

Workforce Development Bulletin

Volume 2, Number 9

March 2011

**Children
England**

Charities working for children and families

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Editor's word

This edition features some exciting developments particularly the launch of new CWDC guidance and toolkit for the TSD Standards for foster care. I am sure you will find something useful in this month's edition.

I will be leaving Children England next month and I would like to take this opportunity to say thanks for your contributions and feedback. Most of all I would like to thank you for taking the time to read this bulletin!

I wish you all well for the future, enjoy my last edition, happy reading!

Audie

Children England

Children England's Green Page

Children England has developed a green webpage. The page aims to inform readers about what Children England is doing as an organisation to reduce its carbon footprint.

It also aims to signpost readers to useful resources and publications on environmental sustainability.

Further information is available at:
<http://www.childrenengland.org.uk/green>

Children England's National Conference

Children England held their National Conference, 'Fit for the Future', in March and it was a huge success. Richard Gerver was in excellent form as representatives from different settings in the sector came together to celebrate their successes at a time when the effects of the funding cuts are having a wide impact on the sector.

Children England would like to offer their thanks to the speakers, workshop facilitators, staff at The Abbey, and to all those who took part in the day and made it their own!

Child Protection

DfE funds SCIE approach to learning in child protection

SCIE have been awarded grant funding from the Department for Education to support child protection services across the country to use their Learning Together model for case reviews, working with Barnardo's and Office for Public Management (OPM).

Learning Together brings multi-agency groups of practitioners together to critically reflect on their practice by reviewing a single case. The model, which has been successfully piloted, supports an analysis that goes beyond identifying what happened towards explaining why it happened and involves all services connected to a case. The answers can generate new ideas about how to improve practice, and so help keep children safe.

For further information go to the following links:

Learning together to safeguard children: developing a multi-agency systems approach for case reviews.

Social Care TV film – Serious case reviews: piloting the SCIE model.

Independent Safeguarding Authority scaled back

The Protection of Freedoms Bill was presented to the House of Commons on Friday 11 February. Part of the Bill amends the Safeguarding Vulnerable Groups Act 2006 (SVGA), which is the legal framework underpinning the Vetting and Barring Scheme (VBS) and the Independent Safeguarding Authority (ISA). The Government's intention, by reviewing the VBS and making related amendments to the SVGA, is to have a proportionate central barring scheme which continues to safeguard children and vulnerable adults.

Broadly, the proposed amendments to the SVGA mean that the planned registration of 9.3 million people will no longer go ahead and the scope of the scheme has been reduced and will now cover approximately 4.8 million individuals working (paid and unpaid) in redefined, regulated activity.

While the Protection of Freedoms Bill works its way towards becoming law, the GSCC is still under a duty to consider safeguarding matters for possible notification or referral to the ISA. Registrants and applicants will be advised if we provide the ISA with details about them and the related GSCC investigation into them.

Early Years

Continued investment in EY

CWDC has welcomed the government's recent announcement that it will continue to fund the early year's professional status (EYPS) programme.

In addition, CWDC will continue to run the new leaders in early years programme in 2011-12, which aims to attract top graduates into the profession.

[Find out more here](#)

Funding

Do Cuts Threaten New Brain Drain?

Public sector cuts could reverse patterns of improved graduate retention in cities and regions outside of the South East, resulting in a 'brain drain' likely to impede economic recovery, according to a new report from Jonathan Wright of The Work Foundation

[Find out more here](#)

Improving Futures

The Big Lottery Fund is now inviting expressions of interest for their new programme Improving Futures.

The Improving Futures programme aims to improve outcomes for children within these families.

The Big Lottery Fund will invest up to £20 million in the Improving Futures programme. They expect to provide around 20 grants of up to £900,000 each across the UK.

Partnerships will be led by civil society organisations, but will need to be supported by or include local authorities.

The focus of improving futures is on helping families where their oldest child is between 5-10 years of age.

The Big Lottery Fund will also be running a series of briefing events during April to give further detailed information about the programme. For further information visit:

www.biglotteryfund.org.uk/improvingfutures

Leadership & Management

Resourceful leadership: how directors of children's services improve outcomes for children

Research into how directors of children's services lead to achieve the best outcomes for children has found that the most highly effective leaders consistently display a common set of eight behaviours in their leadership practice which collectively is best described as resourcefulness.

The study examines the eight behaviours in more detail as well as looking at leading change, leading in times of shock and managing the political and corporate landscape.

Find out more here

News in brief

Child poverty map reveals 60 per cent poverty rate in London borough

Source: Children & Young People Now

8 of the 10 local authorities with the highest levels of child poverty are in London, according to the End Child Poverty campaign.

Find out more here

Government to look at strengthening inspection of LA adoption services

The Government wants to see more children adopted where this is in their best interests, particularly those from ethnic minority backgrounds, older children and those with disabilities.

Find out more here

Justice Minister endorses learning in custody to reduce reoffending

Source: Children & Young People Now

Lord McNally outlined plans to work with the Department for Business, Innovation and Skills and the Department for Education to improve learning provision for young offenders.

Find out more here

More than half of infrastructure bodies report cutting staff

Source: Third Sector Online, 8 March 2011

More than half of local voluntary sector support providers have cut staff numbers in the past four months, according to a Capacitybuilders survey.

Figures published show that 52 per cent of the 325 respondents to the email survey had cut staff in the past four months.

[Find out more here](#)

Play

Children's Play Update

The Children's Play Information Service has published the Children's Play Update - a monthly newsletter for the play sector with a round-up of news, policy, information and events related to children's play.

[Find out more here](#)

Qualifications & Standards

Foundation degree framework launched

Children's Workforce Development Council (CWDC) is pleased to announce the publication of the Foundation Degree Framework for Working Together for Young People (formerly the Foundation Degree Framework for Integrated Youth Support).

The new framework illustrates good practice in developing qualifications in higher education, based on evidence from young people, learners, employers, providers and other experts from the sector.

Further information on the framework including route maps for key audiences is available on the CWDC website.

Helping to end violence and abuse against women and girls

The Government has launched plans to tackle violence against women and girls. The plans, launched on International Women's Day, set out the specific actions the Government will take with its key partners and agree national standards for the work of Independent Sexual Violence Advisers (ISVAs).

These National Occupational Standards (NOS) will set a common agreed national benchmark for ISVAs and others who provide support to victims of domestic abuse and violence. The NOS are due to be available in the autumn.

The standards will form the basis of future qualifications and provide a way of quality assuring training, so that people who support women and girls who are victims of sexual violence are able to develop the skills they need to provide appropriate services to help them.

[The plans are available here.](#)

Resources

Monitoring and evaluation

A new guide from the Charity Evaluation Services (CES) National Performance Programme is essential reading for third sector organisations that need to be able to show the difference they make, and improve their performance.

It is a practical guide that will help organisations to develop their monitoring and evaluation approach and improve their effectiveness on a limited budget.

[Download your free copy or order a hardcopy for £7.95.](#)

Supervision: share your good practice examples

SCIE are currently looking for examples of good practice in supervision. These examples will help to further their understanding of what works best in supervision in a specific setting. Please submit your examples by Friday 29 April to the Good Practice Framework.

Tool update aids childminders

Childminders looking to increase their skills and training can now benefit from improvements to CWDC's Early Years Workforce Qualifications Audit Tool.

Updates to the online resource, which follow feedback from childminders and settings, will allow them and other home-based carers to take control of their professional progression and be part local and national workforce development.

[Find out more here](#)

Social Care

Launch of new CWDC guidance and toolkit for the TSD Standards for foster care

CWDC have launched a new resource to support the implementation of the Training, Support and Development Standards for Foster Care.

This new resource is available from CWDC's website and you can access the materials [here](#).

Updated regulations to give children and fosterers more say on care

Source: Children & Young People Now

Following a consultation on existing fostering regulations, the Government is to give fosterers more autonomy over the day-to-day care of children.

The updated regulations will also place a greater emphasis on the opinions of the child.

The changes apply to the Fostering Services Regulations and National Minimum Standards for fostering services in England.

[Find out more here](#)

Social Work

Health Bill confirms transfer of powers to HPC

The Health and Social Care Bill, which passed its first stage in Parliament on 31 January contains the provisions to transfer the regulatory powers of the GSCC to the Health Professions Council (HPC). The Bill is expected to receive Royal Assent by the end of the year and the transfer is expected in April 2012.

In the Bill, the name of the HPC will be changed to reflect their wider remit, and from the transfer will be known as the Health and Care Professions Council (HCPC). The HCPC will have the option, in future, to register the wider social care workforce.

In regulating social work in England, the HCPC must work with the Care Councils in Wales, Scotland and Northern Ireland. They also have a duty to work with others involved in the delivery of social work services and training. Social workers registered elsewhere in the UK may work on a "temporary basis" in England without registering with the HCPC.

The GSCC has identified four key areas in a brief to MPs where there are either potential risks to the regulatory system or opportunities for public protection to be deepened and improved.

The HPC is currently running a Professional Liaison Group that will develop the Proficiency Standards for social work. These will be standards which social workers will be expected to meet when the HPC takes over regulation of the profession. The HPC have committed to ensuring that the Reforms Board's Capabilities Framework will inform the Proficiency Standards. Once this work is complete the Proficiency Standards will be published for consultation in the summer.

Professional Capabilities Framework

Social Work Reform Board (SWRB) is currently gathering feedback on its proposed Professional Capabilities Framework (PCF).

The College of Social Work has been working with prospective members to ensure that the views of the social work profession are heard and taken into consideration by the Social Work Reform Board.

You can still share your views about the PCF directly with the reform board via the Department of Education's website [here](#).

Results of The College's PCF consultation will be published in April 2011.

Social worker events

With social work under-going some major changes following the Reform Boards recommendations and the decision to transfer the regulation of social work from the GSCC to the Health Professions Council (HPC), the GSCC thought it would be a good time to bring social workers together to discuss how the changes will impact the workforce.

[Find out more here](#)

The College celebrates World Social Work Day

Over 100 of The College of Social Work Prospective Members celebrated the achievements of social work at an event organised by The College of Social Work in conjunction with the Royal Borough of Kensington and Chelsea.

Please [click here](#) to visit the World Social Work Day page, where you can access a full list of presentations, films and photographs from the event.

Findings from the interactive poll and the evaluation from the day will be made available for you to read on their website.

Training

PQASSO: the essentials - FREE online course

If you want to learn more about PQASSO and the PQASSO Quality Mark you can access this free online training course **PQASSO: the essentials**.

You will find out about the benefits of PQASSO, learn how to carry out a self-assessment and have step-by-step guidance on how to achieve the PQASSO Quality Mark.

Consultations

Department for Work and Pensions: Strengthening families, promoting parental responsibility: the future of child maintenance

Closing date: 7 April 2011

Workforce, education and training consultation launched

The consultation *Liberating the NHS:
Developing the Healthcare Workforce* sets
out proposals for a new workforce,
education and training structure driven by
patient need and led by local healthcare
providers.

Find out more...

Events

Seizing Success 2011: Annual Leadership Conference

15-17 June,
Birmingham

Find out more...

For further information please visit:
www.socialcareassociation.co.uk or
Email: sca@socialcaring.co.uk

Help

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'hand' appears while you are hovering your
mouse over an article, upcoming event, or
consultation you can click on the link.

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workforce development issues and key areas
of interest for the children, young people and
families sector.

If you have any news and information you
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