

Adfam's Training Brochure

For more than 40 years Adfam has worked on behalf of families affected by substance use, building deep expertise and insight that is recognised across the sector. Building on this experience, we have developed a high quality, evidence-based training programme that equips professionals with the knowledge, skills and confidence to work safely and effectively with families affected by substance use.

Our team of expert trainers deliver a range of courses that are suitable for multiple audiences and professional backgrounds. If your work brings you into contact with families affected by substance use, Adfam's training is here to meet your needs.

We now offer almost 30 courses, with the majority fully accredited by the CPD Certification Service.



Available Courses

Essential Knowledge

1. Families, Drugs & Alcohol: Essential Skills
2. Parental Substance Use: Essential Skills
3. Understanding Family Dynamics
4. Hidden Harm: Children Affected by Parental Substance Use
5. Putting an end to stigma: Understanding and supporting people affected by the stigma of substance use
6. The Cycle of Change and Families
7. Mentalization and Parenting in Families Affected by Substance Use

Core Practice

8. Families, Drugs & Alcohol: Advanced Skills
9. Parental Substance Use – Hidden Harm, Trauma and Protective Factors
10. Trauma in Families Affected by Substance Use
11. Co-occurring Substance Use and Mental Health Problems: The Family Dimension
12. Using CBT to Support Families Affected by Substance Use
13. Child-parent Abuse, Drugs and Alcohol: Advanced Skills
14. Supporting children affected by the substance use of a parent or sibling

Specialist Topics

15. Introduction to Supporting People Bereaved Through Substance Use
16. Stabilising Substance-use in Clients Whose Use Has Increased Following a Substance-related Bereavement
17. Supporting Kinship Carers
18. Working with Couple Conflict and Substance Use
19. Supporting Families Caring for a Child with Foetal Alcohol Spectrum Disorder (FASD)
20. Risks of Opioid Substitution Treatment
21. Package of essential training for Early Help workers

Alcohol-focused Practice

22. Families and Change Resistant Drinkers: The Blue Light Family Toolkit
23. Alcohol and Parental Conflict: the impact on families

Professional Development

24. Intermediate level: Resilience Building for Practitioners
25. Resilience and Workforce Wellbeing for Supervisors and Managers
26. Professional Curiosity – Intermediate
27. Professional Curiosity: Advanced Analytical Practice

1) Families, Drugs and Alcohol: Essential Skills

1-day 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) Parental Substance Use: Essential Skills

1-day course

Brief 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 using drugs or alcohol problematically. It is designed for anyone whose work brings them into contact with parents who have issues with substance use.

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 referral and safeguarding referral in line with organisational procedures.
- Understand risk and resilience in the children of drug users.

3) Understanding Family Dynamics

1-day course

This one-day course helps people understand how drug or alcohol use can affect the whole family, not just the person using substances. It is designed for anyone who supports family members affected by a loved one's substance use, including professionals, workers, and volunteers.

The course explores common family responses to substance use and helps participants make sense of behaviours that may otherwise feel confusing or challenging. It takes a non-judgemental approach, recognising that families are often doing their best to cope in difficult circumstances.

Participants will learn how to:

- Understand how substance use can affect relationships across a whole family
- Recognise common patterns and roles that can develop within families
- Understand how family members may try to help in ways that unintentionally maintain substance use
- Identify the stages families often go through when coping with substance use
- Recognise the emotional impact of substance use on family members
- Understand how stigma and shame can prevent families from asking for help
- Respond to families in ways that reduce blame and encourage engagement

This course is suitable for those new to family-focused work, or anyone wanting a clear, practical introduction to family dynamics and substance use.

4) Hidden Harm: Children Affected by Parental Substance Use

1-day course

This course explores Hidden Harm, the often unseen impact of parental substance use on children and young people. It supports professionals and volunteers to recognise both the immediate and long-term effects on children, even when families appear to be coping.

Participants will build confidence in identifying risk, understanding barriers to disclosure, and using professional curiosity to respond effectively and compassionately to substance use within families.

You will learn how to:

- Understand how parental substance use can lead to acute and chronic harms for children and young people
- Recognise signs of hidden harm across different ages and stages
- Identify barriers that prevent children from being seen, heard, or supported
- Apply professional curiosity to explore concerns safely and respectfully
- Look at choice of language and conversation starters to initiate engagement
- Balance safeguarding responsibilities with non-judgemental, family-centred practice
- Support earlier intervention to reduce long-term harm

- Ideal for family support, social care, health, education, and community professionals working with children and families affected by substance use.

No prior specialist safeguarding training required.

5) Putting an end to stigma: Understanding and supporting people affected by the stigma of substance use

1-day course

This one-day training is suitable for any frontline practitioner or professional whose work may bring them into contact with people who use substances and their families. It aims to educate people to recognise the causes and consequences of stigma and offers practical ways to challenge and overcome stigma.

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

- Define what stigma is and how it appears in everyday interactions
- Explore the everyday impact of internalised, societal and structural stigma
- Identify key factors that contribute to stigmatised thinking and how they shape public attitudes
- Implement practical strategies to challenge stereotypes and promote a non-judgmental approach

6) The Cycle of Change and Families

1-day course

This course introduces the Cycle of Change and explores how it applies to families affected by substance use. It helps participants understand why change is rarely linear and how families can offer the right kind of support at the right time.

Participants will learn to recognise signs of readiness for change, understand ‘change talk’, and support family members in ways that encourage progress without pressure or conflict.

You will learn how to:

- Identify the stages of the Cycle of Change and why they matter for families
- Recognise and respond to ‘change talk’
- Tailor family support based on where a loved one is in the cycle
- Reduce frustration and strengthen supportive relationships

Ideal for family support workers, volunteers, and professionals supporting families affected by substance use.

No prior knowledge of behaviour change models required.

7) Mentalization and Parenting in Families Affected by Substance Use

1-day course

This course introduces mentalization, the ability to understand our own thoughts, feelings, behaviours, and those of others and explores why it is vital for safe, emotionally attuned parenting.

Focusing on families affected by substance use, the course helps participants understand how mentalization difficulties can impact self-regulation, parenting capacity, and children's emotional safety. It provides practical tools to support parents and carers to reflect on their own experiences and better understand their children's inner worlds.

You will learn how to:

- Understand what mentalization is and why it matters for self-regulation and parenting
- Recognise how mentalization difficulties can increase risk for children in families affected by substance use
- Identify signs of reduced reflective capacity in parents and carers
- Use practical techniques to help parents mentalize themselves and their children
- Support emotionally safer, more responsive caregiving through reflective practice

Ideal for family support, social care, health, and substance misuse professionals working with parents and carers. No prior knowledge of mentalization theory required.

8) Families, Drugs & Alcohol: Advanced Skills

1-day 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.

9) Parental Substance Use – Hidden Harm, Trauma and Protective Factors

Advanced Skills: 2-day course

This advanced two-day course deepens understanding of how parental substance use affects children and families, including the often-unseen impact of hidden harm. It supports practitioners to recognise risk, understand trauma, and strengthen protective factors that improve outcomes for children.

Grounded in research and Adfam’s family-centred approach, the course helps participants balance safeguarding with strengths-based practice that works alongside families rather than against them.

Participants will learn how to:

- Recognise signs of hidden harm linked to parental substance use
- Understand trauma, brain development, and Adverse Childhood Experiences (ACEs)
- Apply the concept of ‘good enough’ parenting in complex family contexts
- Identify and strengthen resilience and protective factors
- Navigate support pathways for children and families
- Apply Hidden Harm research and recommendations to practice

Ideal for experienced professionals in family support, social care, health, education, and substance misuse services.

10) Trauma in Families Affected by Substance Use

1-day 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.

11) Co-occurring Substance Use and Mental Health Problems: The Family Dimension

1-day course

This advanced one-day course explores the impact on families when a loved one experiences both substance misuse and mental ill-health. Drawing on Adfam's research with affected family members, the course centres the lived experience of families and the additional challenges they face navigating fragmented systems of care.

The course supports practitioners to develop more confident, consistent, and family-inclusive responses, strengthening engagement, reducing stigma, and improving local pathways of support.

Participants will learn how to:

- Understand the impact of co-occurring substance misuse and mental health problems on family members
- Recognise the emotional, practical, and relational challenges families may experience
- Identify positive, family-centred practice when working with and supporting family members
- Develop practical skills and resources to engage, inform, and support families effectively
- Reduce barriers to family involvement while maintaining appropriate boundaries and confidentiality
- Identify cross-organisational actions to improve pathways, communication, and joined-up working within a local area

This course is ideal for experienced practitioners in substance misuse, mental health, family support, social care, health, and community services.

12) Using CBT to Support Families Affected by Substance Use

1-day course

Families affected by substance misuse often experience cycles of stress, worry, guilt, anger, and helplessness. These emotional responses are entirely understandable, yet over time they can become patterns that affect wellbeing, relationships, and decision-making.

This one-day course introduces practical Cognitive Behavioural Therapy (CBT) tools that practitioners can use to support affected family members. Grounded in Adfam's family-centred approach, the course focuses on strengthening coping strategies, improving emotional regulation, and helping families respond to substance misuse in ways that reduce harm and protect their own wellbeing.

Participants will explore how thoughts, feelings, and behaviours interact and how small, supported changes can improve outcomes for families.

Participants will learn how to:

- Understand the core principles of CBT and how they apply to families affected by substance misuse
- Explore the link between thoughts, feelings, and behaviours in response to a loved one's substance use
- Identify common unhelpful thinking styles (e.g. self-blame, catastrophising, over-responsibility)
- Support family members to gently challenge and reframe unhelpful thoughts
- Understand how core beliefs can influence family dynamics and coping patterns
- Practise simple CBT-based tools that can be used within supportive conversations
- Apply CBT skills in ways that are strengths-based, non-judgemental, and empowering

This course is suitable for practitioners in family support, substance misuse, health, social care, and community services who want practical, structured tools to enhance their work with affected families.

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

1-day course

This advanced one-day course deepens understanding of child–parent abuse in families affected by substance use, with a particular focus on parents experiencing harm from their substance-using adult children. (Consider building in CYP abuse to parents).

The course explores how abuse can develop and remain hidden within family relationships, the impact on parents and carers, and how practitioners can respond in ways that prioritise safety, reduce stigma, and work alongside families with compassion and clarity. It situates child–parent abuse within wider domestic abuse frameworks while recognising the distinct dynamics involved.

Participants will learn how to:

- Understand child–parent abuse, including its impact, patterns, and risk factors
- Recognise the role of substance use in shaping abusive dynamics within families
- Understand similarities and differences between child–parent abuse and intimate partner violence (IPV)
- Apply domestic abuse theories, terminology, and practice approaches in this context
- Respond to parents and carers in ways that are safe, non-judgemental, and supportive
- Build clear referral pathways to domestic abuse, substance use, and specialist support services

This course is ideal for experienced practitioners in family support, substance misuse, social care, health, housing, and community services.

14) Supporting children affected by the substance use of a parent or sibling

2-day course

Delivered by a Child and Adolescent Psychotherapist, this course explores the effects of substance use in the family on children, and how to support them. The course covers both direct support for children and young people, and how to support non-substance using parents or other adults to support children appropriately

- Explore a child's-eye-view of living in a home where there is problematic substance use and addiction
- Understand the impact on a child's attachment and coping strategies
- Explore impacts through a developmental lens, considering the needs of children at different ages and stages of development
- Consider the research into what helps children in these situations to develop resilience and thrive

- Learn strategies and approaches to engage with and support children and young people
- Learn tools to support parents and other adults to support children and young people

15) Introduction to Supporting People Bereaved Through Substance Use

0.5-day course

This half-day introductory course supports participants to provide sensitive, basic support to people who have been bereaved through a substance-related death. These bereavements are often sudden, traumatic, and shaped by stigma, which can leave people feeling isolated and unsure where to turn.

The course offers a gentle introduction to bereavement, with a focus on understanding the unique features of substance-related loss and responding with compassion, respect, and confidence. Participants will also learn when and how to involve other services to ensure people receive the right support.

Participants will learn how to:

- Understand what bereavement is and how people may experience grief differently
- Explore simple bereavement ideas, including the Dual Process Model and continuing bonds
- Recognise the particular challenges of substance-related bereavement
- Respond in ways that avoid blame, judgement, and stigma
- Provide basic, compassionate bereavement support within their role
- Recognise the importance of joint working and making appropriate referrals

This course is suitable for professionals, workers, and volunteers who may come into contact with people bereaved through a substance-related death and want a clear, supportive introduction to this area of work.

16) Stabilising Substance-use in Clients Whose Use Has Increased Following a Substance-related Bereavement

1.5-day 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.

17) Supporting Kinship Carers

1-day course

This course focuses on the experiences of kinship carers, family members and friends who step in to care for children when parents are unable to do so, often due to substance use or other complex challenges.

Participants will explore the unique pressures kinship carers face, the support available to them, and practical ways to strengthen coping and resilience while recognising the emotional impact of caring for a child within the family.

You will learn how to:

- Understand the emotional, practical, and financial challenges kinship carers may experience
- Recognise the impact of trauma, loss, and family dynamics on carers and children
- Identify formal and informal support options for kinship carers
- Support carers to develop healthy coping responses and self-care strategies – could go into parenting support?
- Promote sustainable, strengths-based support for kinship families

Ideal for family support workers, social care, health, education, and community professionals working with kinship families.

No prior knowledge of kinship care required.

18) Working with Couple Conflict and Substance Use

2-day course

This two-day course supports practitioners to work confidently and safely with couples experiencing conflict where substance misuse is present, either within the couple relationship or in the wider family.

Substance use and relationship conflict can interact in complex ways, increasing stress, reducing emotional safety, and affecting children and other family members. Grounded in Adfam's family-inclusive approach, this course places affected others at the centre of practice. It supports practitioners to understand the lived experience of partners and family members, reduce stigma and blame, and respond in ways that prioritise safety, wellbeing, and sustainable change.

Participants will explore theory, policy, and research alongside practical tools and structured interventions that can be applied directly in frontline settings.

Participants will learn how to:

- Understand the policy and practice context surrounding couple conflict and substance misuse
- Recognise how substance use and relationship conflict can reinforce one another
- Understand the impact of couple conflict on partners, children, and other affected family members
- Apply theoretical frameworks to make sense of conflict dynamics in the context of addiction
- Differentiate between conflict and abuse, and recognise when additional safeguarding responses are required
- Increase confidence in engaging both partners while maintaining a clear focus on safety
- Use practical interventions and structured conversations to support communication, boundaries, and harm reduction
- Identify pathways and multi-agency responses to strengthen support for affected family members

This course is suitable for experienced practitioners in substance misuse, family support, social care, health, and community services who want to build skills in working with relational conflict in a safe, structured, and family-focused way.

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

1-day course

This introductory one-day course helps practitioners understand and respond to the needs of families caring for a child with Foetal Alcohol Spectrum Disorder (FASD). Developed in partnership with families affected by FASD, the training centres lived experience and promotes respectful, informed support.

Families raising a child with FASD can face misunderstanding, stigma, and challenges accessing the right help. This course provides a clear introduction to FASD and practical guidance on how to support families in a compassionate and strengths-based way.

Participants will learn how to:

- Understand what FASD is and how prenatal alcohol exposure can affect children
- Recognise common difficulties children with FASD may experience at home, school, and in relationships
- Explore the experiences of birth, foster, kinship, and adoptive families
- Identify the practical and emotional support needs of carers
- Understand why assessment and diagnosis can be important
- Respond in ways that reduce blame and stigma
- Signpost families to appropriate support and further resources

This course is suitable for professionals, workers, and volunteers who are new to FASD or want a clear, practical introduction to supporting affected families.

20) Risks of Opioid Substitution Treatment

1-day course

This practical course supports professionals and volunteers working with families affected by someone else's substance misuse. It focuses on Opioid Substitution Treatment (OST) and the specific risks it can pose to children when prescribed to parents or carers.

Participants will gain a clear understanding of OST medications, how risks can arise in the home, and how to support families in ways that protect children while respecting recovery and reducing stigma.

You will learn how to:

- Understand what OST is and why it is prescribed
- Recognise risks to children linked to OST medications
- Support families to manage risks safely and confidently
- Apply good practice when working with parents and carers on OST

Ideal for family support, social care, health, education, and community professionals.

No prior knowledge of OST required.

21) Package of essential training for Early Help workers

3-day course

This training course provides Family and Early Help Practitioners with the essential skills and knowledge to effectively support families affected by substance use. Over the three days, the training builds a toolkit of practical responses, giving practitioners the confidence to keep families safe and challenge harm. Learners will be expected to complete (brief) assignments between sessions, which will be held monthly over 3 – 4 months.

By the end of the training, learners will have improved knowledge and skills around

- The impact of substance use on the individual and the family
- Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome
- Alcohol awareness and use of screening tools
- Talking to parents about the impact of substance use and how it can affect parenting capacity, including an introduction to mentalization
- Brief interventions for parents who are using substances and their loved ones
- Resources for working with children who have a carer who uses substances
- Disguised compliance
- Adverse and Positive Childhood Experiences
- The Window of Tolerance and emotional regulation techniques

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

1-day 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

23) Alcohol and Parental Conflict: the impact on families

Two-day course

This two-day course supports practitioners in adult and family services to understand how parental alcohol misuse can contribute to conflict between parents or co-parenting carers, and how this can affect children and wider family relationships.

The course takes a family-inclusive approach, helping participants explore the links between alcohol and drug use, stress, attachment, and relationship dynamics. It supports practitioners to recognise risk, respond appropriately to conflict, and engage parents in constructive conversations that prioritise children's wellbeing while avoiding blame and stigma.

Participants will develop practical skills to work confidently with families experiencing substance-related conflict, and to connect them with appropriate support.

Participants will learn how to:

- Understand how substance misuse can increase stress and contribute to conflict between parents or carers
- Use an attachment-informed perspective to make sense of both parental conflict and problematic substance use
- Recognise how parental substance use and ongoing conflict can affect children's emotional and developmental wellbeing
- Understand the differences between relationship conflict and abuse, and the role substances can play in each

- Talk with parents about substance use, relationship conflict, and the impact on children in a safe and respectful way
- Identify protective factors and opportunities to reduce harm within families
- Explore resources and support options for families affected by substance misuse and parental conflict

This course is suitable for practitioners working in adult services, family support, social care, health, education, and community settings.

24) Intermediate level: Resilience Building for Practitioners

Advanced Skills: 1-day course

Practitioners working with families affected by substance use, trauma, conflict, and bereavement are regularly exposed to high levels of emotional intensity and complexity. Without structured reflection and support, this can lead to burnout, vicarious trauma, and workforce fatigue.

This advanced one-day course moves beyond basic self-care, supporting experienced practitioners to critically reflect on the emotional impact of their role and strengthen sustainable practice. Grounded in Adfam's commitment to compassionate, family-centred work, the course recognises that practitioner wellbeing is essential to safe, effective support for affected others.

Participants will explore the psychological and organisational factors that contribute to burnout and develop a structured resilience framework that can be embedded in day-to-day practice.

Participants will learn how to:

- Define and differentiate between burnout, secondary traumatic stress, and vicarious trauma
- Recognise systemic and individual contributors to practitioner fatigue
- Analyse early warning signs of stress in themselves and teams
- Apply reflective practice models to process complex emotional material
- Strengthen professional boundaries while maintaining empathy and relational practice
- Develop advanced resilience strategies that move beyond surface-level self-care
- Create a structured, realistic wellbeing and sustainability plan
- Consider how organisations can foster cultures that protect practitioner wellbeing

This course is ideal for experienced practitioners across substance misuse, family support, social care, health, and community services who want to deepen their resilience and sustain high-quality, compassionate practice.

25) Resilience and Workforce Wellbeing for Supervisors and Managers

Advanced Skills: 1-day course

Leaders and supervisors play a critical role in protecting practitioner wellbeing and sustaining safe, compassionate services for families affected by substance use and trauma.

This advanced one-day course is designed specifically for supervisors, team leaders, and managers. It explores how organisational culture, workload pressures, and exposure to trauma impact staff resilience, and how leaders can create environments where reflective practice, psychological safety, and healthy boundaries are embedded.

Grounded in Adfam's commitment to family-centred and relational practice, the course recognises that supporting affected others begins with supporting the workforce.

Participants will learn how to:

- Differentiate between burnout, secondary traumatic stress, and vicarious trauma in teams
- Recognise early warning signs of practitioner fatigue and moral distress
- Use supervision as a protective, reflective space rather than a purely task-focused process
- Create psychologically safe team environments that encourage openness and learning
- Balance performance expectations with wellbeing responsibilities
- Develop practical strategies to strengthen team resilience and reduce turnover
- Model healthy professional boundaries and sustainable leadership
- Identify organisational actions that promote long-term workforce wellbeing

This course is ideal for supervisors, service managers, and strategic leads across substance misuse, family support, social care, health, and community services who want to strengthen leadership practice and protect workforce sustainability.

26) Professional Curiosity – Intermediate

1-day course

Professional curiosity is essential when working with families affected by substance use, where risk, stigma, and complexity can make it difficult to see what is really happening beneath the surface.

This one-day intermediate course supports practitioners to strengthen their confidence in asking thoughtful, purposeful questions while maintaining respectful, relationship-based practice. It

explores how curiosity supports better safeguarding, clearer assessment, and improved outcomes for children and other affected family members.

Grounded in Adfam's family-inclusive ethos, the course emphasises balancing empathy with healthy challenge, ensuring families feel heard and supported, while practitioners remain alert to risk and harm.

Participants will learn how to:

- Understand professional curiosity as a safeguarding and engagement tool
- Explore evidence-based frameworks that support curious, analytical practice
- Recognise signs of disguised compliance and hidden harm
- Develop skills in asking open, purposeful questions that deepen understanding
- Balance supportive relationships with appropriate professional challenge
- Reflect on personal barriers to curiosity, including assumptions, bias, and workload pressures
- Strengthen confidence in recording, analysing, and sharing concerns appropriately

This course is suitable for frontline practitioners in family support, substance misuse, social care, health, education, and community services who want to deepen their assessment and engagement skills.

27) Professional Curiosity: Advanced Analytical Practice

Advanced Skills: 1-day course

In complex cases involving substance use, trauma, conflict, and hidden harm, surface-level information rarely tells the full story. Senior practitioners must be able to move beyond compliance and presentation, applying analytical rigour while maintaining compassionate, family-centred practice.

This advanced course strengthens high-level professional curiosity, supporting experienced practitioners to critically evaluate information, challenge assumptions, and identify patterns of risk that may be obscured by stigma, fear, or system pressures. The focus remains clear: improving safety and outcomes for children and affected family members.

Grounded in Adfam's ethos of working alongside families, the course explores how to balance respectful engagement with confident professional challenge, particularly where risk may be minimised or disguised.

Participants will learn how to:

- Apply advanced professional curiosity within complex and high-risk family situations
- Critically analyse patterns of behaviour, presentation, and engagement over time
- Identify and respond to disguised compliance, minimisation, and systemic drift
- Challenge fixed thinking, bias, and professional over-optimism
- Strengthen analytical recording and evidence-based decision-making
- Use supervision and multi-agency forums to test hypotheses and avoid “group think”
- Maintain relational, stigma-aware practice while exercising appropriate authority
- Support less experienced practitioners to develop safe and curious practice

This course is ideal for senior practitioners, safeguarding leads, supervisors, and team managers working across substance misuse, family support, social care, health, and community services.

Additional Information

All Adfam’s training courses are delivered online, via Zoom.

In-person delivery can also be made available upon request, 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, excluding the following courses, which are suitable for up to 14 learners: Understanding Family Dynamics, Introduction to supporting people bereaved through a substance-related death.

Training delivery is priced at £950 per training day.

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