

EAST AYRSHIRE COUNCIL

CABINET: 27 AUGUST 2008

EAST AYRSHIRE SOCIAL WORK SERVICES TRAINING STRATEGY 2008-11

Report by the Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek endorsement for the East Ayrshire Social Work Services Training Strategy 2008-11.

2. BACKGROUND

- 2.1 The registration requirements of the Scottish Social Services Council (SSSC) mean that all staff who are delivering front line Social Work Services require to have an appropriate qualification, and participate in appropriate professional development. There are also a number of key related strategies and plans which shape the delivery of Social Work Services over the next 3 years. These strategies and plans cover the whole range of Social Work Services. All of these strategies require staff to be appropriately trained to ensure that there is a delivery of high quality Social Work Services within East Ayrshire.

3. THE SCOPE OF THE STRATEGY

- 3.1 In developing the Training Strategy key issues have been identified including:
- the Scottish Social Services Council qualification requirements for the purposes of registration;
 - the need to ensure appropriate work force planning and development, coupled with recruitment and retention;
 - issues arising from Care Commission requirements;
 - policy and procedural developments; and
 - audits and training analysis
- 3.2 The Training Strategy has been developed in consultation with staff delivering Social Work Services including a number of training focused groups which were organised throughout the service.

Underpinning the strategy are a core set of values and principles:

- working in partnership;
- effective learning and development;
- integrated delivery of service through appropriate training; and
- the promotion of equality of opportunity

In taking these underpinning values and principles forward, the Strategy aims to ensure that:

- operational managers integrate the Eager process with the identification of, and response to, training needs. In respect of external accreditation to continue to work in maintaining the approved standard of awarding bodies.
- to promote training which assist staff to meet organisational objectives and targets.
- the promotion of training which addresses targets in respect of registration requirements including training which supports post registration training and learning; and
- the promotion of training which assists staff in delivering high quality services.

The under noted sets out some of the key training priorities across a range of Social Work Services as set out below:

3.3 Children and Families

- the priorities set out in the Child Protection Business Plan will be taken forward on a multi agency basis over the 3 year period 2008 – 2011.
- the number of qualified staff will be increased within the residential child care sector.
- staff will be supported to meet registration requirements and those of post registration requirements.
- support will be given to ensure multi-agency training needs are met in relation to the Integrated Assessment Framework and the better integration of children's services.
- there will be a focus on drug and alcohol awareness and addiction both in terms of children and young people who have an addiction problem and those children living with families with parental substance misuse.

3.4 Community Care Services

- there will be an increase in the number of qualified staff in the residential and day care service sector, including support to staff to meet registration requirements, including post registration.
- managers will be supported to achieve their Level 4 Care award and their Level 4 Leadership and Management of Care Services award. There will be support for the 5 year programme to qualify of the personal care workforce.
- further provision of training in the use of the person-centred approaches;
- provision of training which supports the implementation of the multi-agency vulnerable adult procedures.

3.5 In respect of Criminal Justice Services, the Criminal Justice Authority will continue to work across the three Ayrshire Authorities and Dumfries and Galloway Council. The emphasis on Criminal Justice training will remain on focused programmes which assess risks and identify strategies which will demonstrate behavioural change.

3.6 A copy of the Strategy is available at the Members Information Point and on the Members Portal.

4 PERSONNEL IMPLICATIONS

4.1 Nil

5 LEGAL / POLICY IMPLICATIONS

5.1 Nil

6 RISK IMPLICATIONS

6.1 Ensuring that staff are appropriately trained and qualified to support the delivery of quality services will minimise operational and reputational risk to the Council.

7 COMMUNITY PLANNING IMPLICATIONS

7.1 There is a need to ensure that staff are appropriately trained and qualified to support the actions as set out in the Community Plan and key statutory planning documents.

8 FINANCIAL IMPLICATIONS

8.1 Resources are available within the department to implement the strategy.

9. RECOMMENDATIONS

9.1 It is recommended that members of Cabinet:-

- (i) Endorse the Training Strategy; and
- (ii) otherwise note the contents of this report.

Graham Short
Executive Director of Educational and Social Services
4 August 2008
Enc (0)

LIST OF BACKGROUND PAPERS

NIL

IMPLEMENTATION OFFICER: KAY GILMOUR, ACTING EXECUTIVE HEAD OF SOCIAL WORK

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