

Children & Young People's Workforce Newsletter

Issue 3 — December 2010

Welcome to the third edition of the Partnership and Workforce Development e-newsletter. The team hopes that you find the information useful and practical but if you have any suggestions about what you would like to see, please get in touch by emailing chswforce&pracdev@worcestershire.gov.uk.

What are we doing to protect our new services and the people who provide them?...

Many of our readers will have already heard about the Aiming High for Disabled Children agenda. Aiming High for Disabled Children is a central government initiative and over the last 3 years it has enabled local authorities to significantly develop services for families who have children with disabilities.

All local authority areas were given a funding to make life better for children with disabilities and were told to spend it in certain ways. For example, all local areas had to use a large amount of the Aiming High money to transform the way they delivered short break services to families with children with disabilities. Aiming High funding was also made available to develop the concept of working in partnership with parents.

We certainly have transformed short break services in Worcestershire. Traditionally, we only provided overnight short breaks for children with disabilities but we now fund over 50 initiatives all over the county and this has opened up a whole new world of fun and exciting activities not only for the children, some of the new services cater for the whole family to enjoy a break. We have also seriously moved on in terms of working in partnership with parents in Worcestershire *but it doesn't and can't just end there!*

Next Steps...

We need to nurture all of our new services and do everything we can to ensure we continuously improve them. With this in mind, we have been working hard to develop a great range of training courses for both service providers and parents and carers.

Here's a little taster of what we have in store for YOU...

Safeguarding Children with Disabilities
Autism Awareness
Inclusive Activities
CWDC Standards for People Working with Children with Disabilities
Parents and Practitioners Working in Partnership Series
Early Support

To find out more or to book your place, please visit:

www.worcestershire.gov.uk/wfpd

To book onto any of these courses please visit www.worcestershire.gov.uk/wfpd or email chswforce&pracdev@worcestershire.gov.uk



Common Induction

The evolution is taking place and the common induction is going live! We are heading to the Malvern area for the 6th, 7th and 13th December and the nominations are flying in since the two successful pilots. Take a look at the information below to really understand what you will get from the common induction.

Outcomes and benefits

- Core skills and knowledge become consistent for service and agencies working with children, young people and their families
- Supporting integrated working by bringing organisations together.
- Better quality of service.
- Better outcomes for children, young people and their families.
- Provides induction structure for organisations that would benefit from support.
- Compliments and supports in house inductions, providing a platform of support to ease pressure.
- A competitive edge to encourage staff from other areas to work in Worcestershire; we may not be able to offer the best pay, but can offer high quality training and development opportunities.
- Retention plans become well supported by a training and development culture.
- Standards mapped through the new Qualification Credit Framework (QCF).

What's next?

We have completed two pilots and have had excellent feedback. And now ready to roll out the programme live. We have delivered to a range of workers and nominations are coming from many services and organisations.

The whole process is being evaluated by educational psychologists to investigate not only the actual content of the programme but also important wider outcomes, such as bringing different professionals together, and the understanding of working together towards shared aims, promoting that need for integrated working.

We are planning the first live delivery in December for the Malvern area and we are currently looking for the following:

- **Either new workers; or those who would like to start on a professional training pathway.**

We are currently planning further courses across Worcestershire for the New Year, dates to be announced in the next newsletter.

If you are interested or know of any staff that would be suitable then please contact me on the details provided at the end of the news letter.

Next steps.....

Please send your nomination participants for the common induction ASAP. Also your comments, feedback and questions will be welcome.

If you request to be put on our data base you will be the first to get regular updates. We are planning more courses across Worcestershire next year so book your places now!

“LOOK FORWARD TO HEARING FROM YOU!”

Yours Sincerely

Nicky McDonald

**Project Manager
Children & Young People's Workforce Strategy
Workforce & Practice Development Service
Children's Services**

Want to be kept informed on future common induction updates?

Simply send your contact details to this address:

NMcdonald@worcestershire.gov.uk

You will be informed via news bulletins as the evolution takes place.



Parents and Practitioners Working in Partnership Courses

We still have a few places left on some of our training course for practitioners, parents and carers. These sessions are a fabulous opportunity to learn all about "Working in Partnership" to achieve the best outcomes for children and young people with disabilities and/or additional needs.

Partners in Policy Making

Tuesday 18th January 2011, 9.30-12.30pm @ Perdiswell Young People's Leisure Centre
Tuesday 1st February 2011, 9.30-12.30pm @ Arrow Valley Countryside Centre, Redditch

Adolescence: Physical, Emotional and Sexual Aspects

Thursday 20th January 2011, 9.30-12.30pm @ Arrow Valley Countryside Centre, Redditch

Assessments and Needs Identification

Wednesday 2nd March 2011, 9.30-12.30pm @ Perdiswell Young People's Leisure Centre
Thursday 10th March 2011, 9.30-12.30pm @ BILD, Kidderminster

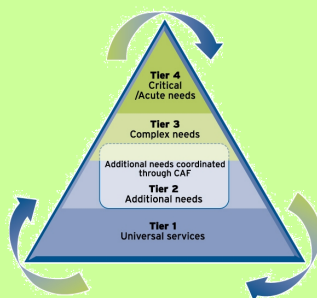
Training the Trainers

Monday 7th March 2011, 9.30-12.30pm @ Pershore Riverside Centre
Tuesday 15th March 2011, 9.30-12.30pm @ Arrow Valley Countryside Centre, Redditch

To book onto any of these courses please visit www.worcestershire.gov.uk/wfpd or email chswforce&pracdev@worcestershire.gov.uk

Threshold Guidance for Practitioners

- Having clear thresholds and processes, and a common understanding of them across local partner agencies is critical to ensuring that services and interventions are targeted appropriately in response to clearly identified levels of need, to include action to safeguard children and young people as necessary.
- The Integrated Working Programme (IWP) Board and Worcestershire Safeguarding Children Board (WSCB) has developed a framework for thresholds in Worcestershire, building on the 'whole systems' approach to meeting needs, where services become increasingly targeted and specialist as the level of need becomes more complex or critical.
- This approach utilises a four-tier model for promoting children and young people's well-being which assumes that a child's needs may change over time, thus triggering movement between tiers as required:



- Examples of situations which would fit within each tier are provided in the guidance, however practitioners are reminded that in most cases professional judgement needs to be exercised, taking into account the age and maturity of the child or young person.
- Thresholds Guidance for Practitioners can be downloaded from www.worcestershire.gov.uk/wfpd and www.worcestershiresafeguarding.org.uk.



If you are interested in any of these courses, visit our website at www.worcestershire.gov.uk/wfpd for more information or email the team on chswforce&pracdev@worcestershire.gov.uk stating which course you are interested in.

Integrated Working Programme

The integrated working programme of training is made up of a number of different strands which can build on your knowledge of multi-agency working. It is a great opportunity to meet practitioners from a wide variety of other services and agencies.

The programme includes:

- CAF Briefing – a one hour introduction to the common assessment
- CAF e-learning – the equivalent of the CAF Briefing but at your own pace and when you are able to complete
- CAF Practitioner – a one day course that prepares you to be involved in, initiate or take the lead on a common assessment, this covers topics such as information sharing and consent
- CAF Manager – a half day session that prepares managers and supervisors to support staff who are involved in the CAF process
- CAF Cards – a day long course introducing a tool to use with young people who may want to use another method to communicate than through words
- Early Support – a three hour session for practitioners and parents about how to use these materials with the families of children with disabilities or complex health needs
- Hidden Sentence – a one day course that raises awareness of the additional issues that face the families who have a member, in particular a parent, in prison

There are places available for all of these courses, although there are very limited places for Hidden Sentence in March of next year.



NW CAF Coordinator
Sarah McMorrow

Covers Tenbury, Wyre Forest, Hagley
and Droitwich

Tel: 01562 757867



NE CAF Coordinator
Jeff Barnard

Covers Redditch and Bromsgrove

Tel: 01527 556168



SW CAF Coordinator
Donna Parker

Covers Evesham, Pershore, Malvern, Martley
and Worcester

Tel: 01905 765787

Upcoming Early Support training sessions:

Early Support Training, 10-12.30pm (AM) 7-9pm (PM) @ Perdiswell Young People's Leisure Centre

Tuesday 7th December

Tuesday 11th January 2011

Monday 7th February (AM & PM sessions)

Tuesday 8th March

Upcoming CAF training sessions:

CAF Practitioner Training, 9.30-4pm @ Perdiswell Young People's Leisure Centre

Wednesday 15th December 2010

Wednesday 12th January 2011

Wednesday 26th January

Tuesday 11th January

CAF Briefing, 10-11am @ Perdiswell Young People's Leisure Centre

Tuesday 11th January 2011

Tuesday 8th March

CAF Manager/Supervisor Training, 9.30-1pm @ Perdiswell Young People's Leisure Centre

Wednesday 1st December 2010



**Children's
Trust**

Formerly known as the
Children and Young People's Strategic Partnership

For more information or if you have any queries please contact the Partnership & Workforce Team on:

Email: chswforce&pracdev@worcestershire.gov.uk **Tel:** 01905 76 6082