



Darlington Borough Council

Children and Adults Services

Consolidating Good Practice – Darlington Children’s Services Improvement Plan 2015-2017

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Workforce Development Commissioner

January 2016

Appendix 1. Darlington Borough Council – Children and Adults Services

Consolidating Good Practice – Training and Development

Training and Staff Development is an integral element of Darlington Children's Services Improvement Plan.

The Consolidating Good Practice Training and Development Plan builds on current training and development provision and provides a maximum impact programme of support, centred on specific agreed areas of need highlighted in the Darlington Children's Services Improvement Plan 2015-2017

This programme of internally delivered, partnership delivered and where appropriate commissioned activities and support offers targeted learning and development sessions.

This document outlines programme details in term of:

- Training/Workshop/Briefing Title: (the name of the session that is being delivered)
- Dates/Times: (of the above)
- Venue: (where the session/s will take place)
- Requirements: (what are the equipment requirements – e.g. laptop/projector/flipchart)
- Facilitator: (who is delivering the session/s)
- Aimed at: (who the session aimed at – staff/practitioners)
- Numbers: (Minimum Participants / Maximum Participants)
- Session Aims: (brief outline of Aims/Objectives of the session)

Workforce Development will also be coordinating a series of short Internal Training/Briefing sessions titled 'Lite Bites' as part of the core Training Directory.

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Journey of the Child

Training/Workshop/Briefing Title: The Journey of the Child				
Dates/Times/Venue: Date – 22 nd January 2016 Time – 9.00am -12.30pm Venue – Dolphin Centre Seminar Room ...or Date – 22 nd January 2016 Time – 2.00pm - 4.30pm Venue – Dolphin Centre Seminar Room ...or Date – 29 th January 2016 Time – 9.00am -12.30pm Venue – Dolphin Centre Meeting Room ...or Date – 29 th January 2016 Time – 2.00pm - 4.30pm Venue – Dolphin Centre Meeting Room	Facilitator: Pixley Clark and Colette Elliot Cooper – Darlington Borough Council	Requirements: <ul style="list-style-type: none"> • Laptop • Projector • Flipchart and Pens Numbers: <ul style="list-style-type: none"> • Minimum Participants - 12 • Maximum Participants - 15 	Aimed at: Area teams, MASH and CAP Social Workers	Session Aims: ‘Best practice in recording’ – the session identifies the essential features of good practice in planning and recording progress and achievement via the journey of the child.

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Leadership and Management

Training/Workshop/Briefing Title: Leadership and Management – Action Learning Sets (ALS)				
Dates/Times/Venue: Dates: <ul style="list-style-type: none"> Monday 1 February Monday 29 February Monday 18 April Tuesday 3 May Monday 6 June Monday 4 July Monday 8 August Monday 5 September Times: <ul style="list-style-type: none"> AM – Group 1 PM – Group 2 Venue: <ul style="list-style-type: none"> All sessions at North Lodge 	Facilitator: <ul style="list-style-type: none"> Stephen Mason (Reconstruct Training.) http://www.reconstruct.co.uk/	Requirements: <ul style="list-style-type: none"> Laptop Projector Flipchart and Pens Numbers per ALS: TBC	Aimed at: Social Work Managers	Session Aims: Day 1: <ul style="list-style-type: none"> Issues identified in DBC Improvement Plan Recognise Leadership and Management issues faced and focus on how these issues will become the emphasis for the ALS's. What is Action Learning – outline of the process Creating the ALS's and outline some of the issues identified Day 2 to Day 7: <ul style="list-style-type: none"> recap on the issues identified in the previous session and practical responses (the start of a creation of a bespoke 'Darlington Action Log') Action Learning Set process Day 8: <ul style="list-style-type: none"> bringing together of all learning throughout the programme, outline successful actions taken, where improvements will happen, development of teams, recognising where the managers have self-developed, etc. Outline and sharing of 'Darlington Action Log' Sustainability and next step action development

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Risk Assessment

Training/Workshop/Briefing Title: Risk Assessment				
<p>Dates/Times/Venue:</p> <p>Date: April 2016 Time – 9.30pm to 4.00pm Venue – TBC</p> <p>...or</p> <p>Date: May 2016 Time – 9.30pm to 4.00pm Venue – TBC</p> <p>...or</p> <p>Date: June 2016 Time – 9.30pm to 4.00pm Venue – TBC</p>	<p>Facilitator:</p> <p>Reconstruct Training</p> <p>http://www.reconstruct.co.uk/</p>	<p>Requirements:</p> <ul style="list-style-type: none"> • Laptop • Projector • Flipchart and Pens <p>Numbers:</p> <ul style="list-style-type: none"> • Minimum Participants – 15 • Maximum Participants – 25 	<p>Aimed at:</p> <p>Children’s Services Social Workers</p>	<p>Session Aims:</p> <p>To enhance understanding of the Continuum of Need levels and indicators relating to children and their families and how these link to effective assessment, risk analysis, decision-making and planning.</p> <ul style="list-style-type: none"> • To improve the quality and consistency of risk assessment practice. • To apply learning from serious case reviews to analysis and decision-making. • To engage parents/carers in sustained change that improves the welfare and outcomes for a child.

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Assessment and Analysis

Training/Workshop/Briefing Title: Assessment and Analysis				
<p>Dates/Times/Venue:</p> <p>Date: April 2016 Time – 9.30pm to 4.00pm Venue – TBC</p> <p>...or</p> <p>Date: May 2016 Time – 9.30pm to 4.00pm Venue – TBC</p> <p>...or</p> <p>Date: June 2016 Time – 9.30pm to 4.00pm Venue – TBC</p>	<p>Facilitator:</p> <p>Angela Stanton - Reconstruct Training</p> <p>http://www.reconstruct.co.uk/</p>	<p>Requirements:</p> <ul style="list-style-type: none"> • Laptop • Projector • Flipchart and Pens <p>Numbers:</p> <ul style="list-style-type: none"> • Minimum Participants – 15 • Maximum Participants – 25 	<p>Aimed at:</p> <p>Children’s Services Social Workers</p>	<p>Session Aims:</p> <ul style="list-style-type: none"> • Identify the components of gathering and collating information for assessment, identifying risk • Identify the knowledge, skills and values required for analysis and the exercise of professional judgement. • Critically analyse available information, form judgements, plan and make decisions

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Planning and Intervention

Training/Workshop/Briefing Title: Planning and Intervention				
Dates/Times/Venue: Date: April 2016 Time – 9.30pm to 4.00pm Venue – TBC ...or Date: May 2016 Time – 9.30pm to 4.00pm Venue – TBC ...or Date: June 2016 Time – 9.30pm to 4.00pm Venue – TBC	Facilitator: Angela Stanton - Reconstruct Training http://www.reconstruct.co.uk/	Requirements: <ul style="list-style-type: none"> • Laptop • Projector • Flipchart and Pens Numbers: <ul style="list-style-type: none"> • Minimum Participants – 15 • Maximum Participants – 25 	Aimed at: Children’s Services Social Workers	Session Aims: <ul style="list-style-type: none"> • To develop social workers’ understanding of the Framework for the Assessment of Children in Need and their families (DH et al, 2000) and Working Together (2013) and enhance their skills in conducting assessments of children’s needs. • Participants will be offered the opportunity to gain knowledge and understanding of the dimensions of: • Children and young people’s developmental needs including whether they are at risk of harm • Parenting capacity and ability to meet child’s specific needs • Impact and influence of family, community and environmental factors • Ensuring assessments are timely, transparent and proportionate to need • Approaches to undertaking direct work with children and families in order to gather information • Approaches to working with other professionals and agencies when undertaking assessments • Recognition that assessment is an ongoing process which should guide future planning/intervention • Development of skills in analysing information, forming evidence based judgements and decision making

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Getting to Good – Seminar

Training/Workshop/Briefing Title: Getting to Good – dates/details tbc by Alison				
Dates/Times/Venue: Date – Time – Venue –	Facilitator:	Requirements: •	Aimed at:	Session Aims:

Social Work Summit – Seminar

Training/Workshop/Briefing Title: Social Work Summit – dates/details tbc by Alison				
Dates/Times/Venue: Date – TBC Time – TBC Venue – TBC	Facilitator:	Requirements: •	Aimed at:	Session Aims:

Social Work in Darlington...the context – Briefing

Training/Workshop/Briefing Title: Social Work in Darlington...the context – dates/details tbc by Alison				
Dates/Times/Venue: Date – TBC Time – TBC Venue – TBC	Facilitator: (Suzanne Joyner / Alison Murphy) – TBC	Requirements: • tbc	Aimed at: Children's Services – Social Workers	Session Aims: • An outline of how National Policy and National Social Work/Working with Children, Young People and Families Context relates to local working practice and the direction of travel for Children's Services in Darlington

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Working with Gypsy and Traveller Communities

Training/Workshop/Briefing Title: Working with Gypsy and Traveller Communities				
<p>Dates/Times/Venue:</p> <p>Date – 9th March 2016 Time – 9.30am – 4.30pm Venue – Dolphin Centre Studio</p> <p>...or...</p> <p>Date – 22nd March 2016 Time – 9.30am – 4.30pm Venue – Morton Park Business Centre</p> <p>...or...</p> <p>Date – 13th April 2016 Time – 9.30am – 4.30pm Venue – TBC</p> <p>...or...</p> <p>Date – 11th May 2016 Time – 9.30am – 4.30pm Venue – TBC</p> <p>...or...</p> <p>Date – 9th June 2016 Time – 9.30am – 4.30pm Venue – TBC</p>	<p>Facilitator:</p> <p>Richard O’Neil (Lollobal Storytelling & Training)</p> <p>http://www.globallink.org.uk/arts-globaldimension/artist.php?artistid=13</p>	<p>Requirements:</p> <ul style="list-style-type: none"> • Laptop • Projector • Flipchart and Pens <p>Numbers:</p> <ul style="list-style-type: none"> • Minimum Participants – 15 • Maximum Participants – 25 	<p>Aimed at:</p> <p>Children’s Services – predominantly Social Workers</p>	<p>Session Aims:</p> <p>Development of – relationship building, supporting communities, understanding need, communication, cultural issues, history, discrimination, spiritual and religious issues, traditions, language, trust, experiences, attitudes to education/employment, gender issues and values.</p>

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Legal Training Programme

Training/Workshop/Briefing Title: Section 7 Report Writing – Private Law Training				
Dates/Times/Venue: Date – 10 th Dec 2015 Time – 9.30am – 1.00pm Venue – The Studio, Dolphin Centre ...or... Date – TBC Time – 9.30am – 1.00pm Venue – The Studio, Dolphin Centre ...or... Date – TBC Time – 9.30am – 1.00pm Venue – The Studio, Dolphin Centre	Facilitator: CAF/CASS – Patrick Lynn www.cafcass.gov.uk	Requirements: <ul style="list-style-type: none"> • Flipchart and Pens • Projector 	Aimed at: Children’s Social Workers	Session Aims: This workshop will look at: <ul style="list-style-type: none"> • use of evidence based tools to inform clear analysis, including tools for direct work with children & interviews with adults, as well as post interview • use of relevant, up to date research • making robust recommendations: menu of options • impact of Child Arrangement Programme (CAP) on Private Law At the end of the session delegates will: <ul style="list-style-type: none"> • feel more confident to deliver clear, concise & analytical reports with robust & child centred recommendations • increase professional knowledge of the CAP & understanding of Section 11H Orders including Activity Directions.

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Legal Training Programme

Training/Workshop/Briefing Title: <ul style="list-style-type: none"> - Children Act 1989 - Court Reporting - Leaving Care - Placement and Adoption - Public Law Outline - MCA DoL's - Special Guardianship - Mock Trial - Working Together Overview 				
Dates/Times/Venue: Date – delivery dates tbc. Time – TBC Venue – TBC	Facilitator: Nicola White – Darlington Borough Council	Requirements: <ul style="list-style-type: none"> • Flipchart and Pens • Laptop • Projector 	Aimed at: Children's Services	Session Aims: <ul style="list-style-type: none"> • TBC

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Reflective Practice

Training/Workshop/Briefing Title: Sandstories				
Dates/Times/Venue: Date – delivery dates TBC on 28 th Jan. Time – TBC Venue – TBC	Facilitator: Sue Woolmore – Sandstories http://www.sandstories.co.uk/about-us/	Requirements: <ul style="list-style-type: none"> • Flipchart and Pens • Laptop • Projector 	Aimed at: Children’s Social Workers and Multi Agency Partners This course is ideal for anyone working on the frontline with families, or involved in the supervision and support of those who do.	Session Aims: <ul style="list-style-type: none"> • To explore strategies for maintaining a child centred and ‘authoritative’ approach with resistant families, without losing empathy and compassion • To recognise the characteristics and behaviours of families and professionals who are engaged in a ‘resistant’ relationship • To recognise ‘disguised compliance’ in families, particularly where child neglect is a concern • To outline the importance of attachment history in family behaviours will be ever apparent • To outline the crucial role of reflective supervision for frontline practitioners will be reinforced • To explore the impact of fear and stress on infant resilience and survival <p>The training creates a safe, reflective space in which to explore some of the most deep rooted and familiar stories in our professional lives. The focus of the sessions will be Reflective Practice with Children’s Social Workers.</p>