

# Report

## 4

Report to:	<b>Clyde Valley Learning and Development Joint Committee</b>
Date of Meeting:	<b>3 October 2011</b>
Report by:	<b>Chair of Clyde Valley Learning and Development Project Implementation Steering Group</b>

Subject:	<b>Clyde Valley Learning and Development Project - Shared Services Update Phases 2 and 3</b>
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### 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Joint Committee on progress achieved in the work areas identified in phases 2 and 3 of the project

### 2. Recommendation(s)

2.1. The Joint Committee is asked to approve the following recommendation(s):-

- (1) that the progress which has been achieved so far in relation to phases 2 and 3 of the project be noted.

### 3. Background

3.1 Phase 1 of the Project has been completed and progress reported at previous meetings of the Joint Committee. Phase 1 learning and development activities continue to be implemented on an ongoing basis.

3.2 Priorities over the past 3 months have focused on the following subject areas:-

- ◆ ongoing development of e-learning and associated infrastructure
- ◆ social care training
- ◆ establishment of a Clyde Valley work stream for Education Services

3.3 In addition, the work of the Equalities sub-group has been revisited through the development of two business cases for further development. These focus on:-

- ◆ updating e-learning training on basic awareness of equality and diversity
- ◆ equality impact assessment

### 4. Progress to Date

#### 4.1 Development of E-Learning and Associated Infrastructure

4.1.1 All 8 Member Councils are now up and running with their e-learning management systems (Brightwave). Live systems are also running in 10 of the Associate Member Councils (Aberdeen City, Angus, Clackmannanshire, Dundee City, Edinburgh City, Falkirk, Highland, Midlothian, Shetland and South Ayrshire Councils).

- 4.1.2 The e-learning sub group has now changed the focus from the establishment of the infrastructure to development and sharing of content. The regular meetings of the group together with the Clyde Valley's online Community of Practice provide the opportunities to identify individual council e-learning priorities and to share and customise these across the group.
- 4.1.3 The Clyde Valley Learning and Development Group's Community of Practice continues to be actively used as a means of sharing content, information and best practice. The Community now has 200 members drawn exclusively from Member and Associate Member Councils. The Community has also provided an effective vehicle for problem solving, which in turn reduces the dependency on support charges from the platform supplier, Brightwave.
- 4.1.4 Further analysis of the usage across the Clyde Valley is contained in a separate report.

## **4.2 Social Care**

- 4.2.1 The 3 areas of work identified by the Clyde Valley Health and Social Care Collaborative Group remain the focus of attention for the Social Care Sub-group. These are:-

- ◆ Behaviour management training
- ◆ Development of e-learning for Health and Social Care
- ◆ SVQ provision in Health and Social Care

## **4.3 Behaviour Management Training**

- 4.3.1 Following discussions with the Scottish Qualifications Authority (SQA), a business case to develop a national qualification, a Professional Development Award (PDA) in Behaviour Management, was approved with a projected launch date of 2012.
- 4.3.2 A Quality Development Team (QDT) was established to develop relevant units, supporting materials, a project plan and to agree proposed timescales. To ensure a broad, national coverage the team included representatives from SQA, Clyde Valley Councils, Aberdeen City Council, East Ayrshire Council, Scottish Social Services Council (SSSC), Barnardos, Kibble, and NHS Education for Scotland (NES).
- 4.3.3 The QDT has met at regular intervals to work on the structure/specifications of the award, select existing relevant units and has set up a small short-term group to develop new units. Two specific units have been written for the practice component of the award – one for adults and one for children and young people.
- 4.3.4 It is anticipated that candidates will be required to complete a re-assessment unit within two years of completion of the PDA with working practice refreshed annually as a mark of good practice. This responsibility would fall to the employer/delivering centre.
- 4.3.5 Representatives from the QDT have arranged to meet with the British Institute of Learning Disabilities (BILD) to ensure that the new award is aligned to industry standards.
- 4.3.6 Item 7 on the agenda will give the opportunity for a representative from SQA to make a short presentation to the Joint Committee to provide a perspective of progress on the development of the award.

#### **4.4 Development of e-learning for Health and Social Care**

4.4.1 Small, short-term work groups have been established and work is underway to produce e-learning for the following subject areas:

- ◆ case recording – draft script for this course in progress. The theme for this course will be a case study of a family with various issues for the social worker to consider. Design of course and topics have been allocated to group members for development before the next meeting of the group on 4 October 2011.
- ◆ dementia, basic awareness – communication element of this course still to be finalised. A meeting has been held with South Lanarkshire Council graphics section regarding inclusion of a short film to highlight areas of good / bad practice in communication skills. Projected date for this work has been given as end of October 2011.
- ◆ alcohol related brain damage – a business case has been completed to support the request for this training. It is anticipated that the course will be an awareness course for all staff who support alcohol related brain damaged clients. The course would aim to improve staff understanding of alcohol related brain damage and enhance confidence in dealing with clients. The development of e-learning training will be the most cost effective way to deliver training to all social work staff.

#### **4.5 SVQ Provision in Health and Social Care**

4.5.1 The programme, established in late 2010, by Glasgow City Council Social Work Services department to deliver SVQs in Health and Social Care, continues to prove successful. SVQs at levels 2 have been delivered for South Lanarkshire Council and at level four for South Lanarkshire and Inverclyde Councils. In addition, Glasgow City Council is also providing internal verification services on behalf of South Lanarkshire Council for 2 level 4 SVQ units.

4.5.2 South Lanarkshire Council has further commissioned delivery of SVQs at levels 2, 3 and 4 and PDA in supervision in a rolling programme over the next 2 years. The next cohort of 50 candidates to commence in September 2011.

4.5.3 Inverclyde Council has also commissioned level 4 and a PDA in supervision.

4.5.4 A new partnership known as the Clyde Valley Assessment Centre, comprising of East Renfrewshire, Glasgow and Renfrewshire Councils has now been established. A Clyde Valley operational protocol has been discussed whereby individual Councils will retain control of their own staff and qualifications.

4.5.5 Additional benefits to the Clyde Valley lie in establishing a consistent approach with the highest standards of quality assurance and achieved outcomes to meet service delivery requirements across the board.

#### **5. Other developments in Social Care training**

5.1 Practice Teaching Placements – at the annual general meeting of the Scottish Social Services Learning Network West on 24 June 2011, it was agreed that the network would continue in the immediate short term. Further proposals and a revised business plan for the network has been discussed at a special general meeting on 27 September 2011.

5.2 The proposals include the collaboration with the Clyde Valley Group and a further 5 West of Scotland authorities to provide a 3 year solution to the coordination of practice teaching placements. This approach has brought new investment of

£68,750 per annum from the member universities which would otherwise be required from local authorities.

## **6. Phase 3 Developments**

### **6.1 Learning and Development in Education**

6.1.1 Subject areas identified for development are

- ◆ leadership development in teaching
- ◆ Curriculum for Excellence
- ◆ GLOW (the Education Services' bespoke intranet/knowledge management system)

6.1.2 Progress and planning objectives for this work stream are covered in a separate paper.

## **7. Employee Implications**

7.1 In each of the above developments it is anticipated that there will be significant savings to the Clyde Valley Councils in employee time.

## **8. Financial Implications**

8.1 Developments will result in financial benefits categorised as both savings (in cash and/or time) and in cost avoidance (based on a business case for new developments).

## **9. Other Implications**

9.1 The limited risks of this collaborative approach to learning and development are covered in the Minute of Agreement between participating authorities.

## **10. Equality Impact Assessment and Consultation Arrangements**

10.1 No immediate action required.

10.2 The Implementation Steering Group continues to meet on a regular and frequent basis and consultation on progress and implementation issues are regularly discussed.

**Gill Bhatti**

**Chair**

**Clyde Valley Learning and Development Project Implementation Steering Group**

15 September 2011

### **Previous References**

Minutes of 14 March 2011 (Paragraph 5)

### **List of Background Papers**

Clyde Valley EGF Training Bid

NBSS Clyde Valley Consortium Submission - November 2006

NBSS Clyde Valley Consortium – Secondary Paper - December 2006

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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