

CSC Development Plan Learning & Development

Lead Contact:	Keeley Boud
Directorate:	Children's Services
Service Area:	Safeguarding and Quality Assurance

1. TRANSFORMATION OVERVIEW

Background

Our recent evaluation of practice has led to an acknowledgement that the learning and development offer for social workers is poor and is not supporting practitioners across all service areas to have the skills they need to deliver consistently good practice.

Changes to the workforce demographic requires training to be delivered on a continuous basis, able to respond and adapt to new practice initiatives, research and learning from audit, practice reviews and complaints to ensure basic practice requirements are understood and embedded.

Additionally, the complexity of case work has significantly impacted upon the need to provide more specialist advanced training that meets the increasing challenges in practice. The roles in children's social work and the nature of the work is varied and the training offer needs to be robust and significant to capture the needs across all specialist service areas. This offer for example would need to include specialist training such as, front line management training, Working with persons posing a sexual/violent risk, specialist residential training, contextual safeguarding to name a few.

Summary of Proposal

The practice development team require a training budget to enable this to be achieved this should be set at £50,000. This figure takes account of the low starting position and the extent of the training required to achieve the standards required.

For example specialist training (these might change as service needs and priorities change):

This includes specialist training:

PAM's Training for 12 social workers costs with licence fees/ workbooks approx. 16K
 Decision making in S47's for managers and AP's x60 social workers approx. 3k

Person Posing Risk Training (Lucy faithful Foundation) x12 social workers approx. 4k
Assessing non abusing parents (linked to PPR) x 12 social workers approx. 4k
Reflective supervision x 50 managers/AP's approx. 3k
Typologies of domestica abuse and assessment x 80 approx 4k
Attachment /trauma x 80 practitioners approx. 4 k
Restorative practice approx. x 80 practitioners 4k
Contextual safeguarding x80 practitioners 3k
Together or Apart x20 2k
Assessing substance misuse x80 practitioners 3k

Alternative Options

The alternative is that practitioners continue to receive piecemeal training that is delivered internally by practitioners who are not necessarily skilled in the areas required

Links to Corporate Priorities

Supports the learning and growing of our staff and enables them to support the children and families of Barnsley to achieve their potential.

Links to our People strategy as t supports and enables:

- having effective leadership, values and culture
- maximising our organisational capacity and capability
- supporting staff to have a great employee experience.

Anticipated Objectives & Benefits

Having a workforce with the necessary up to date training and professional knowledge will ensure children and their families have the right support at the right time.

It will reduce drift and delay because practitioners will have the tools, knowledge, and skills to make the right decisions that deliver good outcomes for children and their families at the earliest point.

It will ensure timely skilled responses from practitioners who are supported to have the expert knowledge to be confident in their roles, getting it right the first time. Good practice costs less in the long term.

- Outcomes will improve for children and will be evidenced by timely intervention and support by practitioners with the necessary expertise
- Social work staff will be able to articulate what good practice looks like, will have up to date knowledge and skills that are evidenced in their practice
- Practitioners will be more autonomous and confident in practice and will share this learning in teams strengthening practice further
- Audit of case work will evidence consistently good practice and positive outcomes for children and their families

- A good quality training offer will support retention and continuous professional development

Implications

Our current review of practice evidences that practice is inconsistent, that practitioners do not have the necessary skills, knowledge and expertise to deliver good practice.

A failure to invest in the training and development of practitioners will risk a further decline in this position. This will result in poorer outcomes for children and their families and risk reputational damage to the council. A comprehensive continuous professional development offer with associated training is a basic expectation of professional social workers and a failure to provide this, risks a further deterioration in retention of experienced practitioners

2. PROJECT SCHEDULE

What are the provisional milestones / timescales?

Key Milestone	Start Date	Completion Date
Training programme to be identified and delivered	November 2022	Will need to be annually updated to reflect identified ongoing need

3. RESOURCES

Provide details of any anticipated resources required (IT support, office space, Project Manager, Project Team, specific skills, investment etc.)

Resources	Cost £	Recurrent?
Training Budget	£50,000	recurrently

4. EFFICIENCIES

What efficiency with the transformation deliver – minimum expected is 10%

Efficiency	Estimates (£)	

5. ADDITIONAL INFORMATION

The learning and development offer will be implemented by the Practice development team