



Learning Network SE bulletin May 2011

A message from SSSC

Re-imagining workforce development and planning for social services

Social services in Scotland are facing major challenges which can only be met by having a confident, skilled and valued workforce and the time is right to take a fresh look at how we do things in Scotland.

Following the Scottish Government's recent decision not to continue to fund the Scottish Social Services Learning Networks, the SSSC now has a new set of outcomes to look at the future direction of social service workforce development and planning in Scotland.

The four Learning Networks have done a great job in raising awareness and creating capacity for workforce development in the sector. The sector is now in a strong place that we can build on for the future.

To make sure you continue to stay up-to-date with what's happening in the sector and can get involved in new developments, join the SSSC mailing list by emailing the following details to:

communications@sssc.uk.com or telephone 01382 207249.

- Name
- Organisation
- Job role
- Email address

A message from Learning Network SE

Wendy Paterson wrote to invite members of the groups working on specific parts of the workforce learning agenda in South East Scotland, to a final event *Mission Possible*. In the packs for the day Wendy included the following:

This final event run under the auspices of Learning Network South East will, not we hope be seen as an ending, but as a catalyst to maintaining and developing some of the relationships and networks you represent. This Learning Network is only a network because of your involvement to shared thinking, working and learning and to seeing the collaborative advantage this offers.

We want to thank members of our Management Group, past and present and several who have been involved throughout, for their support and leadership through good and through challenging times. This has been very much valued by Network members and by staff and the knowledge and experience which Management Group members have will help to ensure continuity of a shared and sharing philosophy.



Finally I want to say a special thank you to Paula and Beth who have been loyal and long-suffering, as well as very able and efficient colleagues. Without their skills this Learning Network would be stuck in a very different place – and, I fear, in a time warp!

The circumstances in which funding for the 4 Learning Networks is coming to an end should not obscure our appreciation for the support and valuing of our work received from Scottish Government and Scottish Social Services Council. The opportunity to work closely with staff in SG and SSSC has been productive and supportive and we are aware that much effort will be made to ensure work is built on, not lost.

To help with this we have produced the ***Mission Possible Report***, which is a collaborative piece of work between LN-SE and members who were able to join us on Friday 20 May 2011: to read it please go to <http://southeast.learningnetworks.org.uk/show.php?id=141> and for those of you who may want to endorse the recommendations please do so when joining the SSSC mailing list (for details see above).

A message from Wendy Paterson

The event described was intended as a final one for Learning Network-South East (LN-SE). Little did I know when writing the ***Mission Possible*** invitation and the letter on the day itself that a huge surprise awaited me! Nothing can adequately describe my consternation at discovering that my very kind colleagues had been busy organising a retirement* 'do' for me. I realise many of you were well aware of the plan, but as my powers of observation and ability to pick up clues have clearly lapsed so far that it is high time I retired!

Thank you so much to everyone who was there on Friday, to all who sent very kind messages and for the very generous presents I've received. I said at the start of the afternoon that it would be a great leaving gift for us in the Learning Network – South East to know that there was commitment to continuing the work in which we have all been engaged. That remains true – and I hope and believe, based on the evidence of the work done on Friday, that it can and will happen. Now, though, I want to add how much the personal part of Friday means to me. It will serve to remind me always what remarkable people I have had the privilege to know and work with over many years.

With much appreciation and with very good wishes to you all.

Wendy

* Since showing Paula my contribution above she has made very clear that the event was intended as a mark of appreciation rather than being prompted by my retirement, I stand corrected and appreciate everyone's kindness on both counts!



News and resources

Social Care & Social Work Improvement Scotland (SCSWIS)

Social Care & Social Work Improvement Scotland is the new unified independent scrutiny and improvement body for care and children's services in Scotland. The organisation became operational on 1 April 2011 and will regulate and inspect care services, and carry out social work and child protection inspections. For more information visit the SCSWIS website at www.scswis.com/.

“The New Centre” – Scotland’s new Centre for Excellence for looked after children

From 1 April 2011, a new Centre for Excellence supporting children and young people in care and leaving care was established. This organisation is temporarily known as The New Centre and incorporates the Scottish Institute for Residential Child Care (SIRCC), although on a reduced funding basis. Over the next few months The New Centre will be working out priorities and shaping its services, and the organisation expects to have a draft corporate and business plan ready in May 2011. For more information visit The New Centre's website at www.thenewcentre.org.uk.

Private Care Sector Workforce Initiative transitional funding awarded

Although core funding for the Workforce Initiative ended on 31 March 2011, the Scottish Government has agreed funding for a number of focussed activities up to the end of June 2011. This includes contributing to the SSSC redesign project, maintaining workforce development information and advice, and ensuring maximum continuity from July onwards. For more information visit the Workforce Initiative website at <http://tinyurl.com/68xsefb> or following links from <http://workforceinitiative.co.uk/>.

SSSC publication: Funding for training update

SSSC have updated their information on sources of funding available in 2011-12 for organisations delivering childhood practice, social work, social care and support services. To download the updated document, visit the SSSC website at www.sssc.uk.com/sssc/news/funding-for-training-update.html.



Carers Week

Carers Week is a partnership of 9 national charities, including Age UK, Carers UK, MS Society, Parkinson's UK, Counsel & Care, Crossroads Care, Dementia UK and The Princess Royal Trust for Charities. Carers Week is an annual event which highlights the contribution that Britain's six million carers make to those who they care for and the local area. For further details visit <http://carersweek.org/>.

Round 2 of Short Breaks Fund now open

The Scottish Government has made the Short Breaks Fund available to help support and sustain Scottish carers through enabling better access to short breaks or respite care. Round 2 of this fund is now open with applications available at www.sharedcarescotland.org.uk/short-breaks-fund.html. Applications are open to voluntary organisations for projects starting from October 2011 that develop existing, innovative and personalised models of short breaks for carers. As part of the launch of Round 2, Shared Care Scotland will hold a series of workshops throughout Scotland in May and June – details are available on the above website. For more information, contact Christi Orr on **01383 622462** or at Christi.orr@sharedcarescotland.com.

UK Stroke Forum Conference – call for abstracts

The 2011 UK Stroke Forum Conference will take place from 29 Nov-1 Dec 2011 in Glasgow. The UK Stroke Forum is currently welcoming abstracts from all areas of stroke research and service delivery. The call for abstracts is open until Friday 17 June. Registration for the conference is also open and details of both submission of abstracts and registration can be found at www.ukstrokeforum.org/about_us/news/faqs.html.

Joining the dots: a better start for Scotland's children

This independent report by Professor Susan Deacon considers the growing evidence on the need to invest in the early years in order to give children the best start in life. The overall conclusion of the report is that there is much more Scotland can do to give children a better start in life, but this will require a fundamentally different way of thinking and working. Download the report from the Scottish Government website at www.scotland.gov.uk/Publications/2011/03/02093147/0.

Public funding cuts hit voluntary sector workforce hard

New research from the University of Strathclyde shows that there are now no remaining elements of public sector pay and conditions universally available to social care staff in the voluntary sector. The research, conducted by Dr Ian Cunningham of the Department of Human Resource Management, and



commissioned by the Voluntary Sector Social Services Workforce Unit, highlights the radical measures that organisations have had to take in order to remain in operation as providers of care and support.

For more details and to download the report, visit the CCPS website at

www.ccpscotland.org/news/stories/public-funding-cuts-hit-voluntary-sector-hard.

National Adoption Register

Scotland's new National Adoption Register, intended to increase and speed up adoptions for children, has now begun taking referrals. The Scottish Government funded the British Association for Adoption and Fostering to help set up the register and is providing funding for the next three years as a pilot scheme. For more information visit the Scottish Government website at

www.scotland.gov.uk/News/Releases/2011/03/14111110.

Individual Journeys – raising the profile of housing support

The Housing Support Enabling Unit (HSEU) has produced a brochure which showcases the work of housing support providers in Scotland. The aim of the brochure is to promote housing support and demonstrate how it can improve an individual's quality of life. Download the brochure at

<http://tinyurl.com/6at5jqr> or search on www.ccpscotland.org/hseu.

Local Government Improvement and Development thematic tools and good practice

Providing improvement tools and sharing good practice has been the cornerstone of LG Improvement and Development's (formerly IDeA) work over the years. Their website includes a section with number of improvement tools, examples of good practice and case studies that address issues of health inequalities and health improvement. For more information visit the LG Improvement and Development website at www.idea.gov.uk/idk/core/page.do?pagelId=5889786.

Social Care Practice Committee

The Social Care Practice Committee are trying to promote residential and other child care professional issues through ICSE which is affiliated to SCA. They have given themselves a year to get a governance structure and manifesto in place. For more information visit www.icse.org.uk or email vic.citarella@cpea.co.uk.



Recent social services news items

- Survey finds social worker supervision lacking on emotional issues <http://tinyurl.com/65lqwfj>
- LTD: Family Action slams plans to cut disability benefit <http://tinyurl.com/6dlc9bz>
- CommunityCare: NSPCC records largest ever increase in referrals <http://tinyurl.com/5w4my8z>
- Early intervention, using the CAF process, and its cost effectiveness: findings from LARC3 <http://tinyurl.com/3pn3vvu>
- Adoption and special guardianship data pack <http://tinyurl.com/3b5r5bc>
- Fatherhood and children with complex healthcare needs: qualitative study of fathering, caring and parenting www.biomedcentral.com/1472-6955/10/5/abstract

Learning Network events

Leadership Masterclass series

May and June 2011, Edinburgh

Learning Network SE has been running two FREE Masterclass series – one for Leadership Communities generally, and one focused on leaders working in Early Years. There were three Masterclasses in each series and the three themes are the same for both.

There is just one remaining workshop! Workshops take place over a half-day and either start or end with lunch. Dates are as follows:

Early Years Leadership

- Masterclass 3 (final event of the series), *Professional Nourishment* – Monday 6 June

As this event will take place after the closure of Learning Network SE, for more information or to book a place contact Jan Bethune at jan@positivepeopledevelopment.com.

Learning Network Tayforth – Coaching and Mentoring workshop

Tuesday 7 June, Perth

This free workshop, held by **Learning Network Tayforth**, will provide participants with the opportunity to learn about the different approaches to coaching and mentoring, and discuss their applicability in different settings. There will be an opportunity to discuss advantages and pitfalls with those who have introduced coaching and mentoring in their own organisation, and participants will receive information on resources to support taking activity forward. For more information or to book a place, contact Isobel Ovens on **01382 504194** or at iovens@tayforthsssln.co.uk.



Events

Scottish Conference on Inclusive Learning Disability Research

Tuesday 7 June, Perth

The **Scottish Learning Disability Research Network**, in conjunction with **The Open University**, **IRISS** and the **Scottish Consortium for Learning Disability (SCLD)**, will hold its first conference in June 2011. The conference will focus on past, present and new inclusive research, reflecting on the contributions and participation on people with learning disabilities as researchers and in setting research agendas. For more information, visit the SCLD website at <http://tinyurl.com/64qgs2x> or follow links from www.sclد.org.uk.

Better Health and Wellbeing for People with Long Term Conditions

Tuesday 14 June, Glasgow

This event, hosted by the **University of Glasgow**, will update knowledge, improve skills and share good practice around the key areas of long term conditions management. It will bring together health, social work and other professionals involved in managing, caring and supporting patients with long term conditions. For more information or to book a place, contact the University on **0141 201 9353** or at www.gla.ac.uk/departments/developmental/cpd/newcourses.

Training and workshops (short courses)

Carers and Advocacy

Tuesday 31 May, Glasgow

This course will be held by **Carers Scotland**. It is suitable for advisers, carers' workers, social workers, care managers and health services staff. The aim of the course is to provide participants with an understanding of the role advocacy can play in supporting unpaid carers. For more information or to book a place, contact Anne Conlin on **0141 445 3070** or at anne.conlin@carerscotland.org.

Contemporary issues in child protection seminar series

May-June 2011, Perth and Stirling

The **Scottish Child Care and Protection Network (SCCPN)** will hold a series of six seminars in May and June 2011. They will provide an opportunity to hear about up-to-date research, consider what recent findings mean for practice and discuss the implications of research with other practitioners. For more information visit the SCCPN website at www.sccpn.stir.ac.uk/events.php.



Deaf Action Pre-Level 2 British Sign Language course

June 2011, Edinburgh

This course, run by **Deaf Action**, is designed for students who want some extra support improving the skills gained during their Level 1 course. It will focus on using BSL and provide preparation for the SQA Level 2 BSL course. The course is available in daytime or evening sessions. For more information or to book a place, contact Alyson Grainger on **0131 556 3128** or at learn@deafaction.org.

SCLD training courses in June 2011

- *Personalisation and Outcome Focused Support Planning for Care Workers* Tuesday 14 June, Glasgow
- *Creating Information for Everyone!* Wednesday 15 June, Glasgow
- *Supporting the Transition to Personalisation and Outcome Focused Support Planning* 15-16 June, Glasgow
- *Co-production – what is it and how do we do it* 20-21 June, Glasgow
- *Graphic Facilitation* Wednesday 22 June, Glasgow

For more information or to book a place on any of these courses, contact John Somerville on **0141 418 5932** or at john.s@sclid.co.uk, or visit the SCLD website at www.sclid.org.uk/what-we-offer/training/upcoming-courses.

Looked After Children Strategic Implementation Group (LACSIG): Strategic Commissioning Events

Friday 17 June, Edinburgh (and other dates throughout Scotland)

The **Scottish Government's LACSIG** and the **Scottish Institute for Residential Child Care** will hold this series of participative workshops on strategic commissioning to all those with responsibility for improving outcomes for looked after children. The workshops are an opportunity to help make a difference in shaping the way the future of children's services is designed and delivered. For more information contact LACSIG at lacsig@strath.ac.uk.



Leading for Outcomes series launch

Friday 24 June, Glasgow

This free event is the launch of the **IRISS Leading for Outcomes series**, a group of seminars designed to support teams towards an outcomes-focused approach to service provision. The launch will introduce the main guide, *Leading for Outcomes: a guide*, which gives general evidence-informed advice and support in leading this approach within adult services, along with two companion guides in the fields of dementia and parental substance misuse. For more information, contact Emma Collins on **0141 559 5059** or at emma.collins@iriss.org.uk. To book a place visit <http://outcomeslaunch.eventbrite.com/>.

Caring for people affected by stroke

Tuesday 28 June, Glasgow

Wednesday 29 June, Edinburgh

This one-day training course, delivered by **The Stroke Association**, will cover topics such as causes of strokes, physical needs, communication problems and psychological effects. The course has been validated against SVQ Levels 2 and 3 in Health and Social Care and has been mapped against Skills for Health National Occupational Stroke Standards. For more information or to booking a place contact stroketraining@stroke.org.uk or caroline.shiple@stroke.org.uk.

Reminders of previously advertised training

Mini Childcare Taster Course

6 days in June and July 2011, Edinburgh

North Edinburgh Childcare will hold an updated version of their programme for parents, carers and people interested in pursuing a career in childcare. The programme contains a range of fun and informative training session aimed at various target groups. For more information contact Kim Weir on **0131 311 6931** or at kim.weir@northedinburghchildcare.co.uk.



Accredited courses (leading to qualifications)

Edinburgh Napier University – Child Protection and Vulnerable Individuals

Undergraduate CPD modules: 20 credits at SCQF Level 9

- Child Protection
- Children & Young People living with Adversity
- Safeguarding Vulnerable Individuals and Families

Students may wish to gain credits that can be used towards a degree, or may just want to take modules on a stand alone basis. Each module requires six days' attendance at approximately fortnightly intervals.

Postgraduate CPD modules: 20 credits at SCQF Level 11

- Child Protection in Context
- Child Protection: Risk to Reality
- Safeguarding Vulnerable Individuals and Families

These modules can be studied alone or as part of a Postgraduate Certificate, Diploma or MSc.

Students would be expected to have a degree or equivalent. Modules are studied primarily online over a 15-week period.

For more information on these modules, contact Marjorie Keys at m.keys@napier.ac.uk or visit the Napier University website at www.modules.napier.ac.uk. To book a place, telephone **0131 455 5703** or email cbes@napier.ac.uk.

Consultations

The Common Core of Skills, Knowledge Understanding and Values for the Children's Workforce in Scotland

Deadline for response: Wednesday 15 June

The Scottish Government, and its partners, aims to ensure Scotland has a children's workforce that is competent, confident and valued by all. This consultation asks for comments about:

- the accuracy and appropriateness of the skills, knowledge & understanding identified in the proposed common core; and



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- suggestions for implementing the skills, knowledge & understanding and values in the proposed common core.

More information about this consultation can be found on the Scottish Government website at www.scotland.gov.uk/consultations. If you have any queries contact Marilyn Tweedie on **0131 244 7683** or at commoncoreofskills@scotland.gsi.gov.uk.