

# West Dunbartonshire Local Practitioner Learning Network



scottish social services  
**learning network**  
west

## **work plan**

2010 – 2011

## Welcome and introduction

We are very pleased to introduce the work plan of **West Dunbartonshire Practitioner Learning Network** and to report to you objectives during the 2010-2011 period.

The Scottish Government and Scottish Social Service Council's vision is that Learning Networks have a unique contribution to make in supporting the workforce learning and development of the Social Service Sector. The Learning Networks are the only bodies funded specifically to enable:

- **partnerships**
- **sharing of knowledge and experience**
- **facilitation of new ways of working**
- **sharing of resources across the whole Social Service Sector**

Scottish Government's vision is that the Learning Networks act as catalysts for change in meeting the learning and development needs of the Social Services Sector

West Dunbartonshire's Practitioner Learning Network is funded and supported by Scottish Government, West Dunbartonshire Council and Scottish Social Services Learning Network **West**. The purpose of this Network is to support the learning and development of West Dunbartonshire social services workforce; we are also keen to support and develop Service User and Carer involvement in a meaningful way.

The Network is your information and communications resource. We aim to help you keep abreast of learning and development opportunities, social service registration issues and developments in strategic priorities and workforce learning and development. This Practitioner Learning Network will also give practitioners an opportunity to express views on local service provisions, practice developments and workforce planning.

We also act as a facilitator, contributing to the development of innovative solutions that embed a culture of learning and development in the social services workforce. This work plan details our forthcoming programme of projects. We encourage you to work with us to contribute to the development of innovative solutions that embed a culture of learning and continuing employee development in the social service workforce in West Dunbartonshire.

### **Service user and carer involvement**

People who use services and their carers need to know that those delivering social services bring with them the necessary skills and knowledge to meet their needs. The National Strategy for the Development of the Social Service Workforce in Scotland: A Plan for Action 2005 - 2010 states that a more valued, competent and confident workforce will help users and carers to feel:

- **valued and respected**
- **part of society**
- **supported to achieve their goals**
- **able to make choices**

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### **Mission Statement**

The purpose of the Practitioner Learning Network is to support the learning and development of staff working in all aspects of social services, social care and other related services in West Dunbartonshire. We will do this by bringing people and resources together to support effective practice. Practitioner Learning Networks provide an effective forum to enable workforce learning and development which is a key contributor to improving services that better meets the needs of service users and carers.

### **Aims**

- To bring together relevant organisations and individuals to agree shared priorities and solutions to enhance and support workforce learning and development in the West Dunbartonshire area
- To encourage and support social service organisations to engage with and inform local and national initiatives
- To facilitate effective communication of policy, knowledge, information and effective practice

Our work is guided by the following **principles**:

- **Inclusivity** – our network is for everyone working in or collaborating with social services in West Dunbartonshire, including people using social services and their carers.
- **Openness** – we will actively engage in dialogue with stakeholders regarding development of our work.
- **Accessibility** – we will ensure our communications with stakeholder groups relate to need, are provided in good time, in the most appropriate format and in plain language.
- **Utility** – we will address problems faced by the West Dunbartonshire's social services workforce which are within our remit and we will work to support the development of practical solutions.
- **Innovation** – we will promote and encourage new ways of thinking and acting.
- **Accountability** – we will ensure our management and reporting structures are transparent to all.
- **Realism** – we will not commit ourselves to promises that we cannot deliver.
- **Respect** – we will treat everyone with courtesy and respect.

## Membership

### Membership and member benefits

All interested parties are invited to become members of the Network. This is free and entitles members to receive a monthly regional e-bulletin and newsletter, access to Careknowledge and also a West Dunbartonshire Practitioner Learning Network quarterly newsletter which provides information on Network activity, including details of events, projects and learning opportunities applicable to the social services workforce. We encourage all stakeholders in get involved in our activities regardless of membership status.

Members can join electronically by filling out the online membership form at [www.learningnetworks.org.uk/west.php](http://www.learningnetworks.org.uk/west.php) or by simply phoning Learning Network **West** on 0141 848 1500; your details will be added to our member database. Please note, your information will not be shared with any third parties but will be used to notify you about events and news in your area and beyond.

**We hope you find our range of activities both engaging and enticing. We encourage you to get involved to help shape the future direction and development of the West Dunbartonshire Practitioner Learning Network. This is *your* Network - make it work for you. Through working together we can support the development of social services in the West Dunbartonshire area.**

**Aim 1: To bring together relevant organisations and individuals to agree shared priorities and solutions to enhance and support workforce learning and development in the West Dunbartonshire area**

An ambitious variety of new initiatives are proposed addressing a number of key workforce development needs. These include: utilisation of practical approaches to e-learning and other approaches to non-traditional learning methods and techniques

Objective	Target Group	Geographical area	Output	Outcome	Partners involved	Network Lead	Timeframe
<p><b>Information provision: online evidence forum.</b> The national Learning Network website to host discussion on policy and practice issues, focussing on latest research output.</p>	All Social Services related groups.	West Dunbartonshire	Evidence forum on the Learning Network website.	<p>Development of online 'communities of practice' to support learning and development.</p> <p>The dissemination of models of effective practice supporting improvements in practice.</p>			Commencement:
<p><b>Engage with Service Users and Carers to inform practice and influence service delivery</b></p>	Service Users, Carers and all social services organisations	West Dunbartonshire	Involvement of Service Users and Carers in Network activity	<p><b>Informed practice for Social Service practitioners and other related staff</b></p>			Commencement:

The promotion of learning, development and knowledge through the utilisation of existing technologies; Careknowledge, SSSLN website, Social Services Knowledge Scotland

Continuation of the local quarterly newsletter for the promotion of information about local developments in services and learning opportunities

To promote the existence of the group and to encourage new members

To host information on Continuous Employee Development on West Dunbartonshire Local Practitioner Learning Network webpage

**Aim 2: To support social service organisations to engage with and inform local and national initiatives**

We propose a range of practical measures to support workforce engagement with regulatory requirements

Objective	Target Group	Geographical area	Output	Outcome	Partners involved	Network Lead	Timeframe
<p><b>To work alongside social service organisations to promote awareness of Post Registration Training and Learning and registration requirements</b>                      To embed information on statutory requirements for employees across the sector                      To understand registration and post registration requirements and the relationship between registration and continuing employee development.</p>	All social service, social care and related organisations in West Dunbartonshire	West Dunbartonshire	?1 day training event and post-conference e-learning content on Learning Network website.	Organisations and employees have raised awareness of registration requirements and of the relationship between registration and continuing employee development.			Commencement
<p><b>To support members to explore the Changing Lives agenda and facilitate local discussion on national issues arising from Changing Lives</b></p>							Commencement

**PRIORITY:**

**To keep staff up to date with SSSC registration requirements**

**To facilitate information sharing**

**To highlight the importance of PRTL throughout the workforce in West Dunbartonshire**

**To facilitate discussion around the Changing Lives agenda**

**Aim 3: To facilitate effective communication of policy, knowledge, information and good practice to on local, national and regional levels**

A comprehensive work plan is planned to support workforce planning and development. Our central focus is to foster effective practice in the field of leadership, project management, staff recruitment and retention, information literacy and knowledge management

Objective	Target Group	Geographical area	Output	Outcome	Partners involved	Network Lead	Timeframe
<b>Raise awareness of the Continuous Learning Framework (CLF) and its benefits</b>	All groups	West Dunbartonshire	Share information and support the use of the CLF	Social Services staff would use this as a tool to support Continuous Employee Development and Workforce Planning			Commencement
<b>Share knowledge of leadership approaches, knowledge management, Information Literacy and transfer of knowledge into practice</b>	All groups	West Dunbartonshire		Employees would have a greater understanding and ownership of these principles			Commencement

**PRIORITY:**

To highlight the role of the Continuous Learning Framework in employee development and workforce planning

To explore Information Literacy and how it can be used

In partnership with Learning network **West** develop a directory of services in West Dunbartonshire

## **Additional information/useful websites**

[www.learningnetworks/west.php](http://www.learningnetworks/west.php)

[www.iriss.ac.uk](http://www.iriss.ac.uk)

[www.sssc.uk.com](http://www.sssc.uk.com)

[www.ltscotland.org.uk](http://www.ltscotland.org.uk)

[www.scottish-enterprise.com](http://www.scottish-enterprise.com)

[www.carecommission.com](http://www.carecommission.com)

[www.kibble.org](http://www.kibble.org)

[www.carerscotland.org](http://www.carerscotland.org)

[www.west-dunbarton.gov.uk](http://www.west-dunbarton.gov.uk)

[www.ilascotland.org.uk](http://www.ilascotland.org.uk)

[www.socialworkscotland.org.uk](http://www.socialworkscotland.org.uk)

[www.iriss.ac.uk](http://www.iriss.ac.uk)

[www.sskss.org.uk](http://www.sskss.org.uk)

[www.employabilityinScotland.com](http://www.employabilityinScotland.com)

[www.swia.gov.uk](http://www.swia.gov.uk)