

Merthyr

- Rationalisation of undergraduate degree numbers has eased pressure on practice learning placements whilst “freeing up” resources to be redeployed in meeting the requirements of the emerging CPEL framework.
- Strengthening the links with the sole partner for the provision of the undergraduate degree, with a member of the SCWDP partnership appointed as Vice Chair of the Wales Programme Partnership with the Open University with a retained presence on all governing aspects of the degree programme.
- The partnership is represented on an all-Wales task and finish group aimed at developing a strategy for practice learning for social work degree students.
- The partnership is represented on a technical group for the development of an “aspiring social care managers” award.
- In partnership with RCT, developed a recruitment process for the AMHP programme with Swansea University to better improve retention rates on the programme
- Introduction of a peripatetic mentoring resource for Newly Qualified Social Workers throughout their first year in practice.
- The partnership has continued to fund a series of dementia drop in sessions within community settings aimed at raising awareness of the condition amongst the general public.
- The partnership once again ran a series of events in Carers week.
- Support has continued to be given to the Local Voluntary Council in developing and delivering training programmes to support the management of volunteers.
- Lead on the commissioning role in relation to the regional approach to Public Law Outline training

F Evaluation and Performance Management

Both Partnerships carry out similar evaluation methodology for the programmes delivered as follows:

- All courses coordinated by the partnership carry individual evaluation forms that question whether the outcomes of the training have been achieved. This process will continue and the information will be collated and processed to give the information required for any evaluation. This includes feedback form the facilitator as well
- Systems have been established to monitor the attendance rates at training events and produce regular data in relation to cost per course, cost per head and attendance and non-attendance rates
- A progress report will be produced twice yearly for the Welsh Government, which is then shared with the partnerships and the relevant Local Authority management boards
- The training needs analysis also allows an opportunity to reflect on the provision and take account of any amendments required either to the provision in general or to the specific content of the programmes
- In terms of qualifications and awards, then the partnerships are fully involved in the associated governance arrangements either through the relevant HEI processes and Care Council for Wales’s quality assurance processes or the adherence to the requirements of being an accredited assessment centre i.e. QCF awards

The functioning of the partnership is critical, not only in terms of the consultation on the relevant applications and associate priorities but also in terms of the evaluation of the progress to those priorities.

In **Merthyr**, aside from the monitoring reports to Welsh Government, progress is reported against the targets established in the ACRF reporting structure. In **RCT**, as well as the monitoring reports to Welsh Government progress is reported through the training executive (internally) and the SCWDP executive board (externally).

The Plan

G. Context of strategic needs and priorities

The population of the Cwm Taf region was estimated to have been 289,200 in 2007; with 81% residing in RCT.

Within the Cwm Taf region there are areas of deprivation particularly in the post industrial Rhondda, Cynon and Merthyr Valleys. 73 (39%) out of the 188 lower super output areas in the Cwm Taf region are among the most deprived in Wales.

The Social Services & Wellbeing (Wales) Act 2014 and its associated secondary legislation focus on wellbeing, rights and responsibilities. People, their families and their communities are rich assets and are at the centre of this legal framework.

Implementing the requirements of the Act necessitates a transformational approach (do different things, rather than do the same things in a different way) across the Cwm Taf region, directed via the Cwm Taf Social Services and Wellbeing Partnership Board, the pace and nature of the transformation required is vast and we are mindful that for Cwm Taf this agenda is set within the context of:

- A population that is adversely affected by wider welfare reforms which has a significant impact on the capacity and resilience of our communities
- Challenging financial pressures for the Local Authorities and University Health Board with a knock on effect to the third sector
- Increasing demands on services both in terms of numbers and complexity
- Uncertainty with regards to Local Government reorganisation

2014/15 saw the undertaking of a self-assessment across the Region to gauge preparedness for implementing the Act. The results were tested by a critical friend to ensure the approach taken and subsequent judgments made were consistent and fair. Appendix 1 identifies the workforce related issues raised within that assessment

The evaluation was used to develop an implementation plan to define the strategic improvement priorities for the region. Those agreed strategic priorities are set out in Appendix 2.

In terms of workforce, based on submitted returns, there are 1454 employees in direct services within **RCT** as a local authority and 2540 in direct care services in the wider sector. In **Merthyr** the numbers are 363 employees in direct care services within the Local Authority and 630 employees in direct care services in the wider sector.

This requires continued consideration by the partnership in terms of how the wider sector as the majority provider continue to influence the direction of the learning and development strategy.

Qualification levels in the Local Authority remain high, even in non-regulated settings but the picture in the independent sector is mixed, with turnover playing a part in the inconsistent achievement rates in this part of the sector.

Qualification rates were reported for the commissioned sector in the data collection exercise submitted in March 2015 with both partnerships committed to the ongoing collection of workforce data at local, regional and national levels.

H. Strategic Direction

The drivers for effective workforce development are varied but in summary include:

- Responding to relevant guidance and legislation that has a direct impact on the delivery of social care and social work services, in particular the Social Services and Well Being (Wales) Act and the subsequent transformation agenda that will be required.
- Responding to local, regional and national initiatives with relevance to workforce development including the Single Integrated Plan and the regional implementation plan.
- Meeting the learning and development needs of the Social Care Sector based on need identified formally through the annual training needs analysis process and informally through the ongoing narrative with the partnership;
- Findings from the ACRF process and subsequent action plan;
- Findings from self-assessment linked to the Cwm Taf Safeguarding Adults Board and the Cwm Taf Safeguarding Children's Board
- Findings from inspection visits e.g. CSSIW, Health and Safety Executive, etc.;
- Findings from internal contract monitoring processes including regulation 27 visits;
- Conclusions from the data being produced as a result of the All Wales Data Collection Model for planning numbers of Social Worker training places;
- Responding to the workforce data produced through the partnership on an annual basis;
- Responding appropriately to the qualification profile of the Social Care Sector in the region against identified national targets;
- Facilitating the qualification and post-qualifying training needs for Social Workers
- Responding to the workforce development requirements emerging from the Family Justice review
- Responding to the workforce development requirements from the Carers Measure
- Take account of regional and national joint working particularly around new service models, particularly integrated services

It is fair to say that two key initiatives at national level will drive the direction of travel for the partnerships both locally and regionally with the first being the Social Services and Wellbeing (Wales) Act. Whilst this is still at its consultation stage and awaiting the detail that will help shape practice, the partnerships have already been undertaking work that will provide a firm foundation for the principles of the Act.

These include:

- Delivering a range of learning and development programmes aimed at professionalising the workforce including QCF, qualifying and post qualifying training for social workers, etc.
- Developing a wide range of learning and development interventions to assist teams to provide preventative and early intervention approaches e.g. parent nurturing, motivational interviewing, cognitive behaviour therapy, etc.
- Forging closer links with other service areas including early years and team around the family services
- Providing robust responses to both local and sub-regional approaches to safeguarding children and adults in the form of consistent training delivery across the Cwm Taf area for front line staff and teams, and the localised training of Designated Lead Managers and Non-Criminal Investigators to build capacity and support the Safeguarding Team

As the detail emerges from the guidance and codes associated with the Act then the provision will shift accordingly to meet those emerging priorities. Both SCWDP's have been fully involved in the consultations to date and will continue to do so, including having a presence on any relevant task and finish groups associated with the development of learning materials and resources to support the Act.

The second key initiative is the Regulation and Inspection Bill, and the impact that will have on how learning and development is funded, commissioned and subsequently delivered. Again the partnerships are committed to working with all relevant partners and agencies in ensuring that it is fully prepared for the implementation of this Bill including the anticipated changes to the regulation of services and the workforce.

For **Merthyr**, there are 7 key aims which shape the provision as part of an overall 5 year strategy which concludes in 2016. These aims are as follows:

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| Aim 1 | Achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership. |
| Aim 2 | Merthyr Tydfil will exceed all current regulatory targets for the social care workforce. |
| Aim 3 | A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes. |
| Aim 4: | To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr. |
| Aim 5 | To evaluate the efficiency and effectiveness of all learning and development services provided. |
| Aim 6: | An holistic quality framework will be designed and implemented to ensure learning and development makes a positive contribution to service improvement including local regional and national initiatives. |
| Aim 7 | Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development. |

RCT have identified the following as key strategic priorities for the next two years:

2015-16 Key strategic priorities

1. Progress sector wide social care workforce plan, informed by the Social Services and Wellbeing (Wales) Act and wider Welsh Government legislative programme. Ensure delivery aligns to defined locality footprint and is informed through locality strategic and political direction.
2. Continue to ensure full implementation of the workforce and practice implications emerging from the Family Justice Review, including new practice guidance around the revised Public Law Outline (PLO).
3. Evaluate and implement relevant outcomes from locality reviews of our workforce approach in the context of our communities needs. We will focus on our Preventative Strategy, and in implementing the outcomes from the workforce strategy work in children's services. Adult services will focus on the effectiveness of our revised operating model across the locality workforce, in conjunction with key partners.
4. To develop accredited training strategy aligned to career pathways to ensure a sustainable workforce for the future, with particular emphasis on management and leadership skills.
5. Refine the Consolidation phase of CPEL for Social Work for optimum ongoing delivery, and ensure implementation of a sustainable strategy in relation to career development and higher stages of CPEL for social work across the locality.
6. Implement and monitor sustainable programme of learning and development across the sector, informed by the vision for national delivery emerging from Welsh Government.

2016-17 Key Strategic priorities

1. Recognise and evaluate the workforce benefits of partnership locality working with health and our other partners.
2. Begin to quantify the impact of our preventative strategy for children and their families, and use these findings to re-focus our wider workforce development programme.
3. Renew locality workforce actions, informed by the anticipated outcomes from the reviewed SCWDP approach from Welsh Government.
4. Evaluate findings from first phase of accredited training strategy to inform next phase developments within available resources.
5. Progress implementation of subsequent phases of Continuing Professional Education and Learning framework for Social Work and other key staffing groups within a wider locality context, monitoring anticipated impact on workforce retention and service quality.
6. Review Learning and Development Service Action Plan to ensure alignment to SCWDP review, locality and national context.

I. Current Priorities

Both SCWDP's undertake a formal training needs analysis on an annual basis but the needs of the whole sector are also informed through strong and robust ongoing dialogue with services.

In Merthyr the training needs analysis involves meetings with all internal and external service providers whereas in RCT it is a mixed approach of attendance at team meetings, provider forums, paper based returns and individual dialogue with services. In both partnerships, sign off is through both the senior management team and the partnership boards as to the priorities for the forthcoming year.

Aside from the repetitive, cyclical core training for services, the following is a breakdown of the more specialist, niche areas of learning and development being planned for the sector across the two SCWDP's.

Both partnerships are committed to deliver local, regional and national interventions as appropriate and relevant

RCT

Adult Services	Children Services
Non-criminal investigations Advanced dementia provision including recovery and recovery focussed practice Dealing with uncooperative/resistant families Statutory advocacy Excellence in report writing Outcome Focussed Practice Substance misuse in older people Motivational Interviewing Legal Highs and new trends Best Interest Assessment Mental Capacity Act	Sexual Exploitation and grooming Direct work with children who experienced sexual exploitation Foetal alcohol disorder Kinship Care Legal Highs and new trends Supervision in child protection Analysis and permanency planning Working with families where parents have mental health issues Speech language and communication needs Child development Attachment and child development Motivational Interviewing Court Skills Public Law Outline Risk Assessment and Risk Management

Merthyr

Adult Services	Children Services
Behaviour Management in Dementia Services Court Skills Advanced Ordinary Residence Advanced Nearest Relative Motivational Interviewing Risk Assessment and Risk Management Bi Polar conditions Pressure and posture in wheelchair seating Mental Capacity Assessments Dealing with uncooperative/resistant families Use of community equipment Sexual Abuse in older people	Guided Formulation Parenting Assessment Family Group Conferencing Dialectic Behaviour Therapy Motivational Interviewing Risk Assessment models for Sexual Abuse (SVR20/HC20) Outcome approaches in contract monitoring Resilience for Foster Carers Counselling skills for trauma, bereavement and other significant life events Parent Nurturing Programmes Secure Based Model Critical reflection and analysis of assessment Public Law Outline

5 objectives of the grant:**1. Social Services and Well Being (Wales) Act:**

Both partnerships adopt a fully inclusive approach to the delivery of learning and development to the social care sector and this will continue throughout the life of this plan and towards the implementation of the Social Services and Well Being (Wales) Act. The training needs analysis is sector-wide and close working relationships have been established with Health, Education, Police, Probation and Early Years, through existing forums and the desire to collaborate on common agendas to avoid unnecessary duplication.

Work is already underway on the learning resources required to assist in the implementation of the Act and both partnerships are already involved in responding to the consultation processes around this development, including providing feedback on the Awareness Raising resource being launched in May 2015 and the early, indicative content for the learning resources for the parts of the Act that were consulted on in the winter of 2014.

Both partnerships are committed to this as a priority and will ensure that sufficient human resource is available to support the ongoing development process. The partnership will be represented on the virtual group hosted by the Care Council with a view to developing the training programmes that are developed to meet the priorities of the emerging national learning and development strategy. This commitment extends to ensuring that the right

expertise is accessed from within the services to ensure their contribution is at the heart of the curriculum design and delivery.

2. Core Learning and Development is reframed to reflect the new legal framework:

At such time that the level of detail is available to assist this process, including the publication of the relevant codes of practice and associated guidance, then the changes will be made accordingly. Progress being made in this area will be reported on in the update report due in September 2015.

3. To continue the current support for Social Work Training in Wales:

The work plan for the next 3 years in relation to the qualifying and post qualifying awards is clearly mapped out in Section, J.

4. To support skills for frontline social care workers:

The clear priorities for the whole sector are identified earlier in this section and the sector wide training plans for both partnerships can be seen via the following links:

<http://scws.merthyr.gov.uk/>
www.rctcbc.gov.uk/scwdp

5. To support the infrastructure for learning and development across Wales, including local and regional partnership and joint working:

As previously indicated, a review is taking place as to the working arrangements for the two SCWDP's, with a view to considering options for a Cwm Taf wide learning and development provision. Previous work undertaken has already established joint working arrangements in relation to Mental Health and Safeguarding. This more formal review will establish the most effective options for taking this work forward and look to the rationalisation and redeployment of the existing resources accordingly.

As previously stated, commitment exists to ensure the necessary representation and contribution to the development of the training curriculum associated with the implementation of the Social Services and Well Being (Wales) Act. 2014

Welsh Language Provision

In **Merthyr**, the evaluation processes take account of the changes in trends in workforce data particularly around the use of the Welsh Language. At present, the cross sector workforce information indicates that there are extremely low levels of the workforce who have a command of the Welsh Language (17 members of the workforce acknowledge any use of the welsh language, 13 of which are in the Local Authority) and this is reflected in the absence of demand for training and development opportunities through the medium of Welsh. The number of those having any command of the Welsh Language has remained static over the last couple of years. There is a commitment from the partnership, that where such demand emerges then sufficient resources will be afforded to ensure that the needs of the workforce are met.

The Degree in Social Work is available through the medium of Welsh through the Open University although again uptake for this from Merthyr has been nil and low across the whole of Wales.

The partnership has in the past, and will in the future, support those accessing Welsh Language lessons at a variety of levels that are on offer in the borough.

In **RCT** the situation is similar. Workforce Data collected in December 2014 identified only 87 social care workers across all the partnership providers who acknowledged any command of the Welsh language. Within the Local Authority only 41 staff (mostly senior managers and social work staff) have been identified as confident to work with the public through the medium of Welsh

There has been no demand for training courses to be facilitated in Welsh and no demand through the Assessment centre to date but as with Merthyr there is a commitment to ensure the Welsh language needs of the workforce and social work students are met as they arise

In 2014/15 7 Welsh language 2 day taster sessions for beginners working in social care were arranged through the Social Care Workforce Development Partnership. Attendance was variable with 43 people attending in total

CPEL for Occupational Therapists

As both SCWDP's offer training needs analysis and training programmes that are sector wide, then the needs of the Community Occupational Therapists are captured through this process including the non-qualified members of the team.

In RCT, through the Manual Handling training team, there is a strong emphasis on advice and guidance being provided to this part of the profession in addition to specialist learning and development opportunities afforded as part of the training needs analysis process and subsequent prioritising of resources to meet need.

Training for Registered Staff

As can be seen from the previous narrative and the available training programmes, substantial opportunities are afforded to ensure that the training needs of the whole sector are met. Reframing of available opportunities will take place as the detail of the various parts of the Act are confirmed and begin to shape policy and practice.

Investment in QCF training

RCT has an excellent track record of providing a quality provision through its well established accredited assessment centre. It offers a range of qualifications across several disciplines, across the whole of the sector. It provides an innovative and creative underpinning knowledge programme to support assessment in practice and this is reflective of the qualification levels of the workforce which is complimented by a Social Care Induction Framework which acts as a gateway to the full QCF as a discreet accredited programme.

The current qualification levels for registered settings is as follows:

Residential Managers for Older People Services	100%
Domiciliary Managers	100%
Residential Managers for Services to Younger Adults	100%
Residential Managers for Children & Young People	100%
Direct Care staff Residential Services for Older People	69.9%
Domiciliary Care Workers	83.9%
Direct Care staff in Residential Services to Younger Adults	86.7%
Residential Child Care Practitioners	87.5%
Foster Carers	29%

Early conversations have taken place with the Early Years accredited assessment centre to explore the scope for joint working and collaborative approaches, especially in relation to the delivery of assessor awards. These discussions will continue into 2015/2016 to further develop joint working arrangements where appropriate.

Merthyr, due to size and available resources, has had to take a slightly different approach and adopts a commissioned model for its provision of QCF awards. It has for some years had a successful partnership with Merthyr College who provides all level 2 and 3 social care and children and young people QCF's.

Investment made over preceding years has resulted in the current qualification levels for registered settings:

Residential Managers for Older Persons Homes	100%
Managers of Domiciliary Care Services	100%
Social Care Workers for Older Persons Home	90%
Domiciliary Care Workers	94%
Foster Carers	19%

This has resulted in limited numbers of staff currently working towards QCF awards due to the high level of achievement already in place. The exception to this is the Foster Care where the % of qualified foster carers has dropped significantly. This is not due to a loss to the service of qualified workers but an unprecedented increase in the levels of foster carers due to an intensive recruitment campaign where the number of Foster Carers increased by nearly 50% from 54 to 108. An increase in investment in this area was already undertaken in 2014/2105 and will continue in to 2015/2016.

J. Social Work Qualifying Training Plan and Social Work Post Qualifying Training

The plan for supporting employees to gain a social work qualification is under constant review. The context of the review is to establish how the current service level can continue to maintain 'Practice Learning Opportunities' with sufficient accredited practice assessors that can support these learners balanced against the workforce planning data that is starting to emerge in terms of demand and supply for newly qualified social workers. The partnership has been actively involved in the debate around the supply and demand of social workers over the last 5 years both at a regional and national level. It will continue to contribute to this debate and the annual data collection model that emerged in 2008.

The priorities for **Merthyr** for 2015/2016, for both qualifying and post qualifying awards are summarised as follows:

The Degree in Social Work

Significant work has been undertaken on addressing a series of real challenges that the local authority faced over the last couple of years. This is especially in relation to the volume of students requiring placements within the Borough and the pressure that brings for services and organisations in terms of capacity both in terms of accommodating placements and providing sufficient and suitable practice assessment. In 2014/2105 the service worked with 15 students which is a significant drop compared to previous years. This has allowed a re-direction of resources into the CPEL framework.

Despite this reduction in placements through hosted students, the partnership is currently sponsoring 5 people for the degree with 5 having graduated in the winter of 2014.

Equally, despite this reduction, a few recurring challenges remain and these are illustrated below:

Partnership working (statutory)

Due to the relatively low number of social work teams in Merthyr compared to the number of social work students requiring statutory placements at any one time, the department has in the past relied on its partnership working with other local authorities to meet its placement opportunity obligations. Although this demand from others has reduced, dialogue is ongoing with all relevant partners including the Third Sector, to ensure this collaboration is maintained and strengthened and to this end the department is represented on the practice learning network which is a sub group of the Social Work Education and Training Group comprising the 10 local authorities in the South East Wales region. Equally because of the rationalisation of practice learning opportunities for Merthyr, it is in a position to offer support to other Local Authorities that have a demand.

The continued emphasis on workforce planning.

The Welsh Assembly Government and the Association of Directors of Social Services (ADSS) led on the development of a social worker data model to facilitate the prediction of demand for newly qualified social workers. The partnership is committed to a continued contribution to this process.

Evaluation of placement opportunities

All practice placements are evaluated and it is essential that all students, practice assessors and placement links provide this important feedback on every placement. The information obtained through this process is essential in ensuring that the placements on offer provide the highest quality experience for all concerned. In light of this, great emphasis is placed on the return of the evaluation forms.

Long term financial planning

In light of the informal announcement that the grant will cease in its current format in March 2017 and in the absence of information that indicates what, if any, funding stream will replace the current grant, the partnership has sought assurance from the Director of Community Services, that the Local Authority will meet any costs incurred for the delivery

of the degree between April 2016 and December 2017. This assurance has been provided.

Social Services and Well Being Act.

The partnership is committed to working with HEI partners to ensure that the relevant focus and emphasis is given to the Act in terms of curriculum design, assessment and practice learning. This equally applies to the development and review of the CPEL framework.

Social Work Post Qualifying Programme – priorities for 2015 /2016

First Year in Practice.

Continued strengthening of the partnership with RCT to meet the limited requirements the borough faces for first year in practice.

Mentorship

A mentoring resource was developed during 2014/2015 and work will continue to develop this resource in line with the needs of those in their First Year in Practice.

Consolidation Programme.

The partnership has committed appropriate resources to the consolidation programme in its first year including Charing the PAP. It has requested a review take place and the partnership is committed to being fully involved in the evaluation and review of this new provision. Numbers achieving this award were six during 2014/2015 with one currently working towards.

Experienced Practitioner Award

Despite promotion, there was limited uptake to this new award, with only one person enrolling on the programme. Promotion of these opportunities has recently been circulated to all qualified social workers with a view to establishing interest for the 2015/2016 academic year.

Best Interest Assessor Module

During 2014/2015, the partnership has accessed accredited provision through Bournemouth University and has qualified three workers during the year. Demand will increase for this provision as demand for Best Interest Assessments increase in light of the West Cheshire judgement.

Team Manager Development Programme

The partnership has continued its commitment to this programme and currently has three learners working towards completion; two achieved this award during 14/15.

Practice Assessment

A key aspect of the sustainability of the Social Work Degree is building the capacity of the sector in terms of practice assessment to compliment the range of practice learning opportunities. During 2104/2015 2 people were supported through the University of South Wales for this award and are currently working towards this completion.

The priorities for **RCT** for 2015/2016, for both qualifying and post qualifying awards are summarised as follows:

The Degree in Social Work

Students

Continued close partnerships with two universities i.e. Cardiff and the University of South Wales through relevant partnership agreements. Despite some operational pressures these commitments will continue to be honoured to optimise outcomes for hosted students.

Governance

RCT has a long track record of effectively contributing to the University governance processes for both programmes and this is set to continue.

RCT also host students for placements through the Open University, although this is not many in number, and support for them is the same as our other hosted students. RCT will host/second a total of 68 from all three programmes, across all 3 years and from those that qualify it is likely to recruit just over half the number (12 last year out of 22).

Student Support

The aim of the Student Learning function within RCT is to provide placement experience in a wide variety of different settings across the Local Authority, Voluntary and Independent sector, in order to prepare those who will qualify, for the world of social work. Training and support will continue to be offered to all Practice Assessors and On-Site contacts.

The student function outlined above is currently being provided against a backdrop of significant change. The University of Glamorgan is merging with Newport and Caerleon College to become the University of South Wales and the Social Work Faculty is actually moving to Newport. In addition, and in relation to current work-force data, there is a query as to whether RCT are hosting the correct numbers of Social Work Students. The impact of these changes on how RCT operate is yet unknown but discussions will be ongoing throughout 2015.

Practice Learning Opportunities

As already mentioned, our Voluntary and Independent Partners continue to show dedicated commitment to the provision of Practice Learning Opportunities (PLOs). This year again we have broadened our use of this sector which has resulted in further high quality and interesting placements. Over the 3 PLO levels, 13 Independent or Voluntary

agencies have provided 24 PLOs for students, almost a third of our requirement within RCT.

It is our intention to further develop our partnerships with the Voluntary and Independent sector with a view to seeking out additional PLO's, standardising certain processes and expectations, providing additional support and offering CPD opportunities to the on-site PA's and other qualified social work staff. This year, we are planning to offer regular support meetings to our Voluntary and Independent sector colleagues.

Quality Assurance

Both students and PLO providers/practice assessors complete questionnaires at the end of each PLO. These are designed to gather information on all aspects of the practice learning provision. The findings are used to identify areas for development in relation to individual agency settings, as well as wider training and support needs for Practice Assessors.

Additionally students are invited to meet together as a group towards the end of their PLOs to have "focus group" discussions, which adds further qualitative information.

Both programmes invite Practice Assessors and on-site supervisors to attend review workshops towards the end of each academic year, to review PLOs and identify strengths and areas for development. This process could benefit from strengthening, and the manner in which the information is gathered and stored remains basic and plans are being discussed to strengthen this.

Practice Assessment

RCT is duty bound to ensure supply of sufficient competent practice assessors and others who contribute to practice learning and assessment as agreed in the partnership agreement(s). Every year, therefore, staff are funded to undertake the USW PQ module "Assessing and Supervising Social Work Students" as well as the Level 7 module on offer from Cardiff University entitled "Enabling Practice". At this point in time, 10 social workers are working towards the Assessing and Supervising Module, with a view to building work based capacity for practice assessment.

In addition, both university programmes offer specific topic workshop training to new and experienced practice assessors alike. RCT also offers Practice Assessor peer support sessions throughout the academic year, which provide, a forum for exchanging ideas/best practice, a way of ensuring some consistency as well as being a source of support for those involved in practice learning. These will continue.

Experienced Practice Assessors are also invited to participate in selection interviews for University programmes, sit on programme management groups and act as mentors for PQ candidates. Practitioners also contribute to the teaching on the qualifying programmes.

Social Services and Well Being (Wales) Act

All staff, including students, will receive the relevant training in line with the Social Services and Wellbeing (Wales) Act and this is in place for both of the programmes with which RCT is partnered.

Social Work Post Qualifying Programme – priorities for 2015 /2016

Newly Qualified Social Workers

At present RCT have a group of 12 taking part in a purpose designed programme with an additional 1 staff member joining us from Merthyr. Mentoring will be offered on the same basis as last year.

In addition, we provide regular meetings for the Mentors, providing an opportunity to share resources, discuss issues of concern, and look at consistency of approach. The model of working with Newly Qualified Social Workers reflects the recommendations of the Welsh Government document of 2007 and will continue along these principles of good practice.

CPEL

Following earlier consultation by CCW it appears that completion of a CPEL Programme will become mandatory for some staff groups and will determine their registration with CCW. RCT will prepare accordingly when confirmed and have the necessary support in place to allow participants the necessary time and space in the workplace to complete.

In 2015/ full take-up is envisaged, of the 7 CCW funded places across the SPP/EPP and CSWP Programmes. If more funded places become available then uptake in RCT would increase.

In May/June 2015 various staff and manager meetings will take place to explain the various opportunities and to gauge initial support. Last year supply of places exceeded demand but it was possible to accommodate interest.

In respect of Consolidation, RCT staff in the appropriate career time-frame are expected to undertake the Award. They are assisted with their Portfolio completion and observed in practice via staff from the Training and development Unit. In respect of consolidation programmes for social workers, 12 completed during 2014/2015 with a further 12 expected to progress during 2015/2016.

Best Interest Assessment

Although there is not currently a requirement for BIA's in Wales to hold a formal qualification to assess; RCT, Merthyr and UHB staff have still undertaken accredited training over the last few years – via University of South Wales and more latterly via Bournemouth University. It is expected that a full programme in partnership with Merthyr will be required for 2015/2016 to accommodate the increased demand in this area following the West Cheshire judgment, equating to approximately 14 social workers undertaking this particular award with 12 having achieved in 2014/2015

Breakdown of projected spend on qualifying and post qualifying provision

Area of Resource	SCWDP Contribution		Local Authority Contribution	
	RCT	Merthyr	RCT	Merthyr
Practice Facilitation of hosted and sponsored students	24,063	15442	10,312	6618
Fees for degree for sponsored students	10,725	8169	N/A	3501
Support for hosted students from mainstream HEI's	N/A	2,500	N/A	0
Replacement costs for sponsored students	N/A	0	N/A	46282
Fees for building practice assessment capacity	2,016	2,800	N/A	1200
Resources to support CPEL awards	8,000	7903	3,075	3387

APPENDIX 1

Workforce Development Outcome of Cwm Taf Regional Self Assessment January 2015

Quality, availability and development of workforce	Assets and Enablers	Deficits and Barriers
Merthyr adults and children combined	<ol style="list-style-type: none"> 1. Experienced, well trained staff (introduction of CPEL) 2. Experienced LAC staff team to enable the needs of LAC to be effectively met 3. Contact service, based in Gellideg Family Centre 4. Well trained/supported foster carers 5. Effective Social Care Workforce Development 	<ol style="list-style-type: none"> 1. A Training requirement exists for Carers Assessments 2. The need to recruit foster carers in the locality and employed by the local authority 3. Need to develop/improve Workforce Strategy 4. Capacity of the team to deliver the requirements in the Social Services and Wellbeing Act 5. Awareness raising around the spirit and requirements of the SC&W (Wales) Act 6. Specialist data analysis training
RCT adults and children combined	<ol style="list-style-type: none"> 1. Experienced, well trained staff (introduction of CPEL) across adults and children's 2. Workforce strategy development in children's services 3. Large number of in-house experienced foster carers for children's services 4. Well trained staff across care management and provider services/Effective SCDWP 	<ol style="list-style-type: none"> 1. Retention of front line social workers in the children's assessment and care planning teams 2. The ratio of qualified/unqualified staff in some service areas 3. Some concerns regarding the quality of management Skills and experience in the independent sector

APPENDIX 2**Strategic Priorities - Cwm Taf Implementation Plan 2015/16**

- To understand the Care and Support needs of the Cwm Taf population, we will complete a comprehensive population needs assessment by April 2017.
- To ensure that people in Cwm Taf are able to access information, advice and assistance to the standards required by the Social Services * Wellbeing (Wales) Act, we will work across the region to agree a service model and implement the arrangements by April 2016.
- To increase our local community capacity and resilience and help people meet their wellbeing needs through less formal service arrangements we will develop a strategy, linked to the population needs analysis, to nurture and support an effective network of third sector and social enterprise activity.
- We will ensure our approach and practice with regards to eligibility, assessment and care planning focuses on personal wellbeing outcomes and meets the requirements set out in the Regulations and Codes of Practice (parts 3 and 4 of the SS&W Act) - by April 2016.
- We will ensure that arrangements are in place so that adults who transfer between health and social care services receive an integrated assessment and only have to tell their story once.
- We will ensure that people who need assistance in the community can access health and social care services through a single point and that they experience a seamless approach that meets their needs effectively through an integrated @ home service.
- We will ensure older people are able to access modern services that promote their independence, reduce reliance on long term services and emphasise choice and control by implementing a joint commissioning strategy for older people across the region.
- We will improve the lives of people using mental health services, their carers and their families by working in partnership in Cwm Taf to implement the Welsh Government 'Together for Mental Health' Strategy across the region.
- We will ensure people in the Cwm Taf region receive sustainable services delivered by a capable, confident and skilled workforce and that we ensure the service changes that we propose through our commissioning arrangements are supported by a comprehensive workforce strategy.
- We will ensure that children and families have access to effective support in the community to meet their wellbeing needs and avoid the risk of those needs escalating into situations that require more intensive and invasive interventions. We will therefore work in partnership across the Cwm Taf region to implement a children's strategy that will continue to emphasise preventative interventions.

- We will continue to ensure our Governance arrangements for safeguarding both children and adults are robust through the Regional Safeguarding Boards. We will also ensure arrangements are in place to implement the revised adult protection requirements under Part 7 of the SS&W Act from April 2016.
- We will measure our performance using the National Outcomes Framework and incorporate the underpinning structure of performance measurements and Quality standards for reporting from April 2017.
- We will ensure that our Social Care policies and procedures are reviewed and updated to address the new requirements in the SS&W Act. In particular we will ensure the following Policies are updated and that we implement the revised arrangements from April 2016:-
 1. Direct Payments,
 2. Transition,
 3. Ordinary residence
 4. Fairer Charging
 5. Case transfer/portability/to include adults and children in secure settings
 6. Advocacy

Planned figures

Total SCWDP Awarded Expenditure	£794,101.00	TRUE		
WG Contribution	£555,871.00		LA Contribution	£238,230.00
Total Amount Claimed from WG (70%)	£555,871.00	TRUE		
Total Amount of Local Authority Spend (1)	£883,870.00			
Local Authority (30%) Mandatory Contribution	£238,230.00			
Additional Local Authority Spend	£645,640.00	TRUE		
Total Spend	£1,439,741.00			

Breakdown	WG Contribution (70%)	Mandatory Local Authority SCWDP Grant Contribution (30%)	Local Authority Spend in Addition to 30% contribution	Total Spend
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Total costs for social worker qualifying training & social worker post qualifying	£44,010.00	£4,290.00	£13,700.00	£62,000.00
Social Worker Qualifying Training and Post Qualifying Training £34K ringfenced allocation - Actual spend	£34,000.00	TRUE		£34,000.00
Social Worker Qualifying Training	£34,000.00			£34,000.00
Post Qualifying				£0.00
SWQT further grant spend in addition to £34K	£0.00	£0.00	£0.00	£0.00
PQ further grant spend in addition to £34K	£10,010.00	£4,290.00	£13,700.00	£28,000.00

Costs of providing training events and activities (3)	£444,759.00		£205,182.00	£373,761.00	£1,023,702.00
Costs for staff replacement to support training attendance	£0.00	Cabinet - 23 July 2015	£0.00	£0.00	£0.00
Other costs of delivering training (Please specify below):	£0.00		£0.00	£0.00	£0.00
Details:					
Costs of staff employed in <u>managing and administering</u> training and development (4)	£66,794.00	TRUE	£28,626.00	£255,179.00	£350,599.00
Costs of evaluation	£0.00		£0.00	£0.00	£0.00
Costs for the provision of equipment	£0.00		£0.00	£3,000.00	£3,000.00
Costs supporting service user and carers involvement	£308.00		£132.00	£0.00	£440.00

TOTALS	£555,871.00		£238,230.00	£645,640.00	£1,439,741.00
	Equal to cell D9?		Equal to cell D11?	Equal to cell D12?	Equal to cell D13?
	TRUE		TRUE	TRUE	TRUE

Income generated from training					£5,000.00
Of total in cell K49, <u>proportion of activity and/ or funding</u> utilised for collaborative working purposes with other local authorities				Activity %	8-12%
				Funding £	0

Notes:

This should equal the total LA monies allocated for training and development. This figure will then be split automatically into the LA 30% SCWDP contribution and additional LA spend in cells D11 and D12 respectively.

This should only include staff costs directly associated with the SCWDP Partnerships.

This should include all costs associated with delivering training including training provider costs, staff costs for those directly delivering training, non-salary costs (including course fees) for seconding staff for training, and business costs (such as premises hire/ lease).

This should exclude all costs for social worker training which should be included in lines 25 to 32.

This should only include costs associated with resources utilised in managing and administering training.

Staffing Data Collection
Planned figures

	1	2	3	4	5		
		Cabinet - 23 July 2015					
Rhondda Cynon Taf		Planned 2014-15		Planned 2015-16			
Category	Total number of staff in post as at 31st March 2014 (Validated)	Number of Staff with the recommended Qualification as at 31st March 2014 (Validated)	% of staff with recommended qualification at March 2015 (i.e the outcome of 14-15 activity) (Unvalidated)	% of staff with recommended qualification at 31 March 2016	% of staff working towards recommend qualification at March 2016		
Central Management (STF lines 101-104)	82	64	2.75	2.75	0.25	TRUE #####	
Local Authority	75	57	75%	75%	0%		
Voluntary	3	3	100%	100%	0%		
Independent/ Private	4	4	100%	100%	25%		
Training Managers and Officers (STF lines 105 & 106)	20	13	0.65	0.63	0	TRUE #####	
Local Authority	20	13	65%	63%	0%		
Voluntary	0	0	0	0	0		
Independent/ Private	0	0	0	0	0		
Social Work Team Leaders (STF lines 112, 118, 124 & 125)	40	40	1	1	0.1	TRUE #####	
Local Authority	40	40	100%	100%	10%		
Voluntary	0	0	0%	0%	0%		
Independent/ Private	0	0	0%	0%	0%		
Social Workers (STF lines 113-117, 119-123, 126-130)	503	372	2.73	2.75	0.05	TRUE #####	
Local Authority	467	336	73%	75%	5%		
Voluntary	17	17	100%	100%	0%		
Independent/ Private	19	19	100%	100%	0%		
Occupational Therapists (STF lines 107-110)	30	30	1	1	0	TRUE #####	
Local Authority	30	30	100%	100%	0%		
Voluntary	0	0	0%	0%	0%		
Independent/ Private	0	0	0%	0%	0%		
Domicillary Care Managers (STF lines 131, 132, 135 & 136)	90	51	2.23	2.33	0.35	TRUE #####	
Local Authority	11	8	82%	70%	10%		
Voluntary	62	29	53%	69%	19%		
Independent/ Private	17	14	88%	94%	6%		
Domicillary Care (STF lines 133, 134, 137, 138)	1919	1207	2.01	2.26	0.254	TRUE #####	
Local Authority	635	551	91%	94%	2.40%		
Voluntary	695	383	56%	62%	9%		
Independent/ Private	589	273	54%	70%	14%		
Residential Care Managers (STF lines 201, 202, 208, 209, 215, 216, 222, 223, 229 & 230)	109	92	2.47	2.46	0.17	TRUE #####	
Local Authority	42	35	83%	83%	14%		
Voluntary	4	3	66%	66%	0%		
Independent/ Private	63	54	98%	97%	3%		
Residential Care (STF lines 203, 204, 207, 210, 211, 214, 217, 218, 221, 224, 225, 228, 231, 234)	1509	1015	2.21	2.48	0.229	TRUE #####	
Local Authority	483	310	72%	76%	3.90%		
Voluntary	33	26	70%	84%	8%		
Independent/ Private	993	679	79%	88%	11%		
Day & Community Services Managers (STF lines 301, 302, 308, 309, 315, 316, 322, 323, 329 & 330)	27	16	0.75	1.77	0.22	TRUE #####	
Local Authority	9	4	44%	33%	11%		
Voluntary	18	12	31%	44%	11%		
Independent/ Private	0	0	0	100%	0%		
Day & Community Services (STF lines 303, 304, 307, 310, 311, 314, 317, 318, 321, 324, 325, 328, 331, 332, 335)	360	155	2.07	2.18	0.16	TRUE #####	
Local Authority	274	114	42%	43%	1%		
Voluntary	86	41	65%	75%	15%		
Independent/ Private	0	0	100%	100%	0%		
Other Social Care Staff	253	80	1.26	1.29	0.03	TRUE #####	
Local Authority	253	80	32%	35%	3%		
Voluntary	0	0	94%	94%	0		
Independent/ Private	0	0	0	0	0		
SUMMARY	4942	3135	21.13	22.9	10.128	TRUE #####	
Local Authority	2339	1578	8.59	8.47	3.376		
Voluntary	918	514	6.35	6.94	3.376		
Independent/ Private	1685	1043	6.19	7.49	3.376		
Foster Carers	284	74	26%	28%	9%		
Childminders	0	0	0	0	0		
Service Users & Families	0	0	0	0	0		
Staff from other statutory agencies (e.g health, education, police etc)	0	0	0	0	0		
TOTAL - WHOLE SECTOR	5226	3209	21.39	23.18	20.346	TRUE #####	

Notes:

Column 1 – Record actual validated information March 2014
Column 2 and 3 – Record planned outcome of 2014-15 interventions/actions (unvalidated at this stage)
Column 4 and 5 – Planned outcome of 2015-16 interventions/actions
Column 4 and 5 - % rather than actual figures at Planning Stage

Social Worker Qualifying Training & Post Qualifying

Cabinet - 23 July 2015
2015-16

Agenda Item 1

Planned figures

Rhondda Cynon Taf

Social Worker Qualifying Training

Social Worker Qualifying Training	Total number supported from 2015-16 SCWDP (a)	Number of students entering level 1 during 2015-16	Number of students on level 1 as at 1st April	Number of students on level 2 as at 1st April	Number of students on level 3 as at 1st April	Number of students expected to qualify before 31st March (b)
Seconded Individuals	6	0	0	3	3	3
Trainees	0	0	0	0	0	0
Other	86	21	22	21	22	22
Total	92	21	22	24	25	25

Social Worker Qualifying Training	Total Costs of supported training in 2015-16	Cost met by SCWDP (70% WG) in 2015-16	Cost met by (30%) LA SCWDP contribution in 2015-16 (c)	Cost met by LA resources in addition to 30% SCWDP contribution in 2015-16
Seconded Individuals	£34,000.00	£34,000.00	£0.00	£0.00
Trainees	£0.00			
Other	£0.00			
Total	£34,000.00	£34,000.00	£0.00	£0.00

TRUE

Equal to sum of financial summary tab cells D27 and D31?

TRUE

Equal to financial summary tab cell F31?

TRUE

Equal to financial summary tab cell I31?

Notes:

- a This column represents the sum of columns F to L only.
- b This column represents only students expected to qualify before 31st March. This will be used to track progression through the programme and calculate the qualification
- c This column represents **funding utilised** from the local authority **30%** contribution. Figures in this column are **not** required to be 30% of column F.
- d This column mirrors the headings found in the financial summary page rows 34 to 47. Further guidance on what should be included in each row can be found at the base of the financial summary tab.

Post Qualifying Training (d)	Total Costs of supported training in 2015-16	Cost met by SCWDP (70% WAG) in 2015-16	Cost met by (30%) LA SCWDP contribution in 2015-16 (c)	Cost met by LA resources in addition to 30% SCWDP contribution in 2015-16
Training events and activities	£28,000.00	£10,010.00	£4,290.00	£13,700.00
Staff replacement	£0.00			
Management & Administration	£0.00			
Evaluation	£0.00			
Equipment	£0.00			
CPEL Partnerships	£0.00			
Other	£0.00			
Total	£28,000.00	£10,010.00	£4,290.00	£13,700.00

TRUE	TRUE	TRUE
Equal to sum of financial summary tab cells D28 and D32?	Equal to financial summary tab cell F32?	Equal to financial summary tab cell I32?

Validated Programmes

Only qualifications awarded in relation to the following programmes should be included in the "Validated Programmes Awarded" columns of the 'Qualifications - Adults SS' and 'Qualifications - Childrens SS' tabs:

Course Title	Place of Study
Level 6 and 7	
Continuing Professional Education and Learning Framework for social workers Experienced Practitioner Programme (60)	Programme available from September 2014 through:
Social Work with Children and Families OR Adults (10) Mental Health and Well-being (10) Enabling Others (10) Specialist Area of Enquiry (30)	Cardiff University in alliance with Swansea University, Bangor University and Glyndŵr University
Level 7	
Enabling Practice (30)	Cardiff University
Post Graduate Certificate Approved Mental Health Professional	Swansea University
Modules:	
Values Based Practice and Ethical Decision Making (10)	Swansea University
Professional Decision Making and Partnership in Mental Health (20)	Swansea University
Policy and Law in Mental Health Services (20)	Swansea University
Understanding Mental Health and Mental Distress (10)	Swansea University
Separate Module:	
Introduction to Social Work Practice Learning and Practice Assessment (20)	Swansea University
Advanced Social Work Practice Learning and Practice Assessing (10)	Swansea University
Post Graduate Certificate in Managing Practice Quality in Social Care (60) (Team Manager Development Programme)	Oxford Brookes University
Practice teaching in Social Work (40)	Glyndŵr University
Continuing Professional Education and Learning Framework for social workers Senior Practitioner Programme (60)	Programme available from September 2014 through:
Engagement and Practice (15) Professional Leadership and Development (15) Specialist Area of Research (30)	Cardiff University in alliance with Swansea University, Bangor University and Glyndŵr University

Level 6	
BA(Hons) Social Work (PQ) incorporating:	Cardiff Metropolitan University
(i) Graduate Certificate in Post Qualifying social work	
(ii) Graduate Diploma in Post Qualifying social work	
Modules:	
Consolidation of Practice (20)	Cardiff Metropolitan University
Enabling Practice Learning (20)	Cardiff Metropolitan University
Assessment and Management Risk (20)	Cardiff Metropolitan University
Evidence Based Practice I (20)	Cardiff Metropolitan University
Evidence Based Practice II / III (20)	Cardiff Metropolitan University
Graduate Certificate in PQ social work (which can form part of the BSc (Hons) PQ Social Work Practice)	University of South Wales, Glamorgan
Modules:	
Assessing and Supervising social work students (20)	University of Glamorgan
Separate Module	
Best Interests Assessment (20)	University of Glamorgan
Module forming part of MA in Inter Professional Practice:	
Assessment of Social Work Students (20)	University of South Wales, Newport
Post Qualifying Certificate in Social Work Practice incorporating:	
Working in Caring Partnership (10)	Glyndŵr University
Critical Reflection on Accountability in Complex Social Work Practice (20)	
Practising Social Work in the Welsh Context (10)	
Assessment Processes & Managing Risk with Vulnerable People (20)	
Continuing Professional Education and Learning Framework for social workers Graduate Certificate in Consolidation of Social Work Practice (60) (CPEL Consolidation Programme)	Porth Agored in Association with University of Wales Trinity St David or The South Wales Consolidation Program delivered through the University of South Wales and Cardiff Metropolitan University
Applying Analysis in Assessment to Inform Interventions	
Working Collaboratively with Service Users and Carers and other Professionals	
Intervention and Application of Professional Judgement in Increasing Complex Situations	