



WEST OF SCOTLAND LEADERSHIP COMMUNITY Leading the Challenge of Prioritising & Realigning Resources for Early Years

4 May 2010, 10.00am – 2.00pm, Shortlees Community Centre, Blackslyke
Avenue, Kilmarnock, KA1 4SR

East Ayrshire Council is hosting the next West of Scotland Leadership Community's event for people working in Social Services, Health, Education and other related fields, focusing on the challenges we all face around Prioritising & Realigning Resources to support the Early Years Framework (EYF).

So what is the single most important change we need to secure locally in order to begin to deliver the ambitions of the EYF?

This agenda needs leadership at all levels and from all sectors – what is your leadership role here?

What support do you need – e.g. from staff in your organisation, from partner organisations, from govt. - to help you make the changes that need to happen?

These and similar questions will be discussed – and answered – at this workshop from 10am to 2pm, 4th May 2010 at Shortlees Community Centre, Kilmarnock. There's no charge for participating.

The West of Scotland Leadership Community is one of 4 regional leadership communities across Scotland, and is led by local people working in social services and related fields that really want to make a difference to services. The Scottish Government, the Changing Lives Leadership Group and the Scottish Social Services Learning Network West all actively support it.

We are limiting this session to 50 places, which will be allocated on a first come, first served basis. We want people to come along who are genuinely interested in making some new connections and getting involved with this leadership community for the long term. So if that's you, register your place with me, Linda Anne Smith, at linda@smithsquared.co.uk

If you want to discuss this event, or if you have any comments or queries about the Leadership Community and its activities, again just get in touch with me. I've attached a bit of briefing on this workshop over the page...

Linda Anne Smith
Leadership Communities Project Manager
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2nd March 2010



Some background briefing...

1. Why is this event important?

The Early Years Framework (EYF), at its simplest, is about giving all our children the best start in life, and the steps the Scottish Government, local partners and practitioners in early years services need to take to start us on that journey. The key to this is EARLY INTERVENTION.

The Framework talks about the need for TRANSFORMATIONAL CHANGE, at a time when there is no new money available for this. Therefore this framework can only be taken forward by us all working together in a better and more productive way, REALIGNING and PRIORITISING RESOURCES to offer more effective support to all families, and to enable help to be provided earlier to those children and families requiring additional support. This requires us all to:

- Challenge current practice and thinking e.g. so why do we do it this way...
- Think out the box and take some (intelligent) risks e.g. if I could change one thing it would be...
- Be truly outcomes-focused e.g. what will really make a difference to service users' lives?

This needs people – let's call them "leaders" - from all sectors and all levels in social services to get involved with each other in discussion and debate to inform future activity. This event is part of this process. The objective is that those who participate will go away with a clearer understanding of:

- Who is, or could be, involved in implementing the EYF,
- How resources (people and funding) can be realigned and prioritized for Early Years
- How they can influence/ get involved in making this happen.

2. So what will actually happen on 4th May 2010??

Come with a spirit of generosity...

So often we go to events like these thinking, "what am I going to get out of it?" And yes, we are all busy people and we have to be sure that it is worth us investing our time in these activities. However, I would also urge you to also come to this workshop with a "spirit of generosity" by thinking through beforehand:

"What is it that I think, know, believe and hope for about the Early Years' agenda that I will share with others?"



If everyone comes along willing to give something, then we will all get so much more out of the day. So take a bit of time and think about what you might talk about during the small group work and the lunch/ coffee breaks – it might be:

- Your good experiences, and the not so good.
- Your feelings about how the current Early Years work is being led, and managed.
- What support do you – and others - need to make some of the necessary changes happen?

And take a risk.....

... and say what you really think! Everything that is said within the Leadership Community is confidential and will not be attributed. So do challenge current practice and current thinking, do give constructive criticism and do say “wouldn't it be great if...”

The draft programme is:

| Time | Activity |
|-------------|---|
| 0930 | Registration, Refreshments and networking |
| 1000 | Welcome and Objectives of the Day – Linda Anne Smith, Leadership Communities Project Manager |
| 1005 | Delivering the Early Years Framework – what leadership is needed? – Yvonne McCracken, Chair of the Early Years Strategic Group, and Colin Easton, Policy, Planning and Performance Manager, Scottish Borders Council |
| 1020 | Delivering the Early Years Framework – some ideas being practised. – Kay Gilmour, Head of Community Support, East Ayrshire Council |
| 1045 | Introduction to Leadership Cafe – Linda Anne Smith |
| 1055 | Leadership Cafe Session 1 What is the single most important change to secure locally in order to begin to deliver the ambitions of the EYF? |
| 1145 | Short comfort break |
| 1200 | Leadership Cafe Session 2 This agenda needs leadership at all levels and from all sectors – what does this mean, and what is my leadership role here? |
| 1255 | Leadership Cafe Session 3 What support do I need – e.g. from staff in my organisation, from partner organisations, from govt. - to help me make the changes that need to happen? |



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| 1350 | What next? - Celia Rothero, Learning Network West |
| 1400 | Close of Workshop – A sandwich lunch will be provided |

3. What can I expect to leave with...?

New ideas, new contacts and a sense of how, by tapping into the resources of others in the Leadership Community and all their experiences, you will be able to do your job better, quicker, easier etc.

We will also be exploring what we need to do as follow-on activities from this event. As a start, the Leadership Community already has local Action Learning Sets, Discussion Groups and Demonstration Projects active in the area. Participants will be invited to join these and/ or start up some specific sessions/ initiatives based on what has come out of the debate and discussions at the event.

I look forward to seeing you on 4th May. Please get in touch with me meantime, if you have any queries, or want to know more of what the Leadership Community is already doing in your area.

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