



Title of paper:	Refresh of the Children's Partnership Core Development Standard and the Priority Families Training Programme	
Report to:	Nottingham Children's Partnership Board	
Date:	30 September 2015	
Relevant Director:	Candida Brudenell, Strategic Director of Early Intervention	Wards affected: All
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Relevant Children and Young People's Plan (CYPP) priority or priorities:

Safeguarding and supporting children and families: Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties and provide a safe environment in which to thrive.	X
Promoting the health and wellbeing of babies, children and young people: From pregnancy and throughout life, babies, children, young people and families will be healthier, more emotionally resilient and better able to make informed decisions about their health and wellbeing.	X
Supporting achievement and academic attainment: All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for independence, work or further learning.	
Empowering families to be strong and achieve economic wellbeing: More families will be empowered and able to deal with family issues and child poverty will be significantly reduced.	X

Summary of issues (including benefits to customers/service users):

This report provides the Partnership Board with the opportunity to:

- To approve the improvements and changes to the Core Development Standard (CDS) from 2013 and it's supporting webpages.
- To note the courses available to the partnership that are free of charge along with prices of the other courses.
- To note the Priority Families Training Programme that is being delivered to the Workforce through the Troubled Families Funding.

The Workforce is central to the achievement of the Children and Young People's Plan. We need a workforce with the right skills and knowledge to work with our Children and Families and the Core Development Standard provides a Framework for everyone to work within.

Recommendations:

1	The Board approve the improvements and changes to the Strategic Core Development Standard.
2	Each agency to look at best fit within their own training plans to show consistency of developing practitioners in line with the CDS.
3	To note where Partners need training delivery support; the offer of buying elements of the Core Offer from Nottingham City Council if or when required.

1. BACKGROUND AND PROPOSALS

(Explanatory detail and background to the recommendations)

1.1 The Children's Partnership Core Training Standard was first developed as one of the first actions within the Children's Workforce Strategy and Action Plan 2010-2014. On the 11th October 2011, at the whole workforce conference, the partnership launched the Core Training Standard which gives a framework to standardise essential training to be undertaken by individuals across the children's workforce, from those who have no direct contact with children and families to those who have intensive direct contact; ensuring that all individuals are trained adequately to do their jobs effectively and meet national guidance.

1.2 The intention behind developing the standard was to support the Children's workforce to have:

- Coherent and logical training provisions based on not just individual needs, but on nationally recognised role competencies and the wider needs of others.
- Wider participation in key training activities and increased individual knowledge and skills in critical areas.
- Common professional knowledge, practices and vocabulary, and an improved awareness of other service areas.
- Potential for service standard improvements through better networking, closer adherence to processes and improvements to individual capacities.
- Greater service user and organisational protection through enforcement of minimum standards and documentation for auditing.
- Improved training robustness and resilience.

1.3 In December 2013 version two of standard was presented to the Children's Partnership Board. Version two included Signs of Safety (SoS), strengths based communication styles, self-harm, domestic abuse, child sexual exploitation and chronic neglect that had been added since its inception in 2011. **Version three of the CDS has been developed** and we would like approval from the board for the improvements and changes that have been made, see **Appendix A**.

1.4 The CDS was previously this was broken down into 6 different key areas but it is now more succinct approach **with 4 key themes** detailing the minimum skills and knowledge expected for the whole workforce. They include Communication Engagement, Child Development, Integrated Working & Information Sharing and Safeguarding & Welfare. Previously we had "supporting transitions" but we feel these are interwoven across all our skills areas and does not need to be highlighted separately.

1.5 We have added written in red 'Social Work Knowledge Skills' and a reference number what this relates to is the Department of Education's document 'Knowledge and skills for child and family social work' these also feeds into the minimum skills we have identified and outlined. We did this because of the fundamental purpose of having a CDS is to ensure the protection of children and Young People is at the core of what we do.

1.6 The **CDS is still hosted on the Children's Partnership website**. The Training and Skills for YOU webpages have been updated to provide information on development opportunities in line with the improved CDS, see <http://www.nottinghamcity.gov.uk/ics/TrainingSkillsDevelopment>

1.7 The green section on the CDS with the **E-learning portfolio has been enhanced** with more learning opportunities available. These are aimed at "colleagues and managers who have no or minimal direct contact with children, young people or their families".

1.8 The orange section details training for “colleagues and managers who have direct contact with children, young people or their families” and is **coloured coded for Universal support, Early Help and Extensive Support**. These face to face training courses are provided by a number of different sources and vary in price as well as a number of them being fully funded courses, (see appendix B).

1.9 The development of the CDS and its evolution with the Children’s and Vulnerable Adults Workforce Strategy Group has helped to develop and inform good practice around the Priority Family Training Programme which overlaps and contributes to the clarity of the skills set need. With the Priority Families (PF) agenda moving into Phase two the criteria has been expanded resulting in an increase in the number of families entitled to receive support. The Integrated Workforce Development (IWD) Team in conjunction with the Family Intervention Project team developed the **PF Training Programme for people working towards a becoming a Family Partnership Worker or Accredited Practitioner** (See Appendix C). This programme will help develop the workforce to support these families. The programme fits with the CDS as this was used for the base framework when the PF training came in house. The training for partners will be funded with the money received from Troubled Families Programme delivered by the Department for Communities and Local Government. Details of the training that is also available on the Children’s Partnership website; <http://www.nottinghamcity.gov.uk/ics/TrainingSkillsDevelopment>

1.10 The CDS is aspirational but gives a clear steer for Partnership Board members to identify with common themes and gaps within their own organisation’s training plans. The more we use common language, tools and methods the better we will be able to address our families’ needs. We do believe we will continue to evolve the CDS programme over time as we become more integrated in delivering our services.

2. RISKS

Risk Table

	Level of Risk High= 3 Medium= 2 Low= 1	Likelihood Very likely = 3 Likely = 2 Unlikely = 1	Mitigation	Risk Score out of 9
Too much interest generated by the new training offer could lead to not enough capacity within the IWD team to meet the demand	2	1	Monitor the uptake and adjust the offer accordingly	2
The Priority Families Funding is for 5 years and then a contingency will need to be found to continue the training.	2	3	Changes in practice to move to a sustainable model.	6
All partners may not engage consistently with the CDS as a minimum training requirement	2	2	At end of financial year to do a Survey to find out if it has been mapped into partners training plans	4

3. FINANCIAL IMPLICATIONS

We will achieve this work within existing budgets; however, we are looking to income generation to cover costs so we can use our internal resources more effectively to the benefit of the wider

workforce. We are also working with the LETC to open up other funding opportunities across health and social care. We will be charging for places on some of the training we deliver for our Nottingham city council.

4. LEGAL IMPLICATIONS

Nottingham City Council (NCC) Employees are covered by NCC Liability insurance when delivering training to the Children's Partnership Workforce. A contract would be agreed and signed before the delivery of a bespoke session to a partnership agency.

5. CLIENT GROUP

This is aimed at the Children's Partnership workforce in the City, this covers "anyone one working with Children and Young People in the City" including Nottingham City Council, DWP Job Centre Plus, Futures, NHS Clinical Commissioning Group, Nottingham CityCare Partnership, Nottinghamshire Police, Nottinghamshire Probation Trust, Nursery and Early Years', Further Education Organisations, Safeguarding Children Board, Schools, and Voluntary Sector.

6. IMPACT ON EQUALITIES ISSUES

This work is aligned to the CYP Plan and aims to address inequalities of outcomes of vulnerable groups through better connectivity of the workforce to intervene early with families in a systematic cohesive way.

7. OUTCOMES AND PRIORITIES AFFECTED

7.1 All Children and Young Peoples Plan priorities will to some extent be addressed as the core standard and pf programme are to holistically develop the whole workforce in supporting quality work with families to improve Childrens lives in the city

7.2 The OFSTED report from the "Inspection of services for children in need of help and protection, children looked after and care leavers" undertaken in March 2014 stated the "Strategic core development standards, which have been agreed with partners, are being used effectively to ensure that the children's workforce has the right level of knowledge and skills".

7.3 The Department for Communities and Local Government (DCLG) commented during a visit to Nottingham City that the PF workforce development approach was an exemplar.

8. CONTACT DETAILS

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Appendices are shown as attached documents

Appendix A – Draft Children’s Partnership Core Development Standard V3. Sept’15

Appendix B – Details of Face to Face Course and the costs

Appendix C – Priority Families Training Programme