

Workforce Newsletter

Edition 3

January 2012



Charities working for children and families

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Editor's word

Welcome to the third edition of Children England's quarterly workforce newsletter funded by the Department for Education as part of the Strategic Partnership Programme.

The aims of this programme are to support the evolving economy and infrastructure of the whole voluntary, community and social enterprise sector serving children, young people and families. It is also funded to share the best practice, expertise, learning and concerns of the sector with the DfE in developing policy.

This third edition of the newsletter includes information on a variety of opportunities relevant to workforce development for voluntary and community sector organisations working with families.

Nick Davies

Resources

Human Resources Support

[PEACe HR Services](#), part of London Voluntary Services Council, is offering a 10% discount to Children England members on the cost of their HR Health Check that includes:

- An on-site visit to London-based organisations to get to understand your organisation and how you work (in-depth teleconference for organisations based outside London).
- A review of key HR policies and procedures including contracts of employment, discipline and grievance procedures to ensure compliance with current legislation.
- A report with suggested amendments to your key documents, good practice guidance and recommendations for development in your HR practice.

Foundation Years Professionals Website

[The Foundation Years website](#) has launched a professionals section for those working with young children aged between 0-5. The site brings together research and information and resources across a range of areas and a hub for professionals to share knowledge and best practice.

Communication with Children and Young People

CWDC has published a [new guide](#) to help employers improve their team's communication and engagement skills with children and young people. The guide builds on key learning outcomes from projects funded through their [Participation Fund](#), and includes tips on how best to help staff and volunteers improve their skills in this area.

National Minimum Data Set for Social Care

A [new report](#) for National Minimum Data Set for Social Care (NMDS-SC) users has been developed by Skills for Care in consultation with employers. The report is for individual establishments to download who are logged into NMDS-SC. It will detail whether the establishment meets the NMDS-SC requirements for claiming workforce development funding. If they do it will tell them when they met the requirements and if they do not it will tell them whether the issue is with their establishment data or their worker data.

Career Pathways e-tool

Skills for Care has refreshed its [career pathways e-tool](#) to include new qualifications on the Qualifications and Credit Framework (QCF) and additional case studies. It is designed for people considering starting in social care and for those already working in the sector keen to see what career development opportunities are open to them.

Social Work Supply and Demand Model

The Centre for Workforce Intelligence (CfWI) was invited to create a system for gathering workforce data to forecast the numbers of social workers needed in future years. This was one of the Social Work Task Force's 15 recommendations for improving the profession. The new model was launched in October at the National Children and Adult Services Conference, inviting all local authorities in England to take up and use the model to inform workforce planning decisions.

The model is available from [the CfWI website](#) following a short registration process. Support is being provided to users and their feedback will be used to inform the development of the model next year.

Social Work Leadership and Management Support

A [learning and development framework](#) for front line social work managers was developed and launched in September. This was developed as a partnership between Skills for Care, The National Skills Academy for Social Care and employer partners. Phase two of the development of the national framework to support the learning and development needs of frontline social work managers will be starting soon. This will identify any gaps in the existing framework, through working with employers and social work managers, as well as developing new materials to add to the guidance where it is needed.

Safeguarding

The Department of Education has produced [four briefings](#) for safeguarding professionals. The four briefings bring together research on identifying and responding to child maltreatment in the following four areas :

- Professionals working in the Family Justice system.
- Health professionals working with children
- Children's social care professionals
- Adult services professionals working with parents

Involving Fathers in Maternity Care

The Department for Education in collaboration with the Royal College of Midwives, the Royal College of Obstetricians and Gynaecologists and the Fatherhood Institute has published [Reaching Out: Involving Father in Maternity Care](#). The guide calls on midwives and maternity staff to provide fathers with more support and encouragement.

Family Rights Group Website

Family Rights Group has launched a new [website](#) providing accessible information about child welfare law and the social worker's role.

It has an interactive focus, with decision trees that are tailored to people's individual circumstances. For example, families going through the child protection process can find out what to expect in just a few clicks. Also,

two discussion forums - one for parents and another for family and friends carers - provide families with an online support network as well as access to specialist help from an expert adviser.

Adoption

The British Association for Adoption and Fostering and has released 2 new guides entitled [Ten Top Tips for Identifying Neglect](#) and [Ten Top Tips for Making Matches](#). The guides are aimed at professionals working with looked after children.

Community Cohesion

The National Foundation for Educational Research and the Office for Public Management have published [guidance](#) aimed at aimed at schools, youth workers and community groups on how to steer vulnerable young people away from radical extremism. The guidance is based on a larger report released earlier this year that reviewed interventions and highlights effective methods based around:

- A young person centred approach.
- Facilitating safe space for dialogue and positive interaction.
- Equipping young people with the capabilities to be resilient to extremism.

News

College of Social Work

The [College of Social Work](#) is officially open. Social workers are now able to join the College. Members receive professional indemnity and public liability cover, access to an online professional practice help desk and an e-magazine.

Sector Skills Councils Funding

The Government has [announced](#) £61m funding for the 18 Sector Skills Councils. This includes £2.2m for Skills for Care and Development which covers social care, children, early years and young people's workforces in the UK.

Youth Contract

The Government has [confirmed](#) that VCS organisations will be able to apply for wage subsidies for young people under the Youth Contract. The subsidy is worth £2,275 for each young person employed.

Standards of Proficiency for Social Workers

The Social Work Reform Board (SWRB) and the Health Professions Council (HPC) have released a [joint statement](#) setting out how the HPC's responsibilities for developing standards of proficiency for social workers in England will relate to the SWRB's Professional Capabilities Framework which supports social workers throughout their career.

Sector Qualification Strategy

Skills for Health has published its second Sector Qualification Strategy: ['Skilled for the Future 2011'](#)

CRB Checks

Sunita Mason, the Independent Advisor for Criminality Information, has published the second and final phase of her [review](#) of the criminal records regime, including 10 recommendations for reform. The Government has also published its [response](#) to the review which accepts the majority of the review's proposals. This includes the suggestions that there needs to be clearer definitions around what constitutes a criminal record and a thorough review of which offences are include in national records. This could lead to cautions and reprimands being included in CRB checks.

The Government has also [announced](#) that it is considering charging volunteers that want to use the portable criminal records check that will become available in 2013. A final decision will be made in six months time, when the Protection of Freedoms Bill is due to be passed by Parliament. Under the proposed system, one-off criminal records for volunteers would still be free.

Head Teacher Qualification

The Department for Education has [announced plans](#) to change the National Professional

Qualification for Headship (NPQH). Changes include:

- NPQH will become optional with effect from early 2012
- The bar for entry and assessment for the qualification will be raised
- The content made more demanding through the introduction of a core curriculum focusing on the key skills of headship including leadership of teaching and learning, and with a greater emphasis on behaviour.
- The revised qualification will be launched in spring 2012 with the first participants starting in September 2012.

Assistive Technology

The Government has announced its intention to roll out telecare or telehealth devices to three million people with long-term conditions. This follows an evaluation that found that they could significantly reduce costs for the NHS and death rates.

Skills for Care has undertaken a rapid [scoping exercise](#) which aimed to consolidate information on current UK policy in this area, map current practice in workforce development in England and inform the future direction of work in this area.

Quality in the Voluntary Sector

A new directory of voluntary and community sector organisations which provide independent quality accreditation schemes has just been launched. [The Accreditation Providers Forum](#) hopes that this directory will encourage commissioners to be more open to quality standards held and managed by the Voluntary and Community sector, especially in the procurement process.

Hostility Towards Children's Social Workers

[A survey](#) by Community Care magazine has revealed that large numbers of children's social workers have been threatened by hostile parents. Key findings include:

- 50% of respondents dealt with hostile and intimidating parents every week

- 61% have been threatened by a parent in the last six months
- 77% of those had received multiple threats over that time
- 68% had experienced threats to their person
- 25% had experienced threats to their family
- 43% felt children were being put at greater risk because they had little management support

Social Work Reform Board Documents

Documents have now been passed from the Social Work Reform Board (SWRB) to the College of Social Work covering the following areas:

- [Partnership](#)
- [Reforms to qualifying education](#)
- [Continued Professional Development \(CPD\)](#)

Funding

Community First

[Community First](#) is an £80m Office for Civil Society-funded programme that will run for four years, until March 2015. It will help communities come together through new and existing community groups, to identify their strengths and local priorities, plan for their future and become more resilient. The fund is divided into two strands. £30 million will be used to provide small grants. The remaining £50 million will be used to match private donations invested in community endowment funds which will pay out money for small grants well into the future.

Charities Evaluation Services Training

Charities Evaluation Services has been awarded a grant from Lankelly Chase to offer a [bursary scheme](#) for non-London organisations to attend a CES training course. The bursary can be used to attend either a one-day or two-day course.

Social Enterprise Development

The Santander Foundation is launching a new [Social Enterprise Development Award](#) to run alongside the Santander Foundation. The new award is aimed at established social enterprises and community interest companies who are working for the direct benefit of their community and wish to grow their business. To be eligible for an award of up to £50,000, social enterprises need to have been trading for at least two years and be working to improve social inclusion, support disadvantaged people or create a greener environment. There are three levels of award depending on the annual income of the social enterprise, £50,000, £30,000 and £15,000. Award winners will also be able to access mentoring, training and business advice.

Lloyds TSB

[The Lloyds TSB Foundation for England and Wales](#) celebrates its 25th anniversary this year, and has £25m to give to charities that help disadvantaged people to play a fuller role in the community.

Training and Events

Driving Our Own Improvement

Children England is developing an exciting approach to improving organisations and services within the children, young people and families' voluntary sector through a process of [peer review](#), supported by the Department for Education. We are currently seeking organisations who wish to be reviewed and senior staff, trustees and relevant public service officers or members who wish to be considered as peers.

Your Workforce: Their Future Seminars

The Children's Workforce Development Council and Children England are offering three informative and free regional seminars to support the children and young people sector that will cover the following issues:

- Working Together, Munro and integrated working- the implications for the VCS.

- Leadership and management for all in the children's workforce.
- Higher Level Skills: The workforce challenge of a smaller state and greater need.

To book a place on one of these seminars please follow the link by clicking on your preferred date/location

[Taunton 26th January](#)

[Derby 28th Feb](#)

[London 1st March](#)

Marketing Fundamentals

Taking you step-by-step through the marketing planning process, this workshop covers all the key elements to help you develop a cost-effective marketing strategy for your organisation. Incorporates real-world case studies, up-to-date marketing ideas and top tips and practical guidance on how to successfully manage your marketing activities and get results. The ideal introduction to the topic or refresher course.

Topics include: key marketing concepts, effective marketing strategies and cost-effective promotional tools.

[24th January 2012 / Birmingham \(10.30am-4.30pm\)](#)

[25th January 2012 / Leeds \(10.30am-4.30pm\)](#)

Tendering Masterclass

As competition heightens for public sector contracts, there's never been a more important time to keep abreast of what commissioners are looking for as well as emerging procurement practice. Taking you step-by-step through the process, this masterclass will equip you with the skills, knowledge and tools needed to submit robust tenders and improve your chances of success

[8th February 2012 / Leeds \(10.30am - 4.30pm\)](#)

Effective Leadership

A highly interactive, 1-day workshop that will give you practical insights into the core skills and behaviours needed to be effective in the role of a leader within your organisation. Exploring practical models of leadership and

their application, you'll gain knowledge and understanding of what makes an effective and inspirational leader as well as how best to motivate and inspire your team to achieve their full potential.

[Mon, 6th February 2012 / Birmingham \(10.30am-4.30pm\)](#)

Business Partnerships Seminars

Whether you're looking for corporate in-kind support, cash donations or to build business relations for the first time, this seminar presents the ideal opportunity to explore how your organisation can develop effective business partnerships that are structured, strategic and sustainable. Topics include: Corporate social responsibility, pro-bono support, corporate fundraising, useful networks and recruiting volunteers from the private sector.

[31st January 2012 / London - \(2.00pm-5.00pm\)](#)

Ambition to Reality Workshops

The Social Work Reform Board has outlined a comprehensive programme to reform social work. Skills for Care is supporting this programme to help the sector turn '[Ambition into Reality](#)' by holding two phases of workshops. The first phase was held in October/November 2011 and the second phase will take place in February/March 2012. The first phase was very positively evaluated and oversubscribed. The second phase will differ from the first as it will focus on implementation of the programme to reform social work and will give delegates the chance to discuss this in more detail.

Community Matters Consultancy Roadshow

Improving the operation of your organisation can be complex and time-consuming. Training and workforce development are costly, while recruiting the services of a consultant to provide the expertise you lack is often a confusing and expensive process. However, Community Matters is here to help. If you work with, or are developing work with children, young people and families, their free [Consultancy Roadshow](#) can offer you a day of free in-house support.

Roadshow Dates & Locations

23rd - 27th Jan: London/South East
30th Jan - 3rd Feb: Leicester
6th - 10th Feb: Leeds
13th - 17th Feb: Manchester/Liverpool
20th - 24th Feb: Birmingham/Taunton

Improving Outcomes Through Extra-Curricular Activities

The second event in a series of free professional development training and peer-to-peer support seminars for school staff and voluntary and community sector providers. The training and seminar will support participants to increase the range and quality of extra-curricular activities (ECA) offered to pupils aged 5 to 14 years. ECA are educational activities offered outside normal school hours.

The Learning Exchange would like to help schools and VCS organisations demonstrate more clearly the impact that these activities have on pupils' attainment. To that end, they and their partners QiSS, 4Children and University of the First Age (UFA) are working for the DfE to support and enhance your provision.

VCS organisations will have the opportunity to showcase their contributions to a wide range of high-quality extra-curricular activities. A key focus for these seminars will be the opportunity to share practice by meeting with and learning from other colleagues working in the same arena.

[25th January 2012 \(9:30am - 3:30pm\) / Leeds](#)

[1st February 2012 \(9:30am to 3:30 pm\) / Coventry](#)

[8th February 2012 \(9:30am to 3:30pm\) / London](#)

Leadership Development Programme

The South West is launching a leadership development programme in February 2012 funded through the Children's Improvement Board. If you would like to develop your leadership skills and gain an opportunity to network with other leaders in the region then please consider applying for this exceptional opportunity.

The programme starts with a leadership development day will enable you to reflect on what leadership means and consider what elements of the programme are going to be of most benefit to you. You will draw up a personal development plan, through the use of a 360 leadership framework and one to one support. The programme is designed to be flexible to enable you to select the elements that will be most beneficial to you and reflect your preferred learning style.

To apply or for further queries please contact Claire Jackson the regional lead by 2 February 2012. Phone 01225477985 or email claire_jackson@bathnes.gov.uk

Social Work Reform: Towards Implementation

The Social Work Reform Board's proposals on social worker education and workforce development will be implemented in 2012 and 2013.

This forum will bring together senior managers in Adult and Children's Services departments, Higher Education Institutions delivering social work education, and private and public sector organisations involved in the implementation, to discuss the next steps on the road to reform.

[This event can be either attended in person or watched online via live broadcast.](#)

Innovating Futures Programme

The aim of [Innovating Futures](#) is to develop and leverage the creative potential of Voluntary, Community and Social Enterprise (VCSE) organisations working with children and families. This programme offers an opportunity to work, with support, on a business critical project such as developing a new service model, a new product or reviewing business processes. Underpinning this work is the opportunity to develop the individual skills and organisational capacity needed to innovate.

The programme consists of a total of ten days attendance for up to three people from each organisation. The training is funded by the Department for Education.

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Consultations

Closing 18 January 2012

[Department for Education: The Academies \(Land Transfer Schemes\) Regulations 2011](#)

Closing 23 January 2012

[Office for National Statistics: Proposed Domains and Headline Indicators for Measuring National Well-being](#)

Closing 23 January 2012

[Call for additional written evidence- Education Select Committee: Revised Terms of Reference: The Child Protection System in England](#)

Closing 24 January 2012

[Department for Education: Call for evidence for the Independent Review of Early Education and Childcare Qualifications](#)

Closing 26 January 2012

[Department for Education: Consultation on Revised School Premises Regulations](#)

Closing 3 February 2012

[Department for Education: Supporting Families in the Foundation Years: Proposed Changes to the Entitlement to Free Early Education and Childcare Sufficiency](#)

Closing 15 March 2012

[Big Lottery Fund: Building Capabilities](#)

Closing 15 March 2012

[The Office of Qualifications and Examinations Regulation: Determination of Turnover for Monetary Penalties](#)

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Help

Some of the titles may contain links – If a little ‘hand’ appears while you are hovering your mouse over an article, upcoming event, or consultation you can click on the link.

If you are having trouble accessing any of the links in this bulletin, you can try the following:

- Hold down the Ctrl key and then left click on your mouse
- Double-click on the mouse

If you forward the bulletin to other people or use information from it in your own publications, please make sure that Children England is credited. Children England’s workforce newsletter is produced quarterly and is designed to keep you up to date with the latest news and information on workforce development issues and key areas of interest for the children, young people and families sector.

If you have any news and information you would like to share or feedback and suggestions please e-mail Rebecca Edwards: rebecca@childrenengland.org.uk.

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