

Welcome to March's bulletin

Do you have an item of news or an event that you would like to share with others? Let us know and we will do our best to include your information in the next edition. If you have been forwarded this bulletin then why not complete our [online membership form](#) and receive it direct to your inbox.

Network News

North Leadership Community - Inverness 25th March 2010

We have a couple of places available and we are looking for people to come that have a real interest and passion in this area and will be extremely active participants – that's what our services and service users deserve. This event will look at what intelligent risks could or should be taken with Children's Services and has been developed so that the participants will generate a number of project ideas which will be circulated to the rest of the Leadership Community across Scotland and also the key stakeholders.

Visit <http://north.learningnetworks.org.uk/show.php?id=445> to download the draft programme and if you wish to be a participant or if you have any comments or queries contact Linda Anne Smith t. 07921 216562 or e. linda@smithsquared.co.uk

North Training Network : The Way Ahead

Over the past few weeks, we have been gathering views from individuals and organisations on the possibility of establishing a Training Network in the north of Scotland. Initial feedback confirms real enthusiasm for this. Three sessions have been arranged to enable us to share the results of our survey with you, discuss ideas and ultimately agree how best to proceed.

If you are interested in finding out more about what such a network would mean for you and how you can contribute we would be delighted if you could join us at one of the events.

The events will each be held from 10am to 12.30pm with a networking lunch. To register click the date you wish to attend or visit <http://north.learningnetworks.org.uk/events.php>

Tuesday 20 April Curl Aberdeen, Aberdeen
Thursday 22 April Waterside Hotel, Inverness
Wednesday 28 April Moray College, Elgin

Workforce Planning Data & the Administration Role Administrator's Workshop - 27th April 2010 Aberdeen – venue tbc

The planning of future service delivery is critical for the future & workforce planning can be a positive driver in this process. In the North of Scotland the availability of workforce planning tools and their purpose was considered in 2008. During 2008/09 the Learning Network Tayforth Workforce Planning Project recognised the **critical role that administration processes have in contributing to effective workforce planning.**

This workshop is intended to be of interest to administration workers and managers who have responsibility for workforce planning processes, and who may also manage the administration function and workers.

Visit <http://north.learningnetworks.org.uk/show.php?id=516> for further information and to book your place online or contact Jan at learningnetworknorth@aberdeenshire.gov.uk or t. 01888 569200

News for Residential Child Care Managers

Learning Network North and SIRCC are organising a joint event which aims to offer you support and information in preparing your teams for qualifications essential for registration.

The event will focus on:

- ◆ Input from college staff about the content of the HNC and SVQ
- ◆ information from the Core Skills Appraisal Project team about how to prepare staff for both awards
- ◆ your leadership role as a manager in supporting your team to achieve qualifications

We will also explore some of the obstacles to achieving a qualified team and offer support to overcome problems.

This will be a working day and you will be asked to come prepared with information about the qualifications within your team so that we can work with you.

Dates and venue information will be announced shortly.

Breaking down stereotypes and engaging fathers in services for children and families, (9th March 2010 Aberdeen) 'Making the Gender Equality Duty Real for children, young people and their fathers' project, Children in Scotland

Recently Yvonne (LNN's Development Manager) attended this one-day practice sharing event, held by Children in Scotland with support from the Fatherhood Institute and Aberdeen City Council. The event explored issues around engaging men positively with children and family services from a gender equality duty perspective.

The presentations and workshops provided delegates with the opportunity to consider the barriers that exist for dads and male carers when supporting their children, particularly where there are challenges such as in a lone parent or non-resident parent situation. It also provided an opportunity to consider child care as a career for men and how this could be encouraged. The day focused on exploring the research-based evidence and experiences of dads, support workers for dads groups and male child care officers.

A report on the day will be available at a later date and more information can be found on the following web sites:

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| www.makinggenderequalityreal.org.uk | www.fatherhoodinstitute.org |
| www.childrenscotland.org.uk | www.equalityhumanrights.com |
| www.dadsclub.org.uk | www.dadswork.org.uk |
| www.meninchildcare.com | |

For further details about the project or a copy of the report contact e. kallen@childrenscotland.org.uk

SVQ Local Area Network

Assessors and verifiers met at Aberdeen College (Feb 24th) to discuss the assessment of work submitted by candidates for inclusion in portfolios and how evidence is considered against the criteria in the award.

Those present considered a sample of evidence and then discussed how they would have responded had that been given to them. The group then discussed a range of interaction they have with students and how the evidence in portfolios improves as students mature.

This was followed by a demonstration of the [Learning Network North portal](#) and a short discussion regarding the potential it has to support the group and candidates. [SSKS](#) was also highlighted as a source of supporting materials for candidates.

The next meeting of this group will take place in Huntly on Wednesday 26th May 2010 and will hopefully look at paperless SVQ systems and how ecommunities can be developed. If you would like to come along you can register online at <http://north.learningnetworks.org.uk/show.php?id=498>

General News

Camphill School Aberdeen

Working with children and young people who have suffered trauma

Tuesday 13th April, 10am to 4pm : Camphill Hall, Murtle Estate, Bielside

Camphill School Aberdeen is hosting a national conference with internationally acclaimed psychologist **Dr Bruce Perry**, author of the acclaimed book '**The Boy Who Was Raised as a Dog**'. Dr Perry is the author of over 300 journal articles, book chapters and scientific proceedings and is the recipient of numerous professional awards and honours. A focus of his clinical research over the last ten years has been on integrating concepts of developmental neuroscience and child development into clinical and therapeutic practices, visit www.childtrauma.org

The event will be invaluable to all those who live, care and work with children and young people; parents, foster carers, educationalists, social workers, health workers, managers and key workers.

Cost per delegate £95 - A limited number of FREE places are available for parents, students and volunteers subject to availability, contact e. f.stuart@crss.org.uk.

Children in Scotland

Harnessing Emotional Intelligence

29th April 2010 – Edinburgh

Helping the children's workforce develop and make the best of their own emotional intelligence, this one-day workshop will look at how the theory of emotional intelligence deepens our understanding of the roots, development and storage of the emotions. It will draw upon new developments in neuroscience to expand our awareness of and how early experiences affect brain development and the impact of trauma on emotional and cognitive development.

For further information visit http://www.childreninScotland.org.uk/html/tra_tshow.php?ref=1376

Scottish Government

Children's Hearings Bill

Scotland's most vulnerable children are to benefit from improved support due to measures underpinned by the new Children's Hearings (Scotland) Bill. Drawn up in response to a national consultation, the Bill will create a strengthened, modernised and streamlined system. One of the key changes will be the creation of a new national body, Children's Hearings Scotland, whose National Convener will be responsible for setting standards for the recruitment, support and training of local panel members, and for monitoring their implementation.

For further information about Children's Hearing System Reform visit:

<http://www.scotland.gov.uk/Topics/People/Young-People/c-h-bill>

University of Stirling

The Social Work CPD team at University of Stirling launched a new MSc Applied Studies (Child Welfare and Protection) in February 2010. There will be a further intake for this new MSc programme in September 2010 as well as the revised MSc Applied Studies (Management and Leadership in Social Services). Both programmes offer PG Certificate and PG Diploma options as well as the full MSc award.

Applications are welcomed for the autumn intake for both courses. For further information contact Veronica Collins, Course Director at e. v.m.collins@stir.ac.uk or visit the website at www.socialwork.stir.ac.uk.

Scottish Consortium for Learning Disability (SCLD)

SCLD's open course schedule for April has some amendments - most notably **Caring With Confidence** is now **free to family carers**. Download the updated flyer [here](#) or visit <http://sclد.iriss.org.uk/home>.

Care Information Scotland

A new service has been launched to offer a single point of information on care for older people throughout Scotland. It offers detailed information for older people and their families on the range of services available from local authorities, the private and voluntary sector. Care Information Scotland is available at t. 08456 001 001 and online at www.careinfoscotland.co.uk

Fit Note

On the 6th April 2010 the sick note will change and become the Fit Note.

Evidence shows that work is generally good for your health and that often going back to work can actually aid a person's recovery. On the other hand, staying off work can lead to long-term absence and job loss with the risk of isolation, loss of confidence, mental health issues, de-skilling and social exclusion.

The new fit note is intended for both employees and employers by helping people back to work as soon as possible. Employees will benefit from better health and well-being because they have gone back to work. Employers will be able to keep skilled staff, contributing to the success of the business and reducing sickness absence.

The new fit note will be called the 'Statement of Fitness for Work' and will be used in Scotland, England and Wales. It will have more information than the present doctor's sick note, and doctors will be able to advise people who are on sick leave for over 7 days on whether, with extra support from their employer, they could return to work earlier.

The main changes will mean:

- ◆ your GP will be able to say if they think you are 'not fit for work' or 'may be fit for work'
- ◆ your GP can add advice to the note for your employer on how simple changes to the job you do may allow you to return to work earlier
- ◆ there will be fewer kinds of medical statements forms issued by GPs

Further information on the Fit Note can be found at <http://www.dwp.gov.uk/fitnote/>

Acas Scotland - Get ready for 'Fit Notes'

To help you understand the implications of the changes Acas has designed a training course to focus on what the key changes are and what the new statement of fitness to work will mean for you, your employees and your organisation.

The event costs just £60 + VAT per delegate and will be held in the north of Scotland on the dates listed below. For more information and to book your place click on your preferred date and time shown below or contact Acas' Customer Services Team on 08457 383736.

◆	Aberdeen	27th April	1000 to 1200	or	1400 to 1600
◆	Aberdeen	5th May	1000 to 1200	or	1400 to 1600
◆	Inverness	6th May	1000 to 1200	or	1400 to 1600

Work is good for you ! Work can have a positive impact on our health and wellbeing. Healthy and well motivated employees can have an equally positive impact on the productivity and effectiveness of a business. Responsibility for health and wellbeing at work belongs to both employers and employees. The key factors that can determine whether workers will have a positive or negative relationship with work are:

- ◆ the relationships between line managers and employees
- ◆ whether employees are involved in organisational issues and decisions
- ◆ job design
- ◆ availability and acceptability of flexible working
- ◆ awareness of occupational health issues

Visit <http://www.acas.org.uk> for more information on Health, Work and Well-Being and fit notes.

Alzheimer Scotland: Dementia Awareness Week Conference 'Scotland's Dementia Strategy - Making it Work for People'

Monday 7th June 2010, 10.00 - 4.00, Glasgow

Keynote address: Shona Robison, Minister for Public Health and Sport.

This conference will focus on the Scottish Government's National Dementia Strategy. The Strategy is to be released by the end of April. This event provides the first opportunity to hear about the recommendations in detail and what they will mean for people with dementia, their carers, local communities and all those with responsibility for implementation.

For more information and to book a place visit <http://www.alzscot.org>

Dementia Services Development Centre (DSDC)

Advance notice "Coming of Age"

19th to 21st October 2010, London

The 4th and biggest international conference ever staged by the DSDC will focus on the National Dementia Strategy, the event will also welcome more than 600 delegates, speakers and exhibitors all coming together to help celebrate the DSDC's 21st birthday.

The conference is aimed at all those who work with and support people with dementia and will address critical issues in practice across the range of professions and organisations that support people with dementia. The themes address key issues prioritised in national dementia strategies both in the UK and internationally. The audience will include professionals from a diverse range of backgrounds. DSDC have secured a range of international experts in the field as keynote speakers including:

Professor Stephen G. Post, USA Professor Henry Brodaty, AU
Professor Sandrine Andrieu, FR Professor Emma Reynish, UK

To find out more about the conference, submit an abstract or to register your interest visit:

<http://dementia.stir.ac.uk/London2010>

Best Practice CPD - Remember, I'm Still Me

Stirling, 27th & 28th April 2010

With the return of this immensely successful seminar key speakers will address the ten big issues contained in the report of the same name published by Care Commission and the Mental Welfare Commission for Scotland.

For further information or to book a place contact Lynsey Manson, DSDC Training Assistant on t. 01786 467740 or e. lynsey.manson@stir.ac.uk

Best practice CPD - Dementia: For Healthcare Assistants

Stirling, 18th & 19th May 2010

Essential facilitator training; this innovative programme will enable you to cascade dementia training through the Care Home setting in order to reduce training costs and develop a shared ethos of care.

For further information or to book a place contact Lynsey Manson, DSDC Training Assistant on t. 01786 467740 or e. lynsey.manson@stir.ac.uk

Best Practice CPD - The Scottish Dementia Strategy

Stirling, 25th May 2010

This is advance notice of DSDC's plan to hold a major conference to examine the implications of the Scottish Government's Strategy for Dementia. Further details will be available soon.

The Domestic Abuse Strategy in Scotland: 10 years on - What's been achieved? What's still to be done?

Wednesday 28th April 2010, Edinburgh

Ten years on from the publication of the Scottish Government's first National Strategy to address Domestic Abuse in Scotland, this event will look at what has been achieved in that period and consider what more needs to be done to prevent domestic abuse.

For further information contact Jane t. 0131 556 1500 e jwilson@mackayhannah.com or visit <http://www.mackayhannah.com/upcomingconferences/domestic-abuse-scotland>

Buchan IT & E-learning Service (BiTES)

This spring BiTES is introducing a new range of training opportunities encompassing words such as Tweet, MSN, Skype, and Facebook. ILA Funding is accepted on many of the courses run by BiTES. For further information: t. 01771 619181 or e. denise@bitesonline.org.

CVS Training Initiative

To view CVS's April to June Training Programme visit <http://www.cvstraininginitiative.org.uk/id1.html>. For further information or to book contact t. 01358 722205 or e. admin@cvstraininginitiative.org.uk

Reminders

Scottish Government

Consultation: A Strategy for Self Directed Support

The closing date for the consultation is 7th May 2010. For further information and to access the online questionnaire visit: <http://www.scotland.gov.uk/Publications/2010/02/05133942/0>.

Alternatively contact Heather Stevens on t. 0131 244 4778 or e. Heather.stevens@scotland.gsi.gov.uk

Consultation: Social Care Procurement Scotland: Guidance - Consultation Draft

The closing date for the consultation is 5th April 2010. For further information and to access the online questionnaire visit: <http://www.scotland.gov.uk/Publications/2010/01/13125045/0>

Alternatively contact Alex Bell on t. 0131 244 5424 or e. socialcareprocurement@scotland.gsi.gov.uk



The closing date for inclusion in April's issue is Friday 16th April 2010

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