



Bulletin



JUNE 2005

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

If you know of any colleagues who would like to receive the eBulletin please feel free to forward it to them and encourage them to subscribe by contacting Vanessa Glenday at vanessa.glenday@sssc.uk.com



Care Accolades 2005 winners announced

The winners of the Care Accolades 2005 were recently announced at an award ceremony held in Glasgow on the 3 June.

The Care Accolades, a joint initiative by the SSSC, Scottish Executive and Care and Health recognises and promotes the excellent work being done to address the issues facing social services in Scotland today.

The ceremony, which was presented by Kaye Adams, was attended by nearly 200 people at the Radisson SAS Hotel.

Local authority, voluntary and private social service agencies across Scotland were invited to compete across five categories with the chance to become the overall winner for 2005.

There was also an individual award recognising a lifetime of achievement in social services.

The winners this year were:

Best employer in developing policies and practices to develop and retain and support staff

Winner: Glasgow City Council

Special commendation: West Lothian Council

Best involvement of people who use services in any area of the organisation's work

Winner: Fife Council Social Work Department – Lochwood Park

Best initiative to promote partnership working

Winner: Dundee Families Project

Most innovative training programme

Winner: Scottish Institute for Residential Child Care

Special commendation: South Lanarkshire Council

Best example of a development in learning for practice which reflects a spirit of creativity and innovation

Special commendation: fsu Scotland and University of Edinburgh

Overall winner

Scottish Institute for Residential Child care

Lifetime achievement winner:

Margaret McKay, Chief Executive, CHILDREN 1ST

SSSC Annual conference 2005

The conference theme this year is building a confident social service workforce and takes place on 9 November at the SECC, Glasgow. The conference will explore and challenge the following questions:

- is there a crisis of confidence in Scotland and is this reflected in the social service workforce?
- or are we moving forward as a skilled, qualified and adaptable workforce able to act with authority, compassion and confidence?

The conference will also launch the Care Accolades 2006.

Keynote speaker is Dr Carol Craig, Chief Executive of the Centre for Confidence and Well-being and author of **The Scots' Crisis of Confidence**.

The event is aimed at social service workers, employers and human resources staff and full conference details will be available shortly. To make sure you receive a booking form, please contact Vanessa Glenday on 0845 60 30 891 or by email at vanessa.glenday@sssc.uk.com

You can find out more information about the work of Dr Carol Craig at www.carolcraig.co.uk The Vanguard Programme is the Centre for Confidence and Well-being's flagship event for 2005. It is designed as a high-profile intervention with the potential to make Scotland a leading nation on the maximisation of human potential. For further information about the event please visit the Centre for Confidence and Well-being website: http://www.centreforconfidence.co.uk/events/events_vanguard.php .

The logo features a large, stylized blue letter 'D' that is open on the right side. The word 'Registration' is written in a green, sans-serif font across the top curve of the 'D'.

Registration

SSSC register opens for managers of residential child care services

The SSSC recently opened the part of the register for managers of residential child care services and relevant managers have been issued with an application pack and been invited to apply for registration. If you are a manager of a residential child care service and have not yet received your invitation to register, please contact the registration team on 0845 60 30 891.

Managers of residential child care services who are registered with one of the following relevant regulatory bodies: General Social Care Council, Care Council for Wales, Northern Ireland Social Care Council, General Teaching Council for Scotland, General Teaching Council for England, General Teaching Council for Northern Ireland, General Teaching Council for Wales, Health Professions Council, Nursing and Midwifery Council, General Medical Council, General Dental Council or are chartered members of the British Psychological Society, are not required to register with the SSSC. The Scottish Executive is currently considering how best to ensure that all managers of residential child care services are required, in due course, to meet the qualification requirements set by the SSSC for registration in the part of the Register for managers of residential child care services.

Information sessions about registration for residential child care workers

The SSSC will hold eight information sessions about registration for residential child care workers in July and August.

The sessions will focus on:

- the purpose of registration
- timescales for registering the residential child care workforce
- meeting the registration criteria, including qualifications
- the process of registration.

The sessions are:

Wednesday 13 July	11.00 – 12.30 or 13.30 – 15.00	Capital Suite, Capita Centre, 13 St Andrew Square, Edinburgh
Tuesday 19 July	10.00 – 11.30 or 13.00 – 14.30	SSSC, Compass House, 11 Riverside Drive, Dundee
Tuesday 23 August	11.00 – 12.30 or 13.30 – 15.00	Seminar Room B, Glasgow Metropolitan College, North Hanover St, Glasgow
Wednesday 31 August	11.00 – 12.30 or 13.30 – 15.00	Large Conference Room, Aberdeen Arts Centre. 33 King Street, Aberdeen

The events are free. If you would like to attend the sessions please contact Vanessa Glenday on 01382 207267 or email Vanessa at vanessa.glenday@sssc.uk.com to book a place.

Launch of Skills for Care and Development

The Sector Skills Council for the care sector – Skills for Care Development (SfCD) – was launched on 13 June at Discovery Point in Dundee. SfCD will ensure that social services take their proper place in the economy at large.

As a sector skills council, SfCD is an alliance of organisations, licensed by Government to represent the interests of some 60,000 employers and 2.5 million workers in the UK. In Scotland there are 130,000 social service workers providing services to around half a million people.

The five existing organisations are:

- the Scottish Social Services Council
- the Care Council for Wales
- the Northern Ireland Social Care Council
- Skills for Care, the former Topss England, now dealing with adult social care in England
- the Children's Workforce Development Council, also working in England.

SfCD will assist employers and provide strategic action to meet their sector's skills and business needs and address four key goals:

- reducing skills gaps and shortages
- improving productivity, business and public service performance
- increasing opportunities to boost the skills and productivity of everyone in the sector's workforce, including action on equal opportunities
- improving training provision, including apprenticeships, higher education and national occupational standards.

For more information on SfCD, please contact Edith Wellwood at edith.wellwood@sssc.uk.com

21st Century Social Work Review seeks contributions on service delivery

The independent group of 13 experts which is currently reviewing the role of social work in Scotland is now seeking views on the organisation and delivery of social care services in the future.

The 21st Century Review of Social Work has moved from its evidence gathering phase into seeking solutions for the future and is encouraging people to consider a range of questions on the planning and delivery of services, the need to increase services and manage new demand and on the use of technology in the future. The review group will make recommendations to Scottish Ministers on the future of social work services later this year.

To find out more about 21st Century Social Work Review and the second call for contributions, which ends on 22 July 2005, visit www.21csocialwork.org.uk

Development of Practice Learning Qualifications (Social Services)

The new Practice Learning Qualifications (Social Services) are a new suite of qualifications set at four different levels and aimed at supporting learning of staff and students in the workplace. They will be approved by the Scottish Social Services Council (SSSC), validated by an awarding body and delivered through the Learning Centre Networks.

The Practice Learning Implementation Group reached the conclusion that the new qualifications would be developed most effectively through the collaborative activity of interested parties rather than through a competitive tendering process. It was therefore decided to commission the Scottish Institute for Excellence in Social Work Education (the Institute) to co-ordinate and lead the development of the new qualifications based on an agreed specification.

The Institute is taking this forward in collaboration with the higher and further education sectors, employers, the SQA, service users and carers and Scottish Organisation for Practice Teaching in Social Work (SCOPT) as well as students and other related professions. In order to keep these interests informed, a wide communication network will be established with smaller groups of individuals with key skills being called upon to take on specific aspects of the work.

The Institute intends to move forward with this activity, building on previous good work in the areas of teaching and learning within the workplace. It is looking for representatives in the first instance to participate in the communication network to enable information to be as widely disseminated as possible. If you have an interest in this area and/or are willing to feedback developments to other members of staff in your organisation, please contact the Institute directly on 01382 464468 or at s.z.macdonald@dundee.ac.uk

Post-Qualifying (PQ) Consortium

The last date for registration with the PQ Consortium for Social Work in Scotland for either the PQ Award or the Advanced Award was 30 June 2005. There is a list of Frequently Asked Questions (FAQs) on our website to assist current or prospective candidates with their queries. This is the link - <http://www.sssc.uk.com/SSSC.Web/index.aspx?group=education&itemID=69>

Further information may also be obtained from the PQ Consortium for Social Work in Scotland, tel: 01786 446430 or pqswscot@hotmail.com

Autistic Spectrum Disorders (ASD) Skills sets validated

Skills Sets at levels 3 and 4 targeted at social services staff working with people with autistic spectrum disorders have been successfully validated by the Scottish Qualifications Authority (SQA) and will be available for training providers to use from the autumn.

This is an innovative, specialist award that has been developed with funding from the Scottish Executive working with the SSSC and by a group with considerable expertise in the field and which included a parent/service user.

The award has stand-alone HNC units alongside units from the new vocational qualification in Health and Social Care and it is anticipated that it will provide a valuable addition to the current awards, particularly for continuing professional development. For further information contact karen.crawford@sqa.org.uk

Leading the Way in Europe: the SCQF in the Social Services

A one day conference was held at the Edinburgh Conference Centre, Heriot Watt University on 27 April on the Scottish Credit and Qualifications Framework (SCQF) and its application within the social services sector.

The implementation of the SCQF will enable learners to plan and follow through their education and training throughout a lifetime. This very successful event was attended by 153 participants from the statutory, voluntary and private sectors, training providers, learners, and representatives from further and higher education.

Feedback from the conference will help inform the second year of the project, implementing and developing the SCQF in the social services sector. This project, based in the Scottish Social Services Council, is funded by the Scottish Executive until April 2006.

A report on the SCQF conference, keynote speeches and presentations is available on the SSSC website. This is the link <http://www.sssc.uk.com/SSSC.Web/index.aspx?group=consultations&itemID=1373> . Further information can be obtained by contacting Alison Harold at alison.harold@sssc.uk.com

Guidance for out of school care workers

In due course three parts of the Register will be opened for early education and child care workers, a part for managers/lead practitioners, a part for practitioners and a part for support workers. The categorisation of the Register is based on the functions undertaken by workers rather than on job titles. To help employers and workers in out of school care settings to determine which category of the Register is relevant for workers, the SSSC has worked with Skills Active and the Scottish Out of School Care Network (SOSCN) to develop guidance to describe some of the functions that a support worker or a practitioner would be expected to undertake in out of school care settings.

This guidance is not intended to form the basis of job descriptions and it is recognised that relevant workers may undertake a wider range of functions. However, it does identify the core functions of a support worker and a practitioner to assist in decisions about which part of the Register workers should apply for.

It is important to point out that Skills Active contributed to this work within the values and principles of playwork which underpin all work in the sector.

Support Workers

The SSSC defines support workers in early education and child care as workers who provide care and support to children.

Examples of the functions that support workers would carry out are:

- provide full care for children to go to and from out of school care including picking up from school
- provide a snack for children while adhering to and promoting healthy eating
- prepare the facility for the day's activities and arrange resources as required
- make sure the play area is tidied
- accept responsibilities for tasks that are delegated to them
- they must also understand their duties and obligations under the National Care Standards and the SSSC Code of Practice for Social Service Workers.

Practitioners

The SSSC defines practitioners in early education and child care as workers who identify and meet the care, support and learning needs of children and contribute to the development and quality assurance of informal learning activities and/or curriculum. They may also be responsible for the supervision of other workers.

Examples of the functions that practitioners would carry out are:

- take day to day responsibility in the team to ensure the children have consistent good care
- take a lead in planning the play programme for children and ensuring children are involved in the process
- work in advance of the children arriving to ensure the equipment and areas for play are appropriately stocked and are safe
- take some responsibility for other workers where appropriate including supervising day to day activities
- they must also understand their duties and obligations under the National Care Standards and the SSSC Code of Practice for Social Service Workers.

If you have any queries contact Frances Scott on frances.scott@sssc.uk.com or Maureen McKissock at SOSCN on maureen_mckissock@soscn.org

Scottish Practice Learning Project (SPLP)

The Scottish Practice Learning Project is now a year old. Much has been achieved in that time and we invite you to visit our website at www.splp.uk.com for updates on all our work.

We have been working hard on developing systems to collate data. Universities provide information as part of the new practice learning funding arrangements and this is already beginning to assist in building a more robust picture of where, across the sector, practice learning is taking place.

In the six months ending on 31 March 2005:

- A total of **65,655** days of practice learning were undertaken across Scotland
- **65%** were in local authority settings
- **35%** were in the independent sector
- **1,504** students undertook practice learning
- **89%** were on DipSW programmes
- **11%** were on the new honours degree or a postgraduate equivalent
- **8%** were on fast track routes.

A growing picture is emerging which will be invaluable in mapping future requirements locally and nationally.

Further details on all the work of the SPLP are on our website at www.splp.uk.com and in our regular newsletter and Ebulletin. If you would like to receive these or have any other queries please contact enquiries.splp@sssc.uk.com



**Featured
Organisation**

learndirect scotland for business

learndirect scotland for business guides hard-pressed employers through the maze of training opportunities, helps them get the best from their people and allows Scotland's businesses to respond quickly to the modern economy's ever-changing skills needs.

The free service, backed by the Scottish Executive, was established to help Scottish businesses access vital training for the workforce, at a time when skills gaps are the subject of much concern to employers.

A team of training partners, based across the country, works with employers to identify the best possible training solutions to suit their needs, budget and location. This free service can save organisations time and money by sourcing flexible, cost-effective traditional or online training solutions that are relevant to their business.

The training partner will:

- conduct a business needs assessment and ascertain the company's attitudes to training, potential barriers, and the priorities
- signpost to - or liaise with - partner agencies where more in-depth analysis is needed (for example, funding or training needs analysis)
- source appropriate courses using the learndirect scotland national learning opportunities database and knowledge of local provision such as learning centres
- produce a training solutions document with course suggestions and useful information
- maintain contact through regular reviews
- assist with the adoption of e-learning, where appropriate.

As well as pinpointing the relevant courses for the skills the workforce needs, the training partner will seek to identify the type of training that best suits the client's business.

To find out more about learndirect scotland for business, or to contact a local training partner, call 08456 000 111 or e-mail info@lds4b.com