

### Welcome to your e-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

#### Attention all Administrative staff and Administrative Managers...

In no matter what part of the social care sector (public, private or voluntary) administrative staff are a crucial part of our workforce, yet their training and development needs are not always a priority, indeed sometimes they are forgotten about.

Please take this opportunity to tell us what you think about future training & development needs and about what the priorities are for you and your organisation. The level of interest and responses that we have been getting is great but we could do with more from Aberdeenshire, Highland, Orkney, Shetland and Eilean Siar so we have **extended the survey end date** by a week to the **8<sup>th</sup> August**, so if you know of **any admin staff** who may be interested in completing this then please do forward the link on to them. The more views we collect, the better equipped we will be to meet your needs.

Follow the link to Survey Monkey where there is a very simple and quick questionnaire, honest it won't take too long out of your day! <http://www.surveymonkey.com/s/HQ6VYKH>

#### Training Local Area Network (TLAN) Update

Organisations and individuals were very keen on the idea of local area network meetings. We have set up three initial sessions and hope that these will provide the opportunity to exchange ideas, debate, learn from each other and share resources relating to training and staff development.

For these first sessions, we have chosen to focus on the topic of Staff Induction which we considered to be a common area of interest to most parties. Themes for the following sessions will be identified by group members at this initial meeting. Just click on the date you wish to attend to access the on-line booking facility or contact Jan at [learningnetworknorth@aberdeenshire.gov.uk](mailto:learningnetworknorth@aberdeenshire.gov.uk).

Friday 27<sup>th</sup> August - 1pm to 3.30pm  
Committee Room 5, Woodhill House, Aberdeen

Monday 30<sup>th</sup> August - 10am to 12.30pm  
Boardroom, Moray College, Elgin

Tuesday 31<sup>st</sup> August - 10am to 12.30pm  
Ness View, Waterside Hotel, Inverness

Please feel free to bring any materials, ideas and training programmes you might wish to share with colleagues. If you have anything in particular you think might make a good presentation, then it would be great to hear from you and we can include that in the programme. If you haven't yet got involved with the TLAN and would like to then contact Jan at e. [learningnetworknorth@aberdeenshire.gov.uk](mailto:learningnetworknorth@aberdeenshire.gov.uk)

## C.O.D.Y

### Giving you confidence in care

Earlier this month at the invitation of [Learning Network North](#) two young people from Action for Children Moray Residential Services accompanied by their Support Workers attended the launch of C.O.D.Y. at the Contemporary Arts Centre in Dundee

C.O.D.Y. was developed by the [SSSC](#) and [Who Cares? Scotland](#) - who got together with young people in Glasgow and Dundee - to make sure that children and young people in residential child care in Scotland understand what the SSSC **Code of Practice for Social Service Workers** means to them and to the people who work with them. It aims to raise awareness of the Code, increase confidence in the workforce among young people in care and provide young people with resources that they and others can relate to and understand.

Visit C.O.D.Y's website at [www.sssc.uk.com/cody](http://www.sssc.uk.com/cody)

## PLQ2

Are you working in the Social Care Services? Do you support the learning and development of others? If so, the **Practice Learning Qualification (Stage 2)** is the award for you.

This is a new qualification and will be run for the first time in the North of Scotland starting September 2010 and the **Learning Network North will be funding up to 12 places**. For more information contact Sandra Tucker on t. 01463 258832 or e. [info@himats.org.uk](mailto:info@himats.org.uk)

## Leadership communities

In the current climate when we are all under pressure to maximise resources and look at innovative ways of working, action learning sets could be a way to help with your leadership and continuous personal development.

Participating in a set gives you the chance to undertake leadership development using a well established technique to tackle live, on the job challenges through discussions with your peers - giving you the space and support to find different and effective ways to approach ongoing work related dilemmas.

Action learning sets are suitable for anyone who has a leadership role no matter which aspect of the social services sector you engage with.

An action learning set needs a group membership of 8 – 10 people in order for a meeting to run successfully, and enable a meaningful and productive debate, a minimum of 4 people should attend on any one occasion. The Learning Network North is willing to coordinate activity of this nature in a variety of geographical locations if there is sufficient commitment to make it viable and we would look to groups commencing in the autumn.

If you are interested or would like further information, please get in touch. In order to determine the potential for groups we would need your geographical location as well as contact details by 27<sup>th</sup> August 2010. Email Yvonne Leathley LNN Development Manager at [learningnetworknorth@aberdeenshire.gov.uk](mailto:learningnetworknorth@aberdeenshire.gov.uk)

## General News

### SSSC

The July edition of the SSSC's ebulletin is now available to download at: [www.sssc.uk.com](http://www.sssc.uk.com)

For further information and to download the event flyer visit [www.scottishcare.org](http://www.scottishcare.org)

## Social Firms Scotland

Social Firms Scotland's purpose is to grow the Social Firm sector in Scotland in order to increase employment opportunities for severely disadvantaged people. The Acquiring Business 4 Good Programme is one of their activities. A series of events are planned across Scotland to promote business acquisition in the Third Sector. There are 3 different types of events:

- Hatches, Matches & Dispatches** - Evening events providing an introduction to the support offered for business transfer from the private sector to the third sector and guest speaker Martin Stepek from the Scottish Family Business Association
- Getting Ready to Buy** - for third sector organisations wanted to know more about acquisition as a growth option
- Getting Ready to Sell** - for private businesses considering various exit strategies

Click on the following links for information and registration to individual events across the north:

### Orkney

[Getting Ready to Buy](#) (23<sup>rd</sup> August 2010)

### Inverness

- [Getting Ready to Sell](#) (25<sup>th</sup> August 2010)
- [Hatches, Matches & Dispatches](#) (25<sup>th</sup> August 2010)
- [Getting Ready to Buy](#) (26<sup>th</sup> August 2010)

### Aberdeen

- [Getting Ready to Sell](#) (28<sup>th</sup> September 2010)
  - [Hatches, Matches & Dispatches](#) (28<sup>th</sup> September 2010)
  - [Getting Ready to Buy](#) (29<sup>th</sup> September 2010)
- For more information about Social Firms Scotland visit [www.socialfirms.org.uk](http://www.socialfirms.org.uk).

## Scottish Care

### Care Homes: A Good Place to Live – A Good Place to Die 30<sup>th</sup> September 2010, Glasgow

Following the publication of '[Living and Dying Well: a national action plan for Scotland](#)' to deliver palliative and end of life care, Scottish Care established a group of key stakeholders. The aim is to develop the capacity of care homes to deliver good quality palliative and end of life care, consistent with Scottish Government policies, regulatory requirements and good practice guidance, thereby ensuring that people can make a positive choice to remain in their care home unless there is a need to access specialist care in another environment.

This conference focusing on palliative care and end of life is endorsed and partly funded by the Scottish Government with support from NHS Education for Scotland, the Care Commission and the Scottish Partnership for Palliative Care. For more information and details of how to book visit [www.workforceinitiative.co.uk](http://www.workforceinitiative.co.uk) or [www.scottishcare.org](http://www.scottishcare.org)

### Reshaping Care for Older People: Commissioning for the Future 3rd September 2010, Dunfermline

The NHS Scotland Strategic Planning Network of will be co-hosting the event with the Joint Improvement Team. This event will help Boards and Local Authorities jointly develop and improve older people's services in the context of Reshaping Care for Older People.

For further information and to download a booking form visit [www.jitscotland.org.uk](http://www.jitscotland.org.uk)

## Carers Strategy

In partnership with COSLA, the Scottish Government have launched a new Carers and Young Carers Strategy for Scotland: 2010-2015. Visit [www.scotland.gov.uk](http://www.scotland.gov.uk) to download the Strategy

## Dementia Services Development Centre (DSDC)

The DSDC's e-journal [Dementia Now](#) has been re-launched. Find out more about new library resources, research projects and the latest books on dementia. Read all about the latest research on memory clinics and Mary Marshall's review of a new book on regulating aged care.

Visit [www.dementia.stir.ac.uk](http://www.dementia.stir.ac.uk)

## OU

### Promoting understanding of mental health in Scotland

Mental health is an issue that is high on the agenda in Scotland just now and with the launch of a new certificate in mental health studies, The Open University is playing its part to help promote understanding and knowledge of mental health and to improve practice in health and social care services.

The certificate comprises two courses of 30 credit points - Challenging ideas in mental health & Diverse perspectives on mental health – both of which are popular options on the OU's social work degree in Scotland and also form part of the pre-registration mental health nursing programme. The certificate has been purposely designed for a broad audience of professionals and lay people, to promote a broader understanding of mental health and wellbeing as part of mainstream life; not just as a medical issue.

For further information contact Joyce Cavaye t. 0131 549 7904 or e. [j.e.cavaye@open.ac.uk](mailto:j.e.cavaye@open.ac.uk)

## Funding opportunity for collaboration with Higher Education Institutions (HEIs)

Resources available from the Scottish Funding Council (SFC) through the Innovation Voucher scheme 2010-11 have increased to £500,000. The scheme aims to build relationships between Small to Medium Enterprises (SMEs), up to 250 employees, and HEIs to encourage innovation through collaboration with the business community, including third sector organisations.

Funds can be used to support SMEs to develop new processes, products, services or carry out research and testing. The SFC will make an award for individual projects (minimum £500, maximum £5,000) paid to the HEI, the SME contribution should match the grant either in cash or an in kind contribution such as staff, time or access to facilities.

The call for applications for the scheme opens 1.8.10, no closing date as yet. This is the third round of Innovation Voucher scheme incorporating lessons learned from the pilot and second round.

The scheme is administered by Interface, 1-7 Roxburgh Street, Edinburgh, EH8 9TA, 0131 651 4792. Interface match applicants to an HEI and a joint scheme application would be submitted to SFC through Interface. For more information about the scheme and SME eligibility visit: [www.interface-online.org.uk](http://www.interface-online.org.uk)

## Skills Development Scotland

### Funding for employees to gain new skills

A high percentage of organisations delivering social services in Scotland can take advantage of funding for learning. Skills Development Scotland (SDS) have launched the **Flexible Training Opportunities** programme, to support learning for staff in small business (1-50 employees). Private and voluntary organisations can apply for up to £500\* towards costs of training for up to 10 employees to gain skills in activities such as coaching, mentoring, and client specific skills including dementia or autism.

SDS will fund 50% of costs paid retrospectively for training completed in 90 days, with up to £500 per learner, and an overall maximum of £5,000 available per organisation to improve productivity and develop and confident, competent workforce. Note: \* Conditions apply

To read about the programme rules and guidance visit: [www.skillsdevelopmentscotland.co.uk](http://www.skillsdevelopmentscotland.co.uk)

## Central Registered Body in Scotland (CRBS)

CRBS provides disclosure checks, guidance, advice and support to the voluntary sector and manages the essential service of providing disclosure certificates for voluntary organisations.

CRBS are presenting two General Awareness Raising sessions in the north of Scotland; these sessions are suitable for individuals/organisations who are wishing to enrol with CRBS.

12<sup>th</sup> August 2010, 10:00 to 12:30 Express by Holiday Inn, Chapel Street, Aberdeen

18<sup>th</sup> August 2010, 10:00 to 12:30 Thistle Hotel, Milburn Road, Inverness

Each event will give detailed information on the following:

- The enrolment process
- Identifying positions within your organisations that require a disclosure check
- Dealing with disclosure information
- CRBS additional services
- Good recruitment practice

The sessions will also include session handouts, examples and groups discussion.

Visit [www.crbs.org.uk](http://www.crbs.org.uk) to download a booking form or for more information email [info@crbs.org.uk](mailto:info@crbs.org.uk)

CRBS direct training events are free of charge.

## CVS Training Initiative

Download CVS's September to December 2010 programme here or visit [www.cvstraininginitiative.org.uk](http://www.cvstraininginitiative.org.uk)

The Scottish Government has recently announced that the **PVG Scheme** will be up and running from 30th November 2010.

CVS have organised an opportunity to access training to be delivered by CRBS in Inverurie on 31<sup>st</sup> August 2010 aimed at organisations to ensure that they are prepared and understand their requirements and obligations under this new scheme.

For more information and details of how to book visit <http://north.learningnetworks.org.uk/show.php?id=746>

## Voluntary Sector Social Services Workforce Unit (VSSSWU)

Workforce Development Network Events **14th September, Aberdeen** & 16th September, Glasgow.

Effective leadership is essential to the provision of high quality social services which make a real difference to the lives of vulnerable people across our communities. These events will give you the opportunity to look at what's happening both locally and nationally within the leadership agenda for social services.

For more information contact Laura Weir at e. [vswu.admin@ccpscotland.org](mailto:vswu.admin@ccpscotland.org) or t. 01786 849 752.

## Scottish Government

### Consultation on wider planning for an ageing population

A consultation on the final report and its suggested actions of the 'Wider Planning for an Ageing Population' working group, part of the **'Reshaping Care for Older People'** programme.

The consultation aims to gather views from housing and service providers, older people and others with an interest in housing and ageing population issues. The closing date for responses is 29<sup>th</sup> September 2010.

For more information visit <http://www.scotland.gov.uk/Publications/2010/06/25130641/0> or contact Tracy Duncan at e. [housingsupport@scotland.gsi.gov.uk](mailto:housingsupport@scotland.gsi.gov.uk) or t. 0131 244 5518

## **A Guide to Implementing Getting it Right for Every Child (GIRFEC)**

The Guide draws on examples of best practice and experience to date, and sets out what has worked well in pathfinder and learning partnership areas where the Getting it right approach has already been rolled out. It can be used by strategic/operational managers and practitioners as part of their own training and implementation plans and help them identify their local priorities for action. It will help them build on existing good practice, and can be used in conjunction with other tools and resources already available on the [Scottish Government GIRFEC webpages](#).

If you are a voluntary organisation seeking advice or support in implementing GIRFEC, contact Claire Stevens, [Claire.stevens@scotland.gsi.gov.uk](mailto:Claire.stevens@scotland.gsi.gov.uk) in the Scottish Government GIRFEC team.

Download the guide at [www.scotland.gov.uk](http://www.scotland.gov.uk)

## **Equally Well Review 2010 Report by the Ministerial Task Force on implementing Equally Well, the Early Years Framework and Achieving Our Potential**

Extract from Executive Summary:

During 2008 and 2009 the Scottish Government and COSLA published jointly three linked social policy frameworks: *Equally Well*, the *Early Years Framework* and *Achieving Our Potential*. Each of these addresses the underlying causes of Scotland's health and other inequalities. The Ministerial Task Force reconvened in 2010 to review progress with implementing the three frameworks, especially in the current and future tight public financial climate.

The review has confirmed that the three social policy frameworks remain the best approach to deliver long term improvements in outcomes for people. Action should therefore continue at Scottish Government and local level on all of the frameworks' recommendations, while at the same time recognising the need to identify local priorities to maximise the impact of available resources.

Read the full report at <http://www.scotland.gov.uk/Publications/2010/06/22170625/0>

## **Community Regeneration and Tackling Poverty Learning Network (CRTPLN)**

Financial Learning Online (FLO) <http://money.aloscotland.com> is a web-based resource for workers involved in supporting people aged 16+ to become more financially capable, and was launched in the spring of 2009. The Scottish Government is developing policy on financial capability and is keen to support practitioners. The CRTPLN is therefore revisiting FLO and have devised a Questionnaire on FLO to assist in doing this.

To help with this please complete this questionnaire – most of the questions are Yes/No type, so it shouldn't take you very long. You can find the questionnaire at <https://www.surveymonkey.com/s/Q8RBVCB> and Friday 20<sup>th</sup> August is the last date for returns.

If you are having difficulty accessing the questionnaire, or require any further information contact e. [lynn@lynnburnscunningham.co.uk](mailto:lynn@lynnburnscunningham.co.uk)

For more information on the CRTPLN visit [www.scotland.gov.uk](http://www.scotland.gov.uk)

## **Employability Learning Network (ELN)**

The ELN is a cross-Government initiative supporting local employability partnerships, and wider partners to improve the way employability is delivered throughout Scotland. The network provides a range of information, insights and practical examples which will be useful for: funders of employability services; project/service managers from employability, regeneration, health and other related services; and practitioners and frontline workers involved in an array of different services.

For more information visit [www.scotland.gov.uk](http://www.scotland.gov.uk). Download ELN's latest ebulletin [here](#)

## Reminders

### Continuous Learning Framework - The Journey so Far

National conference Thursday 2<sup>nd</sup> September 2010, Edinburgh

This **FREE** conference aims to celebrate what has been achieved and remind us why the key concepts of the CLF are central to good practice in social services. For more information and details of how to book a place visit [www.continuouslearningframework.com](http://www.continuouslearningframework.com) or download a booking form [here](#) (pdf).

### NHS Grampian

The Generation Game - Off Line to On Line Conference - 9th & 10th September 2010, Aberdeen

This is the 8<sup>th</sup> Substance Misuse Symposium on multi-agency working with Substance Misuse Services. For further information contact Nicola Shand at e. [n.shand@nhs.net](mailto:n.shand@nhs.net) or t. 01224 557610

### National Guidance for Child Protection in Scotland - Consultation

New draft guidance to help social workers, police, NHS staff and other professionals improve the protection of children at risk of abuse or neglect has been launched by Children's Minister, Adam Ingram. It will replace guidance from 1998 and cover new areas of practice including online safety and child trafficking.

Access the consultation documents including an online response form at [www.scotland.gov.uk](http://www.scotland.gov.uk). The consultation will close on Friday September 17<sup>th</sup> 2010. For further information contact Laura Holton at e. [laura.holton@scotland.gsi.gov.uk](mailto:laura.holton@scotland.gsi.gov.uk) or t. 01312447583

### North East of Scotland Child Protection Committee

Child Neglect – Challenges and Dilemmas - 21<sup>st</sup> September 2010, Aberdeen

This conference will explore the values attitudes and the service provision needed to minimize the risk of harm and abuse to children and young people living in families with neglect issues. For further information contact the NESPCPC office at e. [info@nescpc.org.uk](mailto:info@nescpc.org.uk) or t. 01224 814646

### Continuous Learning Framework Gathering Group

Thursday 30<sup>th</sup> September 2010, 12:30 - 14:30 north region venue tbc

In partnership with the **Learning Network North**, a **CLF Gathering Group** will be held in the North region, at a venue to be confirmed. This support group will provide the opportunity for people to come together and share ideas and knowledge relating to the CLF. If you are interested in attending the North CLF Gathering Group, please contact the CLF team at e: [CLF.enquiries@sssc.uk.com](mailto:CLF.enquiries@sssc.uk.com) or t. 0845 60 30 891.

### Dementia Services Development Centre (DSDC)

"Coming of Age" - 19th to 21st October 2010, London

The 4<sup>th</sup> 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. To find out more about the conference, submit an abstract or to register your interest visit: <http://dementia.stir.ac.uk/London2010>

### Children in Scotland Annual Conference

Wealth of a Nation: building smarter services for Scotland's children and young people  
4<sup>th</sup> & 5<sup>th</sup> November 2010 Stirling

This high-profile 2-day event will challenge your thinking about the ways in which you organise and deliver  
To view the full programme or to book visit [www.childreninscotland.org.uk/nation](http://www.childreninscotland.org.uk/nation) For further information please contact Hannah Goodrum on t. 0131 222 2431 or e. [hgoodrum@childreninscotland.org.uk](mailto:hgoodrum@childreninscotland.org.uk)

The closing date for inclusion in August's issue is Friday 13<sup>th</sup> August 2010

W: [www.learningnetworks.org.uk/north](http://www.learningnetworks.org.uk/north) E: [learningnetworknorth@aberdeenshire.gov.uk](mailto:learningnetworknorth@aberdeenshire.gov.uk)

T: 01 888 569 200 F: 01 888 569 207

To unsubscribe from the Learning Network North click [here](#)