

A Guide To...

Blaenau Gwent Social Care Partnership

Membership Pack



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Background To The Social Care Partnership

The Blaenau Gwent Social Care Partnership was established in 2003.

It was set up following a Welsh Assembly Government (WAG) guideline that recommended that in each Local Authority area a Social Care Workforce Development Partnership (SCWDP) be established.

WAG determined that the Social Care Workforce Development Programme would have responsibility for the progress of training and development for all staff employed in the Social Care Sector. This will include staff in the voluntary, independent and statutory sectors. The WAG guidance emphasises that the Social Care Workforce Development Programme should focus on the planning, resourcing, delivering and evaluation for all training across the Social Care Workforce.

A five-year workforce development strategy has been developed and this is updated each year.

We have also developed ongoing collaborative arrangements with the nine other local authorities in the South East Wales region (SCiPSE) to put on joint training that partnerships can access.

Aims & Objectives of the Partnership

The Aim of the Social Care Partnership:

“To promote a ‘one sector-one workforce’ by working in partnership to develop a co-ordinated range of workforce development and training opportunities for social care & support services staff”

Objectives:

1. To work co-operatively with health and social care providers to identify the training and development needs of the social care and support workforce in Blaenau Gwent.
2. To gather workforce data using the Care Council Workforce Template on an annual basis.
3. To agree a 5 year strategic plan for the Blaenau Gwent Social Care Partnership and review this each year.
4. To agree an annual Business Plan that meets the needs of the partnership and the identified training needs.
5. To monitor and evaluate progress against national training requirements.
6. To monitor and evaluate social care training provision within Blaenau Gwent.
7. To support the development and delivery of good quality and affordable training and staff development provision which will be accessible to all Partnership members.
8. To commission training in line with the identified training needs and make at least 25% available to the partners, free or at a reasonable cost.
9. To explore and access alternative sources of funding for training and development.
10. To work co-operatively with the Social Care in Partnership South East Wales (SCiPSE) regional group and neighbouring authorities to improve responses to identified workforce issues to develop career pathways for workers in social care.
11. To work together to raise the profile of the social care workforce in Blaenau Gwent.

SCWDP Grant

Blaenau Gwent receives a grant allocation (70%) called Social Care Workforce Development Programme (SCWDP) from the Welsh Assembly Government each year, to support training and workforce development on Social Services and the local Social Care Partnership. To receive this grant the Local Authority must match the indicative grant with 30% to give a grant supported expenditure.

In addition the Local Authority is expected to provide further additional money from the Social Services budget to meet national qualification targets.

Who Is Eligible To Join?

The Partnership is open to any organisation providing social care and support services, educational/training providers, health care services, and local authority commissioned social care services within Blaenau Gwent.

Full Partnership Events are held bi-monthly at the Training Centre in Tredegar. These cover a range of topics of interest to the members.

The Partnership also has a Management Board that is comprised of representatives from:

- Voluntary Sector
- Domiciliary Sector
- Registered/Nursing Home Sector
- Residential Care Home Sector
- Health Sector
- Educational/ training provider
- Blaenau Gwent County Borough Council
 - Administrator/Co-coordinator of the Partnership
 - Workforce Development Manager
 - Service Manager Performance and Development
 - Contracts and Commissioning Manager

The purpose of the Management Board is to oversee the implementation of the annual Partnership Business Plan, including monitoring and reviewing progress of individual action plans, and leading on certain aspects of the plan. It also sets and plans the agenda for the bi-monthly Partnership Events.

Membership of the Management Board will normally be for 2 years (to be reviewed annually). Representation on the Board of at least one member from Local Government and 2 members from other agencies are required for quoracy. No more than 16 representatives are required on the Management Board.

Management Board meetings are held bi-monthly in advance of the Partnership Events.

Management Board members from voluntary agencies and Private Providers will be awarded a training voucher to the value of 1 training place (currently worth £35.00) per meeting that they are in attendance as a thank you for their contribution and time given.

How To Join

To become a member you should telephone Deborah Gibbons, Workforce Development Support Officer who is the Partnership Administrator/Co-ordinator on (01495) 357877, or email deborah.gibbons@blaenau-gwent.gov.uk.

You will then receive a membership form to complete, alternatively a copy of this form is available on the Blaenau Gwent Website ([link](#)). The information you provide will be used to enable us to communicate effectively with you and also provide us with details on your organisation for our records.

Once the membership form has been completed and returned you will be sent additional detailed information about the partnership and how you can access the training programmes.

Further information and updates will be distributed at Partnership Events and also sent out regularly by post or email, alternatively please check out our Social Care Partnership website link: <http://www.blaenau-gwent.gov.uk/health/8888.asp>.

The Benefit's You Can Receive By Becoming A Member

The advantages that your organisation will gain from being a member of the Social Care Partnership are:

- You will receive regular flyers about forthcoming social care training programmes and events. Alternatively, you can also view the Training Calendar and nominate by accessing the Social Care Partnership website.
- Subsidised/free places on training courses, including social care induction.
- Subsidised cost of hire of the training rooms at the Training Centre.
- You will receive one training voucher to the value of £30.00 (which covers the cost of one training place) for each Partnership event that you are in attendance. There is an opportunity for you to gain a total of £180.00 for the year.
- Notes/agenda's for the Partnership Events.
- A copy of the Annual Business Plan and regular Training Calendar updates.
- Receive regular SCIPSE information.
- Access to workforce development information, and network with colleagues in the same sector and share good practice.
- An opportunity to input your views on strategies and policies.
- Participate in a sector wide annual Training Needs Analysis and workforce data collection so that collective commissioning of training is improved.
- Set standards for human resource management throughout the sector so that the workforce has common high quality characteristics and is maintained at a stable level.
- Maintain common and consistent principles, which underpin the social care workforce such as equal opportunities and human rights.
- Sources of help and information (within the Partnership and elsewhere).
- Learn about new policy, guidelines and good practice in workforce development.
- An opportunity to influence Welsh Assembly Government policies and guidelines.

What Is Expected Of You As A Partnership Member?

We hope that as a member you will want to get involved in the Partnership to help shape and improve its operation. In doing so, you will be contributing to improving the competency of the social care workforce across the whole of the sector in Blaenau Gwent. In particular we would encourage you to:

- Attend at least 2 Partnership Events per year.
- Share good practice with others.
- Engage in debate about important issues affecting the social care sector.
- Provide workforce data, including professional qualifications attained on an annual basis.
- Provide information about training needs on an annual basis.
- Become involved in sub groups to further develop common training and influence workforce development programmes.
- Get involved (if you so wish) in running training courses for the Partnership, in line with your areas of expertise.
- Collaborate with other members to provide training courses.
- Share training resources/facilities/equipment with other members.

Date, Time & Venue of Future Partnership Events

Below are the dates that have been set for future Partnership Events up until September 2010.

Dates	Time	Venue
Tuesday 8 th September 2009	10.00am – 12.30pm	Social Services Training Centre, Tredegar
Tuesday 17 th November 2009	10.00am – 12.30pm	Committee Rooms 3, 4 & 5, Civic Centre, Ebbw Vale, NP23 6XB
Tuesday 12 th January 2010	12.30am – 4.30pm	Ebbw Vale Learning Action Centre, James St, Ebbw Vale, NP23 6JG
Tuesday 9 th March 2010	10.00am – 12.30pm	Social Services Training Centre, Tredegar
Tuesday 11 th May 2010	10.00am – 12.30pm	Social Services Training Centre, Tredegar
Tuesday 13 th July 2010	10.00am – 12.30pm	Social Services Training Centre, Tredegar
Tuesday 14 th September 2010	10.00am – 12.30pm	Social Services Training Centre, Tredegar

Administration Contact Details

Alan Wilson	Workforce Development Manager E-mail: alan.wilson@blaenau-gwent.gov.uk
Ceri Gay	Senior Workforce Development & Planning Officer E-mail: ceri.gay@blaenau-gwent.gov.uk
Jeff Price	Workforce Development Officer E-mail: jeff.price@blaenau-gwent.gov.uk
Deborah Gibbons	Workforce Development Support Officer E-mail: deborah.gibbons@blaenau-gwent.gov.uk
Katrina Davies	Workforce Development & Planning Support Officer E-mail: katrina.davies@blaenau-gwent.gov.uk
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Wendy Billett	Vocational Training Officer E-mail: wendy.billett@blaenau-gwent.gov.uk
Kay Davies	NVQ Peripatetic Assessor E-mail: Kay.Davies@blaenau-gwent.gov.uk

**Social Care Training Centre
Church Square
Tredegar
NP22 3EA**

**Tel: (01495) 354720
Fax: (01495) 354673**

**Hyperlink to Social Care Partnership Website:
<http://www.blaenau-gwent.gov.uk/health/8888.asp>**

Charging Procedure

We would like to be able to provide all training courses free of charge but our limited budget does not allow us to do that. Any training that social service employed staff (who have the relevant expertise) are able to deliver is free of charge. Where there is a need to commission external trainers is when there is a charge for courses although this is at a discounted rate.

Each course flyer states what the cost of the course will be. The standard cost per training day is £35.00 per person although this may vary depending upon the cost of the external trainer.

Participant's who fail to notify the Training Centre at least 1 working day in advance that they cannot attend, will be charged £35.00 per day (even if the course was free). This is to encourage full course attendance and therefore avoid having to run them again. Replacements for someone who cannot attend will be allowed on the day.

Achievements So Far

Social Care Partnership Induction Programme....

Is now also known as 'Preparing for the role of a Care Worker', This is an 11 day modular programme for all new care staff entering the social care sector. The programme has been jointly developed, facilitated and delivered by the Social Care Partnership in Blaenau Gwent. This is an excellent example of partnership and innovative joint working in striving for "One sector, one workforce"

The comprehensive programme raises awareness and builds confidence among participants. The programme is linked to the standards for Health and Social Care NVQ's and five of the modules received City and Guilds accreditation in June 2008. The programme is the first social care induction in Wales to achieve this. Care workers who complete the programme gain a City and Guilds accredited certificate. 54 Care Workers have currently achieved the certificate so far.

Providers of care have benefited in that all new employees through the programme have a sound core value base and a general understanding of the principles of work in front line care, impacting on retention as well as raising standards in the quality of care provision.

Blaenau Gwent Local Authority and its Partnership members understand and appreciate the importance of a good induction for new Care Workers and strive to improve standards across the sector. The programme was submitted for a Social Care Accolade of which it reached the short listing stage beating many other applicants who had submitted applications for the Accolade.

Blaenau Gwent has also made presentations about the programme to regional groups and now other local authorities are looking to introduce similar programmes for their newly recruited staff.

94 participants successfully completed the course between 2006 and May 2008, which is before the period of the programme becoming accredited. Since accreditation in June 2008, 54 participants have successfully completed the course.

Training Provided

From January 2009 – December 2009, 930 members of staff from partnership organisations attended training courses with over 99.62% participation satisfaction rating compared to figures from January 2008 – December 2008, 943 members of staff from Partnership organisations attended training courses with over 98% participation satisfaction rating.

Partnership Expansion

There are now over 60 members of the Blaenau Gwent Social Care Partnership and participation at Partnership events has continued to increase.

Looking Forward

The Workforce Development Team in Partnership with members of the Social Care Partnership are committed to developing a common approach to training and staff development, utilising or identifying funding that will help us to deliver excellent service to our service users. This can only happen if we work together to produce workforce development programmes that are transparent, maximise funding available, make efficient use of the Training Centre, promote the benefits of partnership working, and provide feedback about what can be improved, as well as effective transfer of learning to the workplace.

The Social Services Senior Management Team has identified that training and staff development is a high priority in its drive towards raising the standards of practice and service delivery in Blaenau Gwent. It is committed to supporting the work of the Partnership and will endeavour to identify additional resources to support its strategy.