond 'fight, flight, freeze' to identify other behaviours which indicate trauma in clients.
- Understand why trauma is very likely to be present in any family where substance use is a problem.
- Engage effectively with clients affected by trauma.
- Provide supportive strategies to clients affected by trauma, even in the absence of trauma treatment.
- Recognise when it is safe to talk directly about trauma with clients, and when it is not.
- Recognise the impacts of trauma on children.
- Support parents and other adults to appropriately support children affected by trauma.
- Understand the inter-generational nature of trauma and how this can contribute to addiction in families.

15) Working with Couple Conflict and Substance Misuse

2-day accredited course

This two-day training will equip practitioners with the knowledge and skills to support couples who are in conflict and impacted by substance misuse, either within the couple or the wider family. Participants will learn a theoretical framework and practise specific skills and interventions to support their work

- Develop understanding of the policy and practice context
- Develop theoretical understanding of couple conflict related to substance misuse
- Increase skills and confidence to work with people where couple conflict exists
- Increase knowledge and skills of interventions that can be used with service users.

16) Supporting Families Caring for a Child with Foetal Alcohol Spectrum Disorder (FASD)

1-day accredited course

This one-day training event is intended to equip practitioners to identify and respond to the support needs of families of children with FASD. Training materials have been developed in co-production with families affected by FASD.

- Identify some of the disabilities and difficulties caused by maternal drinking.
- Discuss different experiences of birth, foster, kinship care and adoptive families.
- Identify the support needs of families raising a child with FASD.
- Recognise the importance of diagnosis.
- Explore further resources.

17) Resilience Building for Practitioners

1-day course

Recent research suggests that frontline practitioners are experiencing symptoms of burnout at an increasing rate. Working daily with high numbers of complex caseloads is taking its toll on worker mental and physical health and work life balance. With record numbers of staff leaving social care, it's clear that workers need support to combat the impact of burnout symptoms.

This one-day course will support practitioners to develop appropriate reflective practices and build their resilience toolkit to tackle the signs of burnout before they become overwhelmed.

By the end of this course learners will be able to:

- Define vicarious trauma and burnout
- Recognise signs of burnout in themselves
- Explore and define practitioner resilience
- Identify strategies and resources for improving resilience (including setting and maintaining boundaries)
- Reflect on the impact of their work on their wellbeing
- Develop a work wellbeing plan

18) Professional Curiosity

1-day accredited course

This one-day training event is intended to equip practitioners to develop professional curiosity skills and utilise evidence-based frameworks. It is suitable for any front-line practitioner who may have contact with families affected by substance use. By the end of the training, learners will be able to:

- Discuss the role of professional curiosity as a tool for supporting client outcomes.
- Explore techniques to illicit information from clients.
- Identify signs of disguised compliance.
- Reflect on ways that practitioners can develop professional curiosity in their practice.

Additional Information

Some courses can be delivered with a sole focus on alcohol where requested and bespoke training packages are also available upon request.

All courses are delivered online via Zoom. In-person delivery can also be made available if required, in this instance clients would also be required to cover trainer expenses.

The courses are designed for up to 20 learners*, with a minimum number of 6, and are priced at £850 per one day.

For further information or to commission Adfam's training please contact admin@adfam.org.uk.

**This excludes the following courses, which are suitable for up to 12 learners:*

- *Understanding Family Dynamics*
- *Introduction to supporting people bereaved through a substance-related death*
- *Counselling people bereaved through a substance-related death - Advanced skills*