



Scottish
Social Services
Council

February 2010

Welcome to the Scottish Social Services Council eBulletin. The eBulletin will keep you up-to-date with the latest developments, news, consultations and events.

Please feel free to forward the eBulletin. To subscribe contact Sandra Wilson at sandra.wilson@sssc.uk.com

The eBulletin is available in Word and PDF format on the [SSSC website](#)

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Last day to apply for the Care Accolades 2010

Friday 26 February is the last day to get your entry in to be in with a chance of winning a Care Accolades in 2010.

The Care Accolades are annual awards to celebrate and highlight the good work and practice that is being carried out in social services across Scotland every day and this year could be your chance to win!

All social service organisations, including day care of children services, care home services for adults and housing support across Scotland can enter their team or project for the Care Accolades. Eight accolades will be awarded to organisations who demonstrate excellence in areas such as partnership working, involving the community and personalisation.

Entering the competition is an ideal opportunity for your organisation to shine and tell everyone from the media and people who use services to employers and policy makers about the vital work that you do. Or if you know of an organisation that's doing something that's really making a difference make sure they enter.

The categories in 2010 are:

1. Investing in the workforce
2. Partnership working – adult care services
3. Partnership working – early years and young people services
4. Involving our community
5. Putting personalisation into practice
6. Service development and redesign
7. Using new or smart technology
8. Team of the year in Scotland
9. Overall winner.

The overall winner will be announced on the day from the winners of categories 1 – 8.

The Care Accolades are open to all social service organisations from the private, voluntary and local authority sector. The Care Accolades 2010 reception and lunchtime ceremony will be held on 11 June at MacDonald Highland Resort, Aviemore, hosted by TV presenter Kaye Adams.

The closing date for entries is **26 February 2010**.

Download an entry form today from the SSSC website:
<http://www.sssc.uk.com/sssc/news-and-events/care-accolades/how-to-enter.html> and make sure you post your entry by Friday 26 February 2010. Entries received at the SSSC on Monday 1 March 2010 will be accepted.

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Getting the social service workforce fit for the future



How will the social service workforce adapt to the increase in demand and changes in services over the next 10 years? Almost 250 delegates joined together to discuss this issue at the SSSC Conference on 19 February 2010 at the SECC, Glasgow.

The morning session included: the Minister for Children and Young People Adam Ingram MSP, the Chair of the Social Work Task Force in England Moira Gibb and a thought-provoking speech by renowned management thinker Professor John Seddon who challenged delegates to re-think their view on the social services systems and their regulation.

The morning session also saw delegates asking a panel of experts on their opinion on how social services will be able to move forward from 2010 to 2020. Members of the panel for The Big Questions were: Heather Gray – Chief Executive of Who Cares? Scotland; Annie Gunner Logan – Director of Community Care Providers Scotland; Frank Clark – Convenor of the Care Commission; Ranald Mair – Chief Executive of Scottish Care and Dr John Davis from the University of Edinburgh.

In the afternoon session the delegates had the opportunity to discuss how they will be shaping the future of social care and the challenges that the next 10 years will bring.

A snapshot of the conference will be available shortly on the SSSC website: www.sssc.uk.com

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Are you a manager of a school care accommodation service? We need you!

Would you like to become a member of our Registration and Conduct Sub-committees?

The Register for managers of school care accommodation services opened in November 2009.

The SSSC are now recruiting due regard members to join our Registration and Conduct Sub-committees. Applicants must be registered or eligible to register and obtain registration with the SSSC on the part of the Register for managers of school care accommodation services.

The Registration and Conduct Sub-committees deal with cases concerning the character, conduct and competence of individual workers.

Applicants must have a strong commitment to the public interest, maintaining professional standards and demonstrate good analytical and communication skills. The ability to remain focused and apply good judgement impartially in complex cases is essential.

Members will sit for about 12 days per year. Hearings are usually held in Dundee and training will be provided.

These posts are excepted under the Rehabilitation of Offenders Act 1974.

For further information or an application pack, please contact Suzie Arlett on 01382 207185 or email suzannah.arlett@sssc.uk.com

Application forms must be returned by Friday 5 March 2010.

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Scottish Care and Scottish Care at Home merger

Scottish Care now represents the largest group of health and social care independent providers in Scotland.

For more information call 01292 270240 or visit the following websites:

www.scottishcare.org or www.scahonline.org

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New online medical resource for care home workers

The Medicine and Health products Regulatory Agency (MHRA) now has a dedicated section on their website for care home workers. It includes guidance, safety alerts, and links to educational material to help staff find out more about the safe use and management of the wide range of medicines and medical devices used in care homes.

Click on the following link to visit the MHRA website:

www.mhra.gov.uk/Safetyinformation/Healthcareproviders/Carehomestaff/index.htm

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Self-directed support strategy consultation

The national strategy for self-directed support in Scotland has been developed to help take forward the personalisation of health and social care services in Scotland. The increasing numbers of people accessing social care and the range of individual needs mean that services will have to continue to become much more flexible and responsive in the future. This strategy responds to increasing interest in reshaping care and support in Scotland.

The Scottish Government is consulting on self-directed support in Scotland which aims to drive a cultural shift around the delivery of care and support that views people as equal citizens with rights and responsibilities.

The consultation ends on 7 May 2010. To view the consultation visit the [Scottish Government's website](#)

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Choice, control and recovery: a guide to self-directed support

The Mental Health Foundation has published a guide to assist people who experience mental health problems to access self-directed support. To download the free guide visit the Mental Health Foundation's website:

www.mentalhealth.org.uk/publications/?entryid5=76412&char=C

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Supporting Modern Apprenticeships

New information and guidance is available on the [SSSC website](#) to support Modern Apprenticeship (MA) candidates. The guidance will help MA candidates working through Health and Social Care (HSC) Level 3 and the Children's Care, Learning and Development (CCLD) Level 3 National Occupational Standards (NOS).

Guidance notes and examples can help candidates meet the whole of the core skills tasks where one task has not been met within the NOS.

Visit the Modern Apprenticeships section on the SSSC website for more information:
www.sssc.uk.com/sssc/education-and-training/modern-apprenticeships-health-and-social-care-and-childrens-care-learning-and-development.html

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REGISTRATION

Manager of a day care service for children? Then get cracking!

If you are a manager of a day care of children service and haven't registered with us yet, you need to submit your application for registration to the SSSC as soon as possible and by no later than **31 May 2010** so that your application can be processed before required registration begins.

We estimate that 2,703 managers still need to apply for registration.



It is vital that you do not wait until the last minute to apply for registration. Applications received after 31 May 2010 are unlikely to be processed in time for required registration.

If you don't achieve registration by the required registration date of 30 November 2010 employers may have no choice but to suspend staff, causing unnecessary disruption to services.

A special edition newsletter was sent out to all day care of children services to give more information on required registration and how you go about registering along with new **get cracking** posters and postcards. Let us know if you need more or you can download these documents by visiting the [SSSC website](#) or by contacting us, telephone 0845 60 30 891 or email enquiries@sssc.uk.com

Some managers may be registered with bodies like the General Teaching Council for Scotland but if you are not registered with another regulatory body you must register with the SSSC. For a list of regulatory bodies we accept visit: www.sssc.uk.com

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New SSSC online application form

You can now apply to register using our new interactive online application form designed to help you apply quickly and easily.

More than 50% of applications we receive on paper forms are completed incorrectly or have information missing. This means the SSSC has to contact the applicant to gather the missing information or return the form to them entirely, which can cause delays in the

processing of their application.

The interactive online application form will guide the applicant step-by-step through their application, helping them to get it right first time.

If you are a social worker, social work student or a social service worker and ready to apply for registration, you can download a copy of the online form from our website at www.sssc.uk.com

To use the form you will need Acrobat Adobe Reader version 8.0 or above and access to a printer. Once you have completed the online application form, you will need to print the form so that you can sign it and your endorser/s can endorse it.

If you want to take a break while filling in your form, or you need to go and find a piece of information, you can save your form to your computer and return to it later. All of the data you have entered will be saved and you will be returned the last page you completed.

For more information about applying for registration online, you can download our frequently asked questions and online form user guide from our website at www.sssc.uk.com or you can contact us by emailing registration@sssc.uk.com or telephoning Lo-call 0845 60 30 891.

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LEARNING AND DEVELOPMENT FOR SOCIAL SERVICE WORKERS

Funding for skills

Modern Apprenticeship Centres received details last year of what information should be submitted to the SSSC to make sure they are registered to deliver Modern Apprenticeships. Any centres that need a copy of these details should contact maenquiries@sssc.uk.com

Centres must ensure that they are registered to deliver the appropriate Modern Apprenticeships (MAs) as soon as possible as all **candidates must be enrolled by 31 March 2010**. Centres that have completed the registration process can carry forward the MA candidates' funding to complete their programmes in 2010-11.

At present, Skills Development Scotland is not able to confirm the numbers or types of MAs for 2010-11, so it is important for Modern Apprenticeship Centres to maximise uptake of MA funding for the sector in this financial period.

Also, as part of Invest in an Apprentice, any new MAs enrolled between 11 January and 26 March 2010 can draw down an additional £1,000. More information is available on the MA for business section of the SDS website, visit: www.skillsdevelopmentscotland.co.uk/

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Preparing for Change

Preparing for Change, the first national Citizen Leadership training course, is now available as a training resource.

The main aims of this course are:

- to explain the Principles and Standards of Citizen Leadership
- to develop the leadership skills of people who use services and their families
- to help create a service culture where Citizen Leadership can thrive.

The course is for:

- people who use services
- family carers
- support workers, social workers, managers and commissioners.

It consists of training materials, including exercises, handouts, and Powerpoint presentations and video clips of personal stories of the citizen leader trainers.

The training materials can be accessed here:

<http://vimeo.com/channels/citizenleadership>

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Continuous Learning Framework in practice

With more organisations now using the **Continuous Learning Framework** (CLF) there are lots of examples and stories of how the social services sector is using the CLF. We'll be adding some of these to the CLF webpage over the next few weeks:

- Key Housing have developed an excellent workbook to be used within their management development programme
- read how the Hillcrest group of companies, through Gowrie Care, are developing their plans to use the CLF and see the mind-map they have been using
- Care and Learning Alliance (CALA) are providing us with examples of their appraisal and performance systems.

We are interested in hearing all your views on how you are using the Continuous Learning Framework and we can showcase your hard work.

For an introduction to the CLF and to view the examples listed above visit our website:

www.sssc.uk.com/clf

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Literacies learning for independence

The Adult Literacies Online (ALO) website has added information on effective teaching and learning for adults with learning difficulties. The information highlights that, although literacies learning can increase the learner's potential for independence and so contribute to a major objective for the care sector, effective partnership working is essential.

Related work by Lead Scotland has produced a training course for care staff to raise awareness of literacies issues (also reported on ALO).

Learning Connections has produced [guidelines for linking learning and care](#) which contains links to all the research and training reports.

The guidelines are intended for:

- learning practitioners and managers who wish to increase the effectiveness of learning
- care practitioners and managers who wish to increase the contribution that learning

can make to the development of independence.

Learning opportunities in each local authority area are coordinated by partnerships of learning providers and other stakeholders. Contact details of key local and national contacts in the field of community learning and development can be found in the Scottish Government's national directory of contacts:

<http://www.scotland.gov.uk/Topics/Education/Life-Long-Learning/17551/directory>

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CONFERENCES AND EVENTS

Backing Young Britain! Breakfast for employers 1 March 2010

Backing Young Britain is a national campaign, bringing Government, businesses and other organisations together to create new opportunities for young people to help them through the recession. Ann McKechnie MP, Parliamentary Under Secretary of State for Scotland, and employers will discuss the real benefits to business that this campaign will bring through outlining the support and funding available and how Government can help provide opportunities to young people, whether through offering an apprenticeship, a job or experience of work.

For more information and to register please visit:

<https://register.livgroup.co.uk/event/employersbreakfast>

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The Alliance of Sector Skills Councils in Scotland 2010 employer conference 16 March 2010

Held in the Radisson Blu Hotel, Glasgow, this event will focus on the critical role workforce development has to play in boosting Scotland's productivity and organisational effectiveness, and will explore how the various elements of the skills system should work together to make sure it fits the needs of employers and individuals.

Building on the outcomes from the Workforce Development conference held in December of 2009, this event seeks to highlight the support needed for the skills that Scottish businesses require to survive the downturn and to return to growth.

To register or for more information, please visit the Alliance Scotland website:

www.sscalliance.org/Nations/Scotland/Scotland_EmployerConference.aspx

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World Social Work Day Making human rights real: the social work agenda 16 March 2010

People are making changes in their lives to improve their quality of life every day across the world and social workers are helping them. World social work day is a celebration of these achievements and an opportunity to highlight what work still has to be done for people's rights to be respected.

For more information on World Social Work Day 2010 visit the International Federation of Social Workers (IFSW) website: www.ifsw.org/p38001971.html

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What do we want from leadership? – social work and its futures 19 March 2010

The conference in London by Tavistock and Portman NHS trust will look at leadership in social work and will ask:

- what are the conditions that leaders need to create for social work staff to occupy their roles more successfully?
- under what leadership conditions will staff take more responsibility for their work, and more responsibility for leadership from within their own roles?

Speakers will include:

- Professor Andrew Cooper, Professor of Social Work, The Tavistock and Portman NHS Foundation Trust and University of East London
- Hilton Dawson, Chief Executive, British Association of Social Workers, former social worker and MP.

For more information visit the [Tavistock and Portman NHS Trust website](#)

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So you think you know me? 24 March 2010

Spark of Genius is hosting presentations on issues affecting looked after and excluded young people.

Allan Weaver, author of **So You Think You Know Me?**, Criminal Justice Social Work Manager will give a compelling talk on his life. He will offer his own thoughts on the system today and recommendations for those working with offending and vulnerable young people.

If you have an interest in best practice training of residential and educational staff groups working with looked after and/or excluded young people and would like to attend email: katrina.broadhead@sparkofgenius.co.uk

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Physical intervention and reasonable force 9 April 2010

If you would like to know more about physical restraint, require continuing professional development in this area or have a general interest in looking into this particular skill you are welcome to attend this free training day.

This session will benefit staff and management from a wide range of organisations where the work carries a risk that use of physical intervention or restraint practices may be required. Many common questions regarding restraint, physical intervention and the use of force in relation to law and guidance will be explored and explained.

For more information visit: www.dynamis-insight.com/FREE_Training_Day.html

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How do we best enable children and adults with autism lead full lives? 22 April 2010

To be held in Edinburgh, this seminar will address isolation and ignorance, learning across boundaries and across disciplines and how best do we develop effective culture, policy and practice?

For the full programme, speaker biographies, venue information and booking details visit:
www.cppseminars.org.uk/site/dpb.cfm?do=ref&fldCPPSref=AUT/295&varDetProgBiog=det

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