A. Newport SCWDP Summary

This is required to be signed by the Chair of the Newport SCWDP and the Director of Social Services (one page maximum).

The Management Board of the Social Care Workforce Partnership (SCWDP) continue to recognise the importance of effective recruitment and retention of social care staff, and provision of quality programmes of qualifying and non-qualifying training to ensure the workforce is competent to meet the requirements of service users and carers.

This plan will outline strategic direction, commitment, governance and operational requirements for NEWPORT SCWDP and Representative Membership to meet identified objectives for social care workforce sector needs.

The SCWDP, through its Partnership Co-ordinator, actively works with commissioned stakeholders, including 65 organisations based in and around Newport, and a further 112 agencies who provide out of county based social care provision.

Newport SCWDP continues to have good Management Board Representation and effective networking arrangements with the wider sector. Newport SCWDP Partnership Co-ordinator and Principal Training Officer continue to maintain representation on a variety of regional SCWDP linked groups that influence training and development opportunities and can offer participation opportunities within the SC WDP group membership on consultation events relating to key policy developments as appropriate. These include SEWSCB, CPEL group, AWTMM SCiP[SE], and the SCiP[SE] affiliated Social Work Education and Training Group [SWETG and Social Work Degree and Post Qualification Social Work Framework programmes.

SCWDP is directed to deliver objectives established in response to government legislation, policy and guidance including: – for instance, Beyond Boundaries: Citizen-Centred Local Services in Wales, Fulfilled Lives, Supportive Communities, Sustainable Social Services in Wales: A Framework for Action and new Social Services Bill, and in response to such guidance Newport SCWDP will continue to identify and develop a range of appropriate workforce initiatives that support the implementation of new guidance for the sector.

Sustainable Social Services for Wales: A Framework for Action (SSSW) identifies the future strategic direction for Social Services in Wales. The Government’s programme includes a commitment to A Strong and Professional Delivery Team which will strive for further development and professionalisation of the workforce. Whilst the social care workforce has been significantly strengthened over the last ten years through improved recruitment and retention, qualifications and training, the Government’s commitment and future funding arrangements will ensure that staff across Social Services will have the necessary skills and qualifications to deliver their functions within the new models of working.

As with previous applications, SCWDP will continue to focus funding to areas where need is greatest, including the development of initiatives to support

- outcomes identified for the workforce as a result of the new Social Services Bill and sustainable Social Services,
- qualification targets in adult and children residential services, domiciliary services, Integrated Family Support services, early intervention preventative initiatives
- Gwent Frailty Project Services
- Newport SCWDP and collaborative arrangements supporting new workforce initiatives

Whilst a key objective of the Newport SCWDP 2010 – 2015 is to maintain an appropriately qualified workforce with the capacity to meet new challenges, it is recognised that Newport SCWDP and it’s stakeholders will need to respond to a rapidly changing service delivery model, that will impact upon both the Local Authority and the third sector workforce arrangements.

As a result traditional models of training and development may become mixed with more individualised programmes of training through opportunities such as coaching and mentoring programs, and use of practice-based experts (such as consultant social workers) to deliver development opportunities addressing specific outcomes for practitioners, teams, and service provision.

Newport SCWDP will continue to identify and develop and maintain a variety of workforce objectives to meet identified outcomes, many of which may already have been established in
previous plans and require a sustained and more long term approach, whilst others may require a short-term responsive approach.

As Chair of the Management Board, I recognise the strengths of Newport SCDWP in responding to varied challenges for workforce development, and remain committed to ensuring we strive toward meeting our identified objectives.

Signed

Chair of SCWDP Management Board:

Signed

Corporate Director, Care and Customers, Newport City Council:
B. The SCWDP Newport SCWDP

This should provide a summary of priorities for the Newport SCWDP and include details of how the £20k ring-fenced funding will be utilised in order to provide optimum efficiency, effectiveness and value for money.

SCWDP and LA funding will be directed in 2013 to 14 to areas where need is greatest i.e. qualification targets in adult and children residential services, domiciliary services and fostering services, preparation of staff who will deliver Integrated Family Support services and Gwent Frailty Project Services – and the support of users and their carers to access training and to participate in decisions to be made about new models of outcome focused services. This will be led by Newport’s SCWDP coordinator which is funded by £20k ring-fenced SCWDP monies.

**2013-14 Progress against the Newport’s Strategic SCWDP Plan 2010-15 Objectives**

- Map activities and groups relevant to the Newport SCWDP
  Increased support to commissioned agencies within social care and identification of workforce needs within the sector

- Engage with groups relevant to the Newport SCWDP and identify objectives to be achieved through the interaction:
  Representation and links with
  - South Wales University and Cardiff University Social Work Programmes
  - Newport’s Learning Network
  - Pan Gwent Frailty Project
  - IFSS, with the National and Regional PQSW groups;
  - Coleg Gwent Team
  - Social Care Team re the Learning to Work Pathway
  - South East Wales Consortia’s Mental Health Act,
  - POVA and SEWSCB
  - Network Care Wales
  - CPEL group,
  - AWTMM ScIP[SE], and the ScIP[SE] affiliated Social Work Education and Training Group [SWETGR]

- Effective channels of communication in place between Partners
Continued consultation will be undertaken re workforce data collection and training needs identification. Consultation via:

  - NSCWDP newsletter and programme;
  - NSCWDP Full Newport SCWDP Event
  - SCWDP Website online and SCWDP hyperlinks on Newport CC website (for training calendar)
  - Newport SCWDP Co-ordinator and staff development officer visits to Newport SCWDP members;
  - Training for Newport SCWDP members re use of online course nomination arrangements,
  - Representation at job fairs and Newport Schools events and careers evenings

- Identify and develop information baseline re training, development and associated funding and resources for all Partners
Sector’s 75% response to TNA: non returns attributed to areas of sector not accessing/wanting training provision. 95% workforce development Information returns. CSSIW reports regarding training deficits; consultation via Full Newport SCWDP Event Days; continuation of refinement of workforce data to improve intelligence re Newport Social Care Sector’s qualification base. Consultation with stakeholders regarding revision of content of training in light of introduction of evidence based/outcome focused service planning and delivery, and programmes have been adjusted accordingly.

- Identify deficits of essential training and development experienced by Newport SCWDP
An audit of individual agencies in relation to National Training Targets was undertaken by the Newport SCWDP Co-ordinator and notified to Newport SS Commissioning Team. Areas of concern were identified, and arrangements with Assessment Centres of those agencies not yet meeting targets were explored. Established training programme for QCF qualifying training and non qualifying training continues to be provided.

- Training and Development Pathways from 14yrs in place across the Sector for pupils, direct care, management, fieldwork, support staff
Attendance at job fairs and Newport Schools Careers evenings; training and development pathways established; retrospective bursaries and trainee ship schemes for SW Degree students.
Despite previous difficulties with Coleg Gwent work placement scheme for students undertaking social care 14 to 19 pathways, collaboration continues with Coleg Gwent to provide support for students accessing health and social care courses. Referrals are received for work placements and the Newport SCWDP Co-ordinator arranges suitable work placements.

Programmes for year 12 students on vocational courses in health and social care will be developed according to local demands.

- Resources to promote CPD available across the Sector
Management Board routinely monitors action against objectives and monthly measures of non qualifying training attendance; and data re Social Services progress against qualification targets is disseminated. Newport SCWDP Co-ordinator liaises with commissioners and independent providers re course attendance and achievement of targeted qualifications.

- Cost effective qualifying and non-qualifying training provision across the Sector
the Newport SCWDP Co-ordinator completes a process of identification of appropriate training needs through sector training needs analysis, development of appropriate programmes of training through commissioning of relevant training providers.

- Engage users and carers in training delivery, fund and provide support
Provision of training that engages service users and the direct delivery of training.
Support for Local Safeguarding Children Board - Youth Board to devise deliver and implement a resources and training pack for all staff.

- Identify and deliver measures to improve recruitment and retention
Newport SCWDP coordinator and members of the Bridge Training Centre ensure continued representation at regional job fairs and careers events for practitioners within the social care sector, including social work careers, and are consistent in promoting social care and social work as positive career choices. Collaboration with Corporate Services and Social Services Human Resources teams to develop recruitment and retention strategy for frontline social work teams.

- Monitor, review and evaluate outcomes of the Newport SCWDP Plan
The Board continue to evaluate outcomes and objectives and ensure appropriate development of the plan.

- Support initiatives to develop the provider/ commissioner relationship and to Increase joint working within the Newport SCWDP via Task &Finish groups

- Inter Newport SCWDP and cross agency collaboration re workforce development and management of change to ensure best use of scarce resources
Representation of Newport SCWDP on the All Wales Training Managers Group ensures that information re funding streams is up to date. Such information and news of other relevant national developments are posted on the SCWDP website by the SCWDP Co-ordinator.

Discussion re the nature of the model to be used to determine cost effectiveness continues to take place with the Management Board as an element of the planning process for 2013-14.
Newport SCWDP continued engagement with NCC and other commissioned agency stakeholders, with health and social care remit, to identify and respond through workforce development to service developments.

The SCWDP has representation on groups which plan and implement new initiatives, such as the Gwent Frailty Project, and shared services and joint arrangements groups, specialist pan Gwent consortia [e.g. MCA/MHA]

Consistent representation of GAVO has now been secured [as from summer 2010] and mechanisms to ensure that user and carer voices are heard are being further developed. Many groups within the consortia to which SCWDP members belong now have user and carer representatives who help inform the various decision making processes and whose outcomes are fed back to the SCWDP Co-ordinator and to the SCWDP Management.

**Training**

SCWDP will continue to provide a range of non-qualifying training and development opportunities to meet required needs identified by sector. They will include courses such as:

- Food Hygiene,
- Key handler training,
- POVA (and Train the Trainer)
- Infection control,
- Promoting personal care and independence,
- Palliative care,
- Medication training,
- Cultural awareness

Sufficient courses will be commissioned to meet required need, however, it is recognised that within the current climate of economic restraint, some agencies are looking for efficient and cost-effective ways of meeting training and development needs that do not require high levels of staff attendance away from frontline practice (eg e-learning). With this in mind, it could be possible to see a downturn in training attendance (as has been seen in terms of Local Authority attendance on courses during 2012 to 13), and as a response to this the number of events commissioned will remain flexible in 2013 to 14.

Newport SCWDP will seek to ensure best value for money when commissioning relevant courses and to this extent will look for partners to assist in the delivery of all courses whilst ensuring trainer expertise and experience maintains a quality training delivery.

The Newport SCWDP will seek to extend training opportunities to a stakeholder base wider than traditionally accepted. It is recognised that a wide range of third sector agencies work closely with frontline social work and social care practitioners within the Local Authority, and as a result it is appropriate to provide a range of training that is applicable for this diverse group of practitioners.

The Newport SCWDP recognises the benefits of providing consistent messages through training and as a result will endeavour to provide joint training opportunities that support effective outcomes for service users.

A range of joint specialist training opportunities for all social care/social work agencies working across the sector within both adult and children services will be delivered and will include courses such as:

- Restorative approaches
- Consultation and participation
- Child sexual exploitation
- Safeguarding children (child protection)
- DOL S and MCA

Management training for the sector is currently under review.

The SCWDP coordinator is revisiting the outcomes required by the with a view to commissioning a range of new courses that focus on learning outcomes across the sector regardless of whether a manager is a new or experienced manager.
Within this process it may be identified that some introduction based events for new managers are required, and training will be commissioned to meet this need. More specialist topic related courses will be commissioned with a view to Managers having a “pick and mix” approach to training according to their own specific development requirements. It is expected that this range of new courses will start in the autumn 2013 and through this approach Managers and Deputy Managers will be able to attend individual courses as opposed to signing up to a four day event (as in previous years, which has sometimes involved a huge time commitment on the part of those managers in attending).

The Training Plan
The Training Plan is posted on SCWDP web site and paper copies disseminated to provider services that do not have access to the internet.

The Newport SCWDP Newport SCWDP and LA Training team has continued to support workforce development initiatives through their membership and active involvement in SCIP(SE), Care Council for Wales consultation and sub groups, the Social Work Education and Training Group, Pan Gwent Joint Arrangements Management Board, via membership of the Regional and All Wales Training Managers Groups, and via membership of Network Wales [QCF]. SCWDP is working closely with UWN in the development of new higher level social care and social work qualifications and training officers’ link with several HEIs in relation to initiatives in the development of Social work Career pathways and post qualifying training.

C. Resources
A short summary setting out the infrastructure of resources/staffing (numbers and grades) used to support the programme and the delivery of training. Financial information is not required here as this will be provided in the financial summary.

The Bridge Training Centre took up occupation of refurbished premises in May 2005. The premises occupy a site with 5 training rooms, four offices, library, ‘rest room’, small meeting room, and parking facilities. The site is able to support a range of specialist training functions [Moving and Handling and IT related events] due to 2 specialist rooms containing relevant resources and equipment. The rooms are accessible for Social Services and SCWDP commissioned training, but we have additionally supported the sector with access to our training rooms, specifically the room dedicated to Moving and Handling training.

The Training Team continue to support the implementation of SCWDP training plan. Many of the teams’ roles and responsibilities increasingly link with key personnel in other statutory agencies and departments internal to the Local Authority, as well as with external partners and Independent Sector. Such links support training and development in areas such as:

- Corporate Moving and Handling and Health and Safety
- Health Board Falls Prevention Coordinator
- Internal Social Services specialist staff training
- External agencies for specialist training

The majority of training is achieved through commissioning external trainers, but consideration to those who receive positive evaluations and the use of approved provider list ensures a suitable cohort of well evaluated external trainers, who continue to provide excellent training. Newport SCWDP also support the development of champions/ train the trainer specialists who can deliver staff development events, and support the implementation of specialist learning within their own working environments. It is noted that the use of aforementioned internal staff trainers will sometimes incur an initial cost to ensure their in depth knowledge and training skills will meet required outcomes of training, but once this has been established, they can be significantly lower costs as a result of utilising them in house. Benefits can include the speedy adoption of practice improving models within the workplace.

There are a few examples of where this will apply within Newport, such as, the POVA training, and some QCF based training. Some new areas also have a similar model of training delivery include
Signs of Safety and Restorative Approaches. Both these have experienced practitioners delivering the training but also ensuring that these models of intervention can be implemented within the workplace. As a resource there is a minimal staff replacement cost attached to the large volume of training that these practitioners have been able to undertake. However it should be noted that some training is of a highly specialised nature and whilst practitioners may be experienced, there may be additional academic, research based, and clinical experience that external trainers hold to enable specialised training to proceed. Commissioning of training in these areas will continue to support the workforce.

Administrative functions:
The administrative team (of 3 staff) continue to provide administrative requirements for the commissioning and coordination of all training events, room bookings, financial reports and provide frontline reception for all visitors to the premises, including trainers, participants and stakeholders. The team has been required to evaluate priority areas for their workload, and it is expected that the implementation of upgraded SDMS system will alleviate some workload pressures and facilitate more effective data collection and reporting mechanisms. (SDMS is an online course booking system and data system to manage staff training and development information).

Shared staffing resources:
We look forward to continuing a joint working arrangement with Torfaen in relation to the practice learning manager role. The PLM will continue to support practice learning arrangements for social work degree students across both Newport and Torfaen, as well as continuing to provide a crucial link with newly qualified and post qualifying programmes that sit within CPE L frameworks.

D. Collaborative working arrangements
This section should set out established or planned collaborative working arrangements with other local authorities in order to optimise efficiency, effectiveness and value for money. Collaboration may relate to the delivery of training or arrangements for shared administrative functions (either for the programme or the Newport SCWDP), in line with paragraphs 18 and 19 of the circular.

Newport SCWDP has been committed to collaborative working arrangements through a variety of forums for a number of years.

Joint Arrangements Management Board (G-JAMB)
This is a collaborative working group that consists of 6 local authorities within the South East Wales area. (Newport, Monmouthshire, Blaenau Gwent, Torfaen, Caerphilly, Merthyr Tydfil). Additional membership of the board includes representation from Aneurin Bevan Health Board and plays a crucial link in the identification of training specifically within mental health services. Representation on the GJAMB Board from Local Authority lies with Training Manager / Senior Training Officer whose responsibility covers social care workforce training and development.

The remit of the Board is to jointly agree key areas of training required across the social care sector in both adults and children’s services. The Board will determine level of need and agree commissioning of training to meet the required need. Commissioning and course administration functions are shared across Local Authority representative agencies.

The GJAMB has a particular strength in terms of being able to provide specialist training to groups of staff on a more economic basis. For instance each authority may only have a small number of Occupational Therapists, or First Year in Practice social workers. In house provision of specialist course could be prohibitive, yet commissioned within the joint arrangements framework allows a more cost effective response to meeting such workforce training needs.

Please see appendix one for details of the courses arranged, including these under joint arrangements.
SEWSCB - previously NSCB (Newport Safeguarding Children Board) Research and Training Sub Group

In April 2013, a merger of all five local safeguarding boards across Gwent was formally established into South East Wales Safeguarding Children Board. Establishment of representation across local areas as well as representation from appropriate statutory and third sector agencies has taken place.

This merger is in its infancy. The training group attached to SEWSCB continued to build on effective SCWDP working and training opportunities established as part of a Gwent wide safeguarding board initiative identified in previous plans.

As a result of joint provisioning of some training, the move to a new formalised structure appears to be straightforward, in as much as the training programme has continued into 2013 to 14 without losing any ground as a result of setting up potential new structures, governance arrangements and programmes of training.

Newport continues to have adequate membership of this training group through either Principal Training Officer or Senior Staff Development officer representation. There will continue to be a range of training offered to the sector through existing SCB links. It is anticipated SCWDP funding will still be used to support training and development and initial discussions include specialist conference events that could be delivered across the region.

Collaboration with other Local Authorities.

Newport continue to work jointly with Torfaen Local Authority through a number of opportunities:

- Practice Learning Manager is a shared (50/50%) post addressing social work degree, practice learning opportunities, PQ, CPEL, and support for first year in practice/ newly qualified social workers.
- Staff development officer / QCF assessor. Newport were able to provide a secondment opportunity for a Newport employee, to support Torfaen and fill a fixed term post providing assessment to staff within Torfaen’s adult services. An element of this post (30%) maintains some support of Newport’s own assessment requirements.
- Newport continues to provide registration and certification provision for Torfaen’s QCF learners through Newport assessment centre (at the bridge training centre).

Whilst many of the above collaborative arrangements are in their infancy, there is the potential to identify a strategic vision for the Practice Learning Manager arrangement and this will take place during 2013 to 14.

CPEL joint working initiative

In response to implementation of CPEL arrangements, the 10 local authorities within South East Wales have developed a CPEL consolidation programme. The consolidation programme has been established with two of South East Wales HEI’s. This programme will deliver a mixed approach to PQ achievement, using portfolio development and taught events to allow learners to achieve 30 credits. The benefits of working jointly have meant that students across a wide region, with two different HEI bases that will have flexibility of course entry dates; yet ensure transferable PQ credits within the region.

The additional collaborative involvement in this particular area is that the representation for Newport on the CPEL joint working group has been undertaken by the PLM (practice learning manager) who occupies a joint position with Torfaen. There have been some benefits in terms of duplication of time and functions as one person has progressed these arrangements for both authorities.
E. Evaluation and Performance Management

This should set out what methods are in place (and developments that are planned) for evaluating:

- The outcome and effectiveness of training offered
- The outcomes from staff development on both the workforce and service users and how this is monitored
- The effectiveness and achievements of the Newport SCWDP

Evaluation of the individual training and staff development activity on service quality

- Trainers will be required, in consultation, to identify a minimum of three objectives for their training which relate to service quality, for each course delivered. We still aim to ensure that at least one objective must relate to the experience of the service user and/or carer.
- Course evaluation pro formas completed by participants must reference course objectives, including the objective[s] relating to service users and/or carers.
- Participants will continue to be required to return the duplicate copy of their course evaluation forms to their line manager for discussion in supervision.
- Line Managers of participants attending the selected courses may be asked to feed back on their observations re outcome of the course for the participant and for service quality.
- The Bridge Training Centre is currently updating its training management system to provide a more effective way of coordinating information obtained from evaluations and comprise relevant outcome reports that can be disseminated to relevant managers as appropriate.
- Current developments of the Youth Safeguarding Children Board will enhance participation and consultation with children and young people around key areas of training provision.
- The regional safeguarding board continues to strive towards a 6 month follow up evaluation of courses delivered. Initial feedback is that this is useful exercise however, this is a resource intensive task and continuation of it on a long-term basis is yet to be established.

The evaluation of Training Plans

- Jointly with their line manager the Training Manager will evaluate the Newport Strategic and Annual Training Plans against available guidance.
- Jointly with the Newport SCWDP Management Board the Training Manager will evaluate the Newport Strategic and Annual Plans against available guidance.
- The Training Manager will seek feedback from a sample of operational and non-operational employees of SWB services re the Strategic and Annual Workforce Development Plans.
- The Training Manager will seek feedback from Heads of SWB Service re the format, content, relevance and sufficiency of Plans.
- The Training Manager will include in the Monitoring Report 2012-13 a resume of the outcome of the evaluation of the Plans, taking into account such guidance and/or feedback as may be provided by WAG.

Performance Management

During 2013 to 14 the training team will develop further objectives that meet performance management requirements,

Monitoring is required of the following

- delivery of direct training identified
- effectiveness of individual training initiative[s] for implementation of specific legislation, policy and guidance
- take up of identified sponsorships
- implementation of in-house action plans for achievement of NTTs
- NEWPORT SCWDP Action Plan
- implementation of evaluation initiatives
- NTTs achieved and progress of individual agencies
- progress on achievement of NTT qualifications against projections and Action Plans
- achievement of qualifications not included in NTTs
- Social Work Training Plan outcomes against objectives
objectives in Strategic and Annual Staff Development Plans against Corporate, HR, Performance Management and Service Plans

- budget and cost benefits
- capacity of Bridge Training Centre to manage the volume of work required
- Bridge Training Centre stress levels and
- Competences of Bridge Training Centre personnel, and others, required to manage initiatives.

- satisfaction levels of stakeholders with outcomes of Staff Development Plans
- impact of Staff Development overall on recruitment and retention across the Sector [consultant to advise on approach]
- take up and effect of Funding Scheme of achievement of NTT NVQs in residential Social Care SMEs

- Management of equality of opportunity to access staff development

Monitoring of implementation and outcomes will yield recommendations regarding action to be taken. The level of investment in each of the above performance management requirements will be determined by their relative priority and the resources available. The elements above in bold type are recognised as high priorities.

It should be noted that the Bridge Training Centre’s moving towards a more outcome focused approach in its evaluation of workforce development, and it will be feasible to see a number of performance management areas reflect outcomes more clearly in the future.

-----------------------------------------------------------------------------------------------------------------------------

F. Emerging Effective Practice

A summary of new practice resulting in improvements for the Newport SCWDP, programme or funding - including areas such as the Newport SCWDP, training participants, business governance, collaborative initiatives, efficiency savings etc. This will be collated and disseminated across Wales as an improvement tool.

Newport SCWDP recognises the importance of ensuring a quality service provision that is supported by robust training and development for the sector. Whilst Local Authority provision of services has, to a large extent, remained traditional in its provision, and continued to operate services through direct delivery of services, it is important to recognise that the future strategic direction and vision for the authority encompasses a change to those traditional provisions.

Within this focus, there will be significant move towards Newport becoming a commissioning authority, and therefore the links, networks, and reliance on the wider sector, including both independent and voluntary agencies to provide care provision, are likely to figure significantly in future plans.

As a result, this plan also identifies several emerging areas of practice development that will have significant impact upon workforce development needs in the forthcoming year. Newport SCWDP continues to support the development of a competently trained workforce and will draw on best practice guidance, research, and evidence informed/based practice developments that contribute to this objective.

- The Social Care Passport Scheme

This scheme is still valid for a number of training events within Newport; however a review of its aims and objectives will be undertaken during 2013 to 14. This review will be undertaken by the Newport SCWDP Co-ordinator to ensure that the training programme meets the needs of the sector as a whole, and reflects changing legislative and policy drivers. The review will also consider if the current programme offers sufficient variety and flexibility in its delivery

- Social Care Induction Framework (SCIF)

SCWDP recognises the importance of an effective induction to support new staff entering social care workforce. As part of this commitment, we will continue to deliver Care Council for Wales Social Care Induction Framework, through a bespoke programme of training.

The model of delivery will be significantly different to previous training programmes, and reflects changes to the learning outcomes within the new framework.
Newport will provide a regular series of manager’s briefings to enable managers to understand their responsibilities under the social care induction framework. In addition to this, a SC I F course for practitioners will be offered that addresses key elements of the programme, such as their roles and responsibilities and include Care Council for Wales Codes of Practice, values and principles, and vital signposting to relevant mandate re-courses that may be applicable within their sector.

The Passport to Management Programmes
The programme for new and inexperienced managers has now been delivered for four years as also the programme for experienced managers. They have been very well evaluated. However the passport to management range of courses is currently under a review led by the Newport SCWDP Co-ordinator. A key objective would be to ensure that managers within the sector are supported by a range of non qualifying management courses that support their role. Within this review it is still expected that the future provision of courses will reflect the work of the Sector Skills Council /NOS in Leadership and Management for registered managers and managers of children residential services.

The review will include local consultation re deficits in training for managers. It is anticipated that the conclusion of a review will have a slightly different focus from previous programmes as we consider a skills and knowledge based approach to management courses that do not distinguish between new or experienced managers as our previous range of courses targeted. Courses that include staff development themes will also be commissioned and will include a variety of opportunities aimed at supporting coaching and mentoring skills for managers and supervisors.

Qualifying Training (QCF) and the Direct Payments Carers
A range of health and social care QCF awards have been provided through Newport assessment centre. We will continue to support access to Health and Social Care QCF assessment to a Direct Payment Personal assistant, who began the qualification last year but required the qualification be put on hold as a result of service user ill-health. Along with QCF is the commitment to those families and carers for whom Moving and Handling remains a need. We continue to offer direct payments recipients /carers the options to attend specific training in this area, and despite non-attendance, we are committed to providing more of the same if requested by the sector, as far as resources allow.

- Professional Mentoring /Coaching
Continuation of funding was identified to enable the extension through 2012 to 13 of the full time appointment of a professional mentor in Children and Family Services. This post continues to provide vital support for newly qualified social workers during their first year in practice. This is seen as an essential role even that in 2012 to 13, Newport’s recruitment and retention of frontline social work staff was facing challenging times. 19 newly qualified social workers joined Social Services teams, and the Coach/ Mentor ensured that an effective induction programme and continuing support provision was available to these new employees. The post holder continues to work closely with the practice learning manager and the Bridge Training Centre to ensure that a smooth transition from newly qualified social worker into arrangements for CPEL consolidation programs will take place during 2013 to 14.

Service User Involvement / Carer involvement in Newport

- Children and Young People
We have always strived to develop our commitment to Children and Young People’s participation. Consultation models are regularly featured on training programmes. In 2012 to 13, Newport Safeguarding Children Board, began to consider the opportunity to develop a Youth Safeguarding forum / board. This was established and identified objectives have been set by the group. As a result of one of these objectives, the Principal Training Officer has been involved with key partners in the group to identify opportunity to develop a re-source and training pack that reflects a young person’s perspective within child protection processes. It has been agreed that some funding from SCWDP will assist with this.

- Service user/carer delivery and support of direct training
We will continue to deliver courses that have service user focus and where possible use skills of service users themselves as facilitators. We will continue to use organisations such as sense comfrey that promote service user involvement, and will dedicate some time to sourcing other providers who can do the same.

- **Support for Social workers and Newly qualified social workers (NQSW)**
  We continue to support a framework for the development of newly qualified social workers, reflecting CCW guidance and this is being implemented by the City Council. We have had a shared PLM post that provides a vital link with the children services coach mentor who continues to provide support to the FYIP (First Year in Practice). Some additional support from the coach mentor is delivered through some generic sessions for all newly qualified social workers that are employed within Newport Social Services. As a result of having a shared practice learning manager across to local authorities already in place, it is hoped that collaborative arrangements to support first year in practice and students could be developed further across the region. This development is something that will take place during 2013 to 14 subject to detailed discussion with partners.

- **Signs of Safety training (SoS)**
  The Signs of Safety is an innovative strengths-based, safety-organised approach to child protection casework. It is a Newport SCWDP and collaboration grounded, strengths-based, safety-organised approach to child protection work, expanding the investigation of risk to encompass strengths and Signs of Safety that can be built upon to stabilize and strengthen the child’s and family’s situation. A format for undertaking comprehensive risk assessment is incorporated within Signs of Safety assessment protocol. The approach is designed to be used from commencement through to case closure and to assist professionals at all stages of the child protection process, whether they be in statutory, hospital, residential or treatment settings.

Newport began this approach to child protection within children’s services and through collaboration with the Bridge Training Centre, has been able to undertake the following:

- Training sessions for Social Services practitioners delivered by Independent Reviewing Officers (IRO’S)
- Training by IRO’s to external partners involved in conferencing process
- Involvement in wider training programme that incorporate specific briefings on SoS
- Formal events take place on a regular basis. Additional to the specific delivery of signs of safety training, the IRO’s have also been able to join other child protection based training in order to deliver specific elements related to signs safety.
- Initial feedback from inspections undertaken within Newport is positive about this approach to child protection.

Plans for 2013 to 14 will include the delivery of formal sessions to internal staff, as well as a broader approach to delivery of training across the South East Wales safeguarding children board area and will include key practitioners on training events from these areas.

- **Restorative Approaches training**
  In 2012 some joint work began to look at the how the impact of conflict within children’s residential establishments affects issues around challenging behaviour and Young people becoming criminalised. Working with key trainers from the youth offending service, we were able to identify that restorative conferencing /approaches was a positive intervention model that could be used within the residential setting. The aim was to support the resolution of conflict that arose through challenging behaviour and promote a positive environment for young people and the practitioners caring for them. The benefits of this programme have been evidenced in a variety of other local authorities who use this model of intervention, and whilst Newport does not class itself as a restorative authority it is recognised that additional development of practitioners to effectively work and restore relationships after conflict, was crucial within residential establishments but also has a wider application across services.
  Training will continue to be delivered through
• In-house practitioners (utilising some financial resources to meet staff replacement costs for trainers), delivering a range of awareness raising and full restorative approaches conferencing training.
• Training is delivered across Newport SCWDP agencies. This will continue to include practitioners from housing organisations, Social Services staff (residential staff, social work staff, family support staff, and Foster carers,) voluntary organisations and independent sector providers.
• Attendance levels and feedback from courses maintain positive evaluation of the course and recognition of the wider uses of restorative approaches within environments where conflict can happen.

2013 to 14 will involve in evaluation of the training as well as addressing a strategy for adopting restorative approaches as an intervention model across Newport.

G. SCWDP Newport SCWDP Governance
This should include details of:
• Ownership of the plan;
• Confirmation of endorsement of the plan by the Newport SCWDP;

A web link to the published training plan on the SCiP website. (Applications can include a draft of the training plan to be published when the grant has been awarded.)
• Meeting timescale and engagements for current year;
• A web link to the Newport SCWDP’s communications plan (in line with paragraph 41 in the Circular) published alongside the training plan on the SCiP website. This must include:
  o A list of current stakeholders represented on the Newport SCWDP (evidencing coverage of all areas of the sector as laid out in paragraph 15 of the Circular);
  o A summary of partners and stakeholders (both within and outside the sector) to whom the circular and training plan information is disseminated to; and
  o Plans for dissemination of information to encompass the whole sector, in particular relating to the Circular and Training Plans/calendars.

Please note: If a SCWDP Newport SCWDP website is available and the training and communication plans are published, only a link to the relevant pages are required to be placed on the SCiP website.

The aim of the Newport’s Newport SCWDP is to provide cost effective and appropriate qualifying, non-qualifying and pre-employment training for the social care workforce in Newport in order to ensure provision of good quality services for the community which meet Welsh Assembly Government National Minimum Standards for staff development. Newport SCWDP continues to benefit from a fulltime co-ordinator, based at the Bridge Training Centre. The co-ordinator takes responsibility for arranging the bi-monthly meetings of the management board, the six monthly open meetings and liaises with all stakeholders to identify training requirements in line with targets and good practice.

Current membership:
The SCWDP Management Board is chaired by NCC’s Business Manager and is attended by representatives of the following
• NCC’s Bridge Training Centre Partnership Coordinator and Principal Training Officer,
• Commissioning and Contracts Team Manager,
• Gwent Association of Voluntary Agencies (GAVO),
• Several proprietors and managers of private residential services-Adults
• Domiciliary services - adults
• Children Independent sector residential services,
• ABHB,
• Wales Pre School Association.

• Open invites exist for University of Wales, Newport and Coleg Gwent.

Despite attempts by the SCWDP Coordinator and Management Board to build upon it’s representation of the wider social care sector in Newport, we have still not been able to achieve representation of Key partners such as Barnardos, Tros Gynal, foster carers agencies, children and young peoples’ Newport SCWDP s and the community safety Newport SCWDP in line with the requirements of the circular.

However Principal Training Officer for children’s services continues to maintain the links that have been made through the training officer role and provide Information and feedback to the board as appropriate.

There is potential in 2013 to 14 to explore the wider sectors involvement in the school took management board and opportunities for membership to that board and this will be tasked to the Newport SCWDP Co-ordinator to continue developing wider relationships and networks.

Making the most of all skills, networks, links and opportunities should be a focus.

Newport’s SCWDP has its own mini website with Newport City Council’s main website. This can be viewed at:

http://www.newport.gov.uk/_dc/index.cfm?fuseaction=socialcare.wfNewport SCWDP

From these web pages, stakeholders are able to view the on-line training calendar and, following training, nominate staff to attend specific courses and view the training records of their staff group. Additional information is also provided for public viewing including the yearly SCWDP plan, monitoring report, terms of reference and other useful information.

http://www.newport.gov.uk/_dc/index.cfm?fuseaction=socialcare.wfpartnership&contentid=cont116966

The latest Circular will continue to be circulated to all members of the management board and comments for inclusion to this plan have already been invited. The draft version of this plan will also be circulated for comments and then the final version will be brought to the next board meeting to assist planning and implementing the various actions contained herein. (date of next meeting – 24 July 2013)

SCWDP interactive website

We continue to provide in training for Newport SCWDP managers in the use of the online course nomination system and the training record system via the interactive website (SDMS). The interactive use of the website is being carefully managed, with strict gate keeping of information, via a system of named users who sign up to closely monitored operating procedures and a confidentiality policy reflecting the requirements of the Data Protection Act.

The website is now widely used as it also provides open access to the SCWDP Training Programme and to information that the Newport SCWDP Co-ordinator will post (breaking news items, notice of Newport SCWDP meetings and hyperlinks to relevant social care websites).

The volume of programmes delivered 2013-14 will reflect the outcome of the annual TNA’s undertaken in the Newport SCWDP areas. As well as undertaking a planned response to the commissioning of training as a result of training needs analysis from the sector, Newport SCWDP will continue to respond proactively to unforeseen training requirements that may appear as a result of CSSIW inspections and other relevant audit and inspection recommendations.
H. Contact Details

Corporate Director (Care and Customers)
Mike Nicholson
Tel: 01633 233257
Email: mike.nicholson@newport.gov.uk

Head of Finance
Chris Barton
Tel: 01633 232205
Email: Chris.Barton@newport.gov.uk

Lead Contact for SCWDP application:
Claire Broome (Principal Training Officer, Children’s Services)
Tel: 01633 414600
Email: Claire.Broome@newport.gov.uk

I. The Plan

Context of strategic local needs and priorities in relation to:

- Demographics of local population
- The services needed
- The services delivered
- The workforce
- Training and development

Demographics of local population

In 2011, the population of Newport was estimated at 145,700 with 51.1% female and 48.9% male. The population has risen by 6% since 2001. It is the third largest city in Wales.

It is a multi-cultural city with issues associated with City living, and it has a large concentration of population around its central City. Overseas immigration has resulted in moderate population growth which is likely to continue in the foreseeable future. Population figures indicate that approximately 20% of Newport's residents are aged 0-19 years. Health issues mirror Wales wide trends, and most recent figures indicate that 21.6% of the Newport population are living with a long term limiting illness and 7.9% of people are permanently sick or disabled. As life expectancy grows, the incidence of limiting long term illness is likely to increase with age. Health and social care issues are interlinked as both health services and Social Services respond to trends.

Infrastructure and regeneration

Newport City Council is working towards a regeneration of the City Centre, in the wake of increasing shop closures and falling number of commercial business within the central location of
the town. Significant investment has now been achieved to focus on City centre improvement and redevelopment.

Manufacturing across Gwent (of which Newport was a key player) has reduced significantly over the last 4 years (Figures collated by the GMB union show that 45,700 in Gwent were employed in 2006 / 2007 in the sector – but 36,700 in 2010 / 11.). Locally to Newport, examples include the recent closure of the major steel fabricators (400 jobs).

Social problems arising from long-term unemployment and social poverty cannot be seen as separate issues for the council, as its services on the front line strive to meet demand as a result of such issues.

Within Newport there continues to be a high level of Communities First areas targeting the most deprived areas of Wales. Notably within Newport we have one Community of Interest for Minority Ethnic Communities and eleven geographical Communities First areas.

The services needed

One Newport

“One Newport” is the City’s Local Service Board (LSB). A Local Service Board is where the leaders of local public and third sector organisations come together to take collective action to ensure public services are effective and focused on local people. ‘One Newport’ includes senior members from the City Council, Health Board, Gwent Police, University of Wales Newport, Newport City Homes, Communities First, Job Centre plus, key voluntary sector bodies, Newport and Gwent Chamber of Commerce.

“One Newport” LSB continues to

- develop a Community Strategy ‘Feeling Good About Newport’ which is designed to reflect local and regional outcomes, and focus on meeting the needs of those residents most in need and those neighbourhoods that are most deprived.

- Tackle issues that can make a real difference to people’s lives including skills and worklessness, access to services, community cohesion and preventative services.


Key organisations within Newport, such as Newport City Council, Aneurin Bevan Health Board, Public Health Wales, Gwent Police, Newport Unlimited, Gwent Association of Voluntary Organisations, form a Strategic Newport SCWDP s to develop and deliver

It is in response to this strategy workforce development initiatives must be drawn. In addition, WAG guidance requires the Health Board and the City Council together with partner organisations to focus on the two important areas of:

- Improving health & wellbeing and reducing inequities (that is inequalities in health that are unfair and avoidable); and
- Improving provision, quality, integration and sustainability of “overlapping services”.

Service focus looks at the following areas:

- Older Frail People
- People with Long Term Conditions
- Mental Health Problems
- Learning Disabilities
- Physical Disabilities or Sensory Impairment
- Substance Misuse Problems and
- Carers

Demographic pressures over the next five years as faced by Local Authority

Adult Services

- Population

This is based around figures from 2011 Census with numbers of people within the population that are 65 and over amounting to 23,712 with the projection for 2016 to be approximately 25,000.

- Community Care
We provide 2500 (82%) people with support in the community which could be care or support at home, day care services, and support for carers and telecare

- **Longer Term Care**
  We provide 566 (18%) people with longer term care, which could be residential or nursing care placements

- **Specialist Care**
  We currently meet the needs for: 1527 (50%) older/frail people, and people with physical and sensory disabilities; 736 (12%) people with mental health issues; 368(12%) people with dementia based issues; and 436 (14%) people with a learning disability

- **Carers**
  The total number of unpaid carers is 16604, out of a total population of 145736 that equates to 11.3% of the total population

Within the above context of service provision, adult services are progressing a change in approach to the way they plan and deliver services. They aim to continue

- to promote independence and well-being and support effective solutions for independent living
- promote an integrated adult services
- a proactive preventative service
- Addresses the longer term care solutions.
- Focus on well-being and community engagement
- Continued development of technology solutions to support the social care environment.
- move towards being an effective Commissioner of services
- supports a re-able meant approach when working with vulnerable adults
- Services to be planned in an integrative and collaborative way with partners in the health and social care sector
- Improving outcomes for the customer meeting their needs and enhancing their continued independent living.

Potentially this could look like a service that commissions a substantial amount of essential services from private/not-for-profit/community enterprise providers

Local Authority provider service could be designed to meet specialist services that place the Council at the heart of transforming social care services and influence continued development of the social care marketplace.

Effective commissioning and procurement are key elements to a service that would deliver a managed budget and continues to develop efficient support models within diminishing public resources. This direction for the Local Authority has both short-term and medium-term and long-term objectives that will need reflecting in relation to workforce requirements and will be addressed during 2013 to 14.

**Children and family services**

- **Assessments and Child Protection Investigations**
  These have also increased significantly and if Newport follows the national trend then this will lead to a projected increase in activity of between 60 and 100%

- **Deprivation**
  In Newport is increasing. We are the 4th/5th most deprived authority in Wales

- **Child deprivation in Newport**
  Is worse than that of general deprivation

- **Contacts and referrals**
  Have increased exponentially over the last 3 years by at least 100% and by 2015 / 16 numbers are projected to increase by more than 250%

- **numbers of children on the Child Protection Register**
  These are slowly decreasing and this is against the national trend and represents the success of our family support programmes

- **Children in Care**
  In Newport numbers have reduced by 6% over the past 4 years and this compares favourably with the trend for Wales and our benchmark group of authorities. (Cardiff, Swansea, Neath/Port Talbot, Bridgend, Caerphilly and Torfaen
As deprivation levels are increasing in Newport and mirror national trends we have seen a 25% rise in the number of children in care in Wales over the past five years. The demands of this area of service provision are unsustainable. Significant changes need to be made and include a strategy for safely reducing the number of children in care through effective and targeted family support services.

Newport will aim to deliver a service provision that has an emphasis on

- well-being rather than welfare
- Will endeavour to support the resilience of vulnerable families through self-help and use of voluntary agencies.
- Support a workforce that is made up of experienced and inexperienced staff who is competent and capable in the assessment and management of risk and the delivery of high quality service provision.
- The continuation integrated multiagency family support services will be designed to meet need at earliest point.

This will be achieved by

- placing significant investment in collaborative Newport SCWDP arrangements
- using evidence based outcome focused approaches
- use of area Newport SCWDP s to help generate local solutions to meeting the needs of vulnerable families

Within the above context of service provision, children services will progress with a change in approach to the way they plan and deliver services that will include three key areas such as greater investment in prevention and early intervention

- focus on building community capacity personalisation and citizen choice
- joint working to drive collaboration integration and efficiencies between providers citizens and partners

The workforce

Newport social care services have 1325 care staff, 96 nurse practitioners and 260 other staff (activity assistants etc) within Independent Sector commissioned agencies. The SCWDP is well connected with the national, regional and local social care agenda via its contribution to planning and development initiatives at all levels: the Care Council, Post Qualification Consortium for Wales, Regional Social Care Newport SCWDP, and through active membership of national, regional, sub-regional and local consortia delivering qualifying and non-qualifying interdisciplinary training under joint arrangements.

Developments with health, and more focused integrated working, are an ongoing feature of the social care/social work provision in Newport. Part of the Social Services transformation programme involves a change to what we refer to our ‘end to end’ process, particularly for services for older and vulnerable people and younger adults with disabilities. The end to end process takes us from the first point of contact, through to providing a service and that service being reviewed. Changing the way that the City Council works with people will allow a redistribution of staffing resources and a restructuring of teams and is hoped the new process will improve service quality and efficiency.

The workforce has seen changes in the management of services. Last year’s plan detailed the review of adult services and administrative support services with several structural changes taking place within Local Authority workforce. Within Local Authority training and development, the impact of such key changes have been noted: for instance, attendance / participation on courses has declined and initial indications are that whilst the Independent and Voluntary Sector are still accessing relevant training and development opportunities, the Local Authority has seen the highest non-attendance figures.

Newport SCWDP is keen to see the delivery of an effective programme of training for the workforce that reflects the delivery of services within an integrated or collaborative model of working. It welcomes the commissioning of training that reflects National Occupational Standards in Care.
Newport SCWDP supports delivery of a diverse training programme for the workforce that reflects ongoing priorities for the sector as well as responding to new initiatives and practice developments.

Newport SCWDP also recognizes that in order to continue to provide support to the workforce to meet identified outcomes for service users in Newport, there may need to be an adjustment to range of delivery methods of training and development. A move from traditional models of event based training to meet the majority of training needs identified by the sector, will be developed into a flexible mixed approach to the training and development opportunities available. This mixed approach includes

- train the trainer development opportunities
- coaching and mentoring skills training
- Web based e-learning packages
- targeted workshop events (with learning outcomes attached to QCF modules)

It is hoped that such models will support workforce to attend training and increase participation, but also recognises that development opportunities can be accessed through flexible approaches.

J. Strategic Direction

Summary of the strategy and direction of travel for workforce development over the next 3 years, including priority training areas, covering all areas of the workforce and outcomes of training (three pages of text maximum - plus diagrams/charts).

The City Council continues to made good progress towards the expectations set out in the recent white paper, Sustainable Social Services for Wales: A Framework for Action. Collaboration and integration with colleagues from the Aneurin Bevan Health Board (ABHB) and the voluntary sector continues to be strengthened across services for people with mental health problems, learning disabilities, older people and with the children and family services.

Additional collaboration takes place within the Children’s Preventative Services agenda as a multi-agency approach to early intervention / strengthening families’ approach.

Additionally, the Social Services Bill expands upon key issues already underway as a result of Sustainable Social Services, including some of the following:

- collaboration,
- increasing service user through citizen centred services,
- reducing complexity,
- developments in safeguarding vulnerable people (children and adults),
- Refocusing inspection and regulation.

As already identified in section I) Context of strategic local needs and priorities the strategic direction of the council links inextricably to the context of Newport’s demographic need and how statutory and third sector agencies plan to meet these needs within changing financial climates and further demands upon services.

Collaboration and Integration feature strongly in a variety of drivers for Local Authority development of services. The vision for the future is being established in a 5 year plan for the Authority and will have specific impact upon front line services and the workforce requirements that support delivery of services, and has specific elements that focus on integration and collaboration across health and third sector. Workforce devilment have joint participation in a number of key groups to support this development (some of these mentioned within other sections of the plan and include integrated posts with Health, Frailty, Preventative services with Barnardos and IFSS).

Newport is a large authority, and has some very different service provision in comparison to Torfaen Local Authority. However, a positive start has been made, to look at stream/themes and functions where collaboration can be developed and support achievement of outcomes. With some areas being progressed fairly quickly the evidence joint working initiative will be a reality by the end of 2012-13 year.
The first areas to collaborate more formally within this remit include work on SWD, CPEL and PLO- encompassing all social work qualification and post qualifying responsibilities. Further options will be identified in 2013-14, with senior management providing strategic direction.

Joint Leadership Team
Since appointment the ABHB Locality Director has attended the Leadership Team meeting chaired by the Corporate Director, Care and Customers, joined by the Head of Newport SCWDP and Development following her appointment. The Corporate Director and Head of Adult Services are also members of the ABHB Locality Senior Management Team. Senior Leaders of both organisations frequently represent both organisations in the wider arena. We continue to hold a Joint Management Forum for first line managers across the LA and ABHB organisations bringing together our frontline managers to work together on a range of issues, and importantly to understand each other’s business.

Integrated Posts

Mental Health Services
All partner agencies play a crucial role in delivering mental health services and in making sure people achieve their potential in the community. Agencies and organisations have to work collaboratively to maximise the use of resources. Furthermore those who use services and their carers must also be seen as partners in this process. The approach must be one where all partners agree an agenda and plan and clarify who will be responsible or accountable for delivering the various components of an integrated service. The integration of Health and Social care organisations i.e. integration of finance, workforce and policies is key to the future delivery of these objectives. A strong relationship with the third sector is also fundamental to being able to deliver on this approach.

Working in Newport SCWDP across Health, Social Care and the Third Sector, to develop an integrated service model
A number of organisational steps have been undertaken in order to progress the integration of health and social care services, in order to provide a seamless service for both service users and carers. Alongside this structural change it is important to develop a shared vision for mental health services for the next 4-5 years, which will support the further integration of services in Newport SCWDP with the third Sector organisations. The Adult Mental Health Task and Finish Group have identified key priorities to meet the challenges of this integration. Mental Health services in Newport are now managed by a single manager, across Health and Social Care, being in post for nearly a year.

Learning Disability Services
Many individuals with a learning disability will have a range of professionals working with them. It is necessary to have a co-ordinated process to ensure that the needs of individuals are identified and responded to in a timely and safe manner by those around the service user. In order to maximise independence, individuals require the right support from the right people at the right time in a co-ordinated way. Service users and carers will require clear easy read information outlining what services are available, how they can be accessed and how to complain. Greater integration will be required between Health and Social Care services for people with a learning disability. Consideration will need to be given as to the exact model of service integration including the potential of pooled budgets, an integrated management structure and a single set of performance indicators.

Frailty Project
There is a clear strategic direction emanating from the Welsh Assembly Government that aims to provide more efficient, effective and integrated services closer to people’s homes. The vision has been developed using the evidence base from the UK and further afield (Canada, USA, Australia and Scandinavia). As a result Gwent Frailty programme is evolving and has established positive joint working arrangements to meet the objectives it established in last year’s plan.
The current workforce across Gwent is drawn from three sectors represented by Aneurin Bevan Health Board, five local authorities and the voluntary sector primarily Age Concern. Each of the organisations provides elements of the frailty service requirements within their remits, but collectively they have the opportunity to deliver a cohesive and whole service model.
The Frailty Project has developed and expanded upon the role of Support and Well-Being Workers. They will support individuals in meeting their physical, practical, social, community, psychological, motivational and other independence needs. The Newport Frailty Team consists of registered and unregistered workers from both health and social care and workers from Age Concern.

The Gwent Frailty Education and Training Sub Group have developed the following:

- a fifteen day induction programme for new support staff being employed into the frailty teams across Gwent.
- a three day induction programme to be delivered at a local level.

Newport Social Services has identified a lead frailty training coordinator based in the Bridge Training Centre. Her role includes the coordination of induction programmes as required for the Newport Frailty Team and liaison with the Frailty Training Coordinator to assist in the coordination and delivery of future training.

The Frailty Support and Well Being Worker job description clearly states that an NVQ Level 3 or equivalent (QCF Diploma Level 3) is an essential qualification within the person specification. Ensuring qualification to this level will be a priority for the Bridge Training Centre Assessment Centre and the Frailty Assessor in the coming year.

**Integrated Family Support Service**

Following on from the introduction of the IFST in 2009, Newport has undertaken a wider transformation in children's services. Whilst IFST continues in its original remit the programme is now extended to other areas to take forward as an effective service intervention. Newport’s IFST will support other local area IFST workers to accredit the training delivery they undertake in accordance with Agored requirements. This is an area of workforce development that will continue in 2013 to 2014 and beyond.

Additionally, the Integrated Family Support Service has been expanded to include the Preventative Services (Families First) agenda.

An Early Intervention team works with lower level needs of families, based on CAF / TAF models. This work stream incorporates partners in LA Education services and will further develop its role and service provision in 2013-14. Additionally, Third Sector collaboration with Barnardos has been key in the establishment of this service

---

**K. Current Priorities**

This should include specific training priorities, outcomes and objectives for the current year, including evidence linked to local priorities (noted in section B) and the SCWDP targets noted in paragraphs 30 – 31 and paragraph 33 of the circular.

Whilst the key objective of the Newport SCWDP 2005 – 2010: **is to meet Welsh Assembly Government qualification targets for personal Social Services has largely been met, qualification targets across the sector still need to be monitored and managed.** The key objective of the Newport SCWDP 2010 – 2015 is to maintain an appropriately qualified workforce with the capacity to meet new challenges.

Funding will continue to be directed in 2013-14 to areas where need is greatest: qualification targets in adult and children residential services, domiciliary services and fostering services, preparation of staff who will deliver Integrated Family Support and Gwent Frailty Project Services – and the support of users and their carers to access training and to participate in decisions to be made about new models based on outcome focused and citizen centred services.

In 2013 to 14 the continuation of support for the independent sector to meet targets will remain a key outcome for the Newport SCWDP.

(1) In 2013- 2014 we will continue to support the development of systems that support efficient and effective quality provision. Staff development and management system (SDM S) is currently being upgraded and it will continue to provide streamlined systems for both the administrative functions of course provision as well as allowing the sector in more effective portal into the Bridge Training Centre to coordinate their own training needs and information.
(2) The SCWDP implementation of Care Council for Wales Social Care Induction Programme continues to be promoted within the sector by Newport SCWDP Co-ordinator. Following a review of SCIF, we were able to design a more cost effective training programme that also addressed manager’s responsibilities to complete SCIF. We are now in a position of including the following in a repeating training programme:

- managers' briefings (current need for 2013-14 is in relation to delivery of this programme for new managers as the majority existing managers have already been targeted for updates)
- A one day programme of training delivered on a bimonthly basis for social care practitioner staff.

(3) In response to Newport SCWDP consultation, the programme of direct training across both Social Services and commissioned agencies will include a variety of new training events. These will include courses on:

- tissue viability
- dental care and oral hygiene
- food and nutrition
- specific courses on ill health conditions such as Parkinson’s and Huntington’s
- falls prevention awareness training
- awareness training around therapeutic interventions

(4) Developing school into work pathways for the Social Care Sector

Newport SCWDP Co-ordinator continues to liaise with secondary schools and Coleg Gwent, but the initial pathway into social care work for 17/18 year olds has stalled due to accessing CRB/ DBS funding for those participating in the initiative.

Creating a positive social work and social care image is key to attracting potential employees, and development of career pathways with schools recognises this. We actively promote the Social Care Sector as a viable and rewarding career choice, at Career events in schools for year 9 and above, with the SCWDP Coordinator and other key professionals of The Bridge Training Centre attending. During 2013 to 14 we will continue to attend career events in schools or local colleges. To further the link with schools and colleges we have continued to offer work based placements for students who are accessing health and social care courses within their educational setting. We will continue to accept referrals and offer placements within our provider services.

(5) Continued commitment to provision of a dementia programme linked to research and the specialist units of learning associated with the new diploma qualifications for health and social care support workers will continue be delivered.

(6) Newport SCWDP recognises the focus of key legislative and policy documents in guiding social care towards an environment that promotes and develops independence and community involvement in supporting individuals in need. The Local Authority, in its move towards using a citizen centred approach and becoming more of an enabling authority, will need a workforce that understands that vision. Within the Bridge Training Centre a range of courses that reflect this approach will be delivered and include QCF related workshops on subject areas such as Person Centred Planning and participative models of direct work.

(7) The Pan Gwent Frailty Project

The project continues to be implemented in across Gwent as a joint initiative with Aneurin Bevan Health Board. Staff Development Officers from Newport Social Services, at The Bridge Training Centre, provide a coordination role with other professionals from Corporate Teams and Health Service to ensure a robust business plan and training programme that meets current and future needs, and include links to associated qualifying and multi-agency non-qualifying programmes of training for Adult Services. It includes:

- The continuation of joint training programme identified in last years plan
- A new initiative supporting the work of the Frailty Team has been the appointment of a Falls Prevention Co-ordinator, who is currently providing strategic and operational development of falls prevention work. The social care sector is currently able to access a variety of training events focusing on falls prevention.
(8) POVA continues to be strongly supported by the SCWDP and LA sector at a variety of levels. Innovative training and awareness raising events have been supported by Health and Social Services and will continue this year. Responding to the Social Services Bill may impact of the model of delivery of POVA in the next year, but with strong collaborative working arrangements, it is anticipated the implementation of any changes will be effectively managed through Pan Gwent Newport SCWDP working.

Priorities for 2013 to 14 continue to include:
- the provision of POVA training across the sector
- provision of refresher training
- specifically designed POVA courses for staff within children’s services
- continuation of train the trainer programs to support the implementation of POVA training

(9) In April 2013, Newport Safeguarding Children Board formally became part of a collaborative safeguarding board with 4 other Gwent Local Safeguarding areas. The SEWSCB includes statutory partners such as Police, education, Health and probation as well as third sector representation. Significant achievements are expected as a result of a joint board, not least as a result of reduction of duplication of staff time and resources. The use of shared policies and procedures reflecting national guidance can be utilised across statutory agencies such as Police and Health but whose application can now expand jointly across the five local safeguarding boards. Specific elements for training include:
- Training delivery will continue on a joint arrangements basis through the SEWSCB training group and include training needs analysis drawn from a variety of relevant sources (section 28 audits).
- Newport Social Services and the Bridge Training Centre continue to maintain representatives on this group.
- The Bridge Training Centre/ Principal Training Officer support direct delivery of some key training events
- Training events are advertised across the Newport locality area and the advertisement of events are sent to key personnel within statutory agencies as well as voluntary/independent/third sector agencies
- monitoring of training and development of new initiatives are addressed through the training group

(10) The transformation of direct services to a more outcome focused model has significant implications for workforce development which under which RBA (Results Based Accountancy) is a model that is utilised in some areas of the authority - and again this will be addressed in 2013-14.

(11) The collaborative arrangements /possible integration models that need to be developed with neighbouring authorities. Significant attention needs to be paid to the involvement of the Newport SCWDP sector in such arrangements, the impact of those arrangements, and the need to meet sector needs at both local level and wider geographical Newport SCWDP level.

(13) Flexible and varied models of training and development.
We continue to note the importance of supporting the workforce to access relevant training through a variety of diverse training resources. The implications of the financial climate may significantly affect training attendance on traditional courses as service areas reduce staff expenditure for covering staff attendance on training. As a result, SCWDP will continue to look at a variety of models for staff development. These will include:
- use of coaching and mentoring within the workplace
- use of practice champions/experts who can deliver training as well as develop practice in the workplace setting
- use of e-learning, and web based forums for development
- development of a wide resource base including library and training pack resources

(14) Newport Assessment Centre:
- Will continue to provide quality provision of QCF level II, level III, and the level V diplomas in Health and Social Care - In order to satisfy the Local Authority Social Services implementation of national training target level. Newport Assessment Centre still achieves a high status from its awarding organisation (City and Guilds) in relation to its service
provision. Resources continue to be committed to LA services and commissioned agencies not yet achieving WAG qualification targets.

- In 2013 to 14, development of qualification within other workforce areas such as Day and Community services in the adult sector will be promoted through a variety of schemes. This will include direct assessment of QCF qualifications provided by Staff Development Officers based at the Bridge Training Centre, as well as support for training of work based assessors that will enable a culture of assessment and qualification to be established within the setting as a result of management involvement in improving training outcomes for the workforce.
- Workshops based on learning outcomes from QCF units are being delivered and will continue to be provided for staff. Whilst many of these workshops have a focus for those undertaking QCF qualification it is recognised that the intrinsic value of some of the topic areas are relevant across the workforce and as such the work shops are being opened to practitioners who may not be completing QCF but the whom the topic is relevant.
- Collaborative arrangements within the Assessment Centre have allowed Newport to provide registration and administration of QCF qualifications for Torfaen Local Authority. This arrangement has worked well to date and will continue for this year.
- The Assessment Centre will continue to support Newport SCWDP /commissioned Agencies in achieving national training targets for qualification. In 2013 to 14, this would entail direct assessment by Staff Development Officers based at the Bridge Training Centre to those agencies who are struggling to achieve targeted levels. It will also include opportunities for Newport SCWDP /commissioned agencies who have internal resources such as assessors to access registration and certification of QCF awards and be supported by the Centre in developing their own workforce. It will also include opportunities for the sector to link to assessor training opportunities.
- The centre will offer variety of training and development events that support QCF topic areas and assessor development. We will endeavour to ensure 50% of these events will be open to Newport SCWDP agencies.

National Training Targets - Qualifying Training- Children’s Care Services

Residential services
QCF qualification achievements are progressing well within children’s residential establishments for those staff who are residential child care officers. The 80% target for qualification, applicable across Newport’s for residential and short break establishments, has either reached target level or, there are sufficient staff on appropriate programmes for qualification achievement within required timescales (as indicated by Brighter Futures legislative requirements, CCW and CSSIW requirements placed on new staff).

- Currently, across the service, six learners will achieve within 2013 to 14 and therefore meet target levels. With planned completions, registrations of new learners will be maintaining the achieved target level as opposed to trying to achieve it in the first place.
- Progress of supporting Assistant managers to be able to achieve qualification that would enable them to meet Registered Managers’ status (in the unlikely event of a manager not being in post), has ensured that in 3 of the residential establishments at least one Assistant manager has the required qualifications to act up/ be delegated the Registered Manager responsibility for the home. Further development of assistant managers will continue in conjunction with the Bridge Training Centre.

Day and Community Services & family support-children
In 2013 to 14 the commitment to other service areas to provide qualification opportunity will continue. The recommended qualification for this service area is a level III QCF diploma in Health and Social Care.

- The Bridge Training Centre will support access to this qualification for three staff during 2013 to 14 and will utilise Welsh Government funded Modern Apprenticeships via Work Based Learning provider Educ8 Training Ltd.
- Assessor qualification (TAQA) within the service will be developed in order to support direct assessment by work based assessors.

Foster Carers 2013-14
Plan to Achieve 25% Qualification of Newport City Council
The qualification and professionalisation of Foster Carers continues to be a significant priority for Newport City Council. The Fostering Service has undergone a significant review of its structure, support systems and payment systems. Linked to this has been a review of its training and development provision. To support this, the Staff Development Officer for Foster carers continues to provide robust assessment of this group of staff in order meet the Welsh Government National Training Target of 25%.

Information gathered in March 2012 showed that Newport had 255 foster carers in total with 30 foster carers qualified giving a qualified percentage of 11.76%.

As of 24th June 2013, we currently have 279 foster carers; this is an increase of 9% since March 2012. Whilst this demonstrates a healthy growth in the numbers of available foster carers within Newport, it reflects further challenges in qualifying this target group to National Training targets. Since March 2012, 2 qualified Foster Carers have been de-registered, again impacting overall percentages of qualified carers. The current qualified percentage of individual foster carers (not foster placements) within Newport stands at 13%.

Arrangements to meet the identified numbers of Foster carers to acquire qualification within this priority group has been organised with support of Newport’s designated Staff Development Officer, Foster Care, who will continue to be used as its primary resource, (offering a planned programme of workshops and individual support sessions) whilst at the same time utilising additional support from the use of funded peripatetic hours and Welsh Government funded Modern Apprenticeships via Work Based Learning provider Educ8 Training Ltd.

Qualifying Training - Adult Services
Specific workshops continue to be delivered on subjects around sensory loss, dementia PCP, reflecting some of the new QCF units, and again this has been opened up to the Independent sector.

The priority now is to maintain achievement levels for the sector and continue to observe developments in relation to the care Council for Wales’s registration requirements for the sector. Ensuring that national qualification target levels are consistently met and allow staff development opportunities to support a culture of ‘growing your own’ in relation to aspiring managers will be a key objective for the Bridge Training Centre.

Provision of assessment arrangements within the sector is sufficient to meet required needs through work based assessors who are supported by staff development officers based at the Bridge Training Centre.

For agencies’ Staff in partner agencies who continue to access DCELLS funding for the QCF, the SCWDP grant will continue to provide a bursary to assist those agencies who do not access DCELLS funded training.

Adult Residential Services Qualification Targets
Progress towards targets in adult residential services remains on track with over 50% of all direct care staff holding either QCF level 2 or 3 (or predecessor equivalent) All Registered Managers also hold NVQ Level 4. The Newport SCWDP currently has suitable plan in place to support arrangements for qualification of all required managers in line with the Care Council for Wales’s framework of qualification.

Domiciliary Care Services
Home care
Domiciliary Services within the Local Authority are facing changes. Within each of the Extra Care schemes, we anticipate a reduction of home carer staff. Across the service area, this reduction could amount to between 24 - 30 staff. The impact of this will become apparent once those redundancy arrangements and redeployments take place, as the service will need to re-evaluate the qualification levels within the service. It is anticipated that there will be a loss of qualified staff.

However, progress towards targets in domiciliary care services is ongoing. Currently home care and family aide targets remain on track with over 50% of direct care staff holding required qualification (QCF L3 Health and Social Care or equivalent). In the event of loss of qualified staff leading to a fall in qualification levels, there are sufficient assessment arrangements through work based assessors to support registration of new staff to qualify.

Sufficient managers within the service are qualified. Registered Managers in home care and the family aide service hold NVQ Level 4 in Health and Social Care with the exception of one who is
currently undertaking the qualification. Assessors within these service areas are updated on the new TAQA standards and will have attended information events on the new QCF Diplomas to enable them to assist in the maintenance of their targets.

Those staff transferred to the Frailty Project all hold level 2 NVQ, but as outlined in last years plan arrangements for them to access QCF Diploma in Health and Social Care at level 3 were required. This is an ongoing commitment to this team

**Supported Living Services.**

To support achievement of targets for all staff and Registered Managers in supported living services.

Current figures indicate 100% of Registered Managers hold required qualification.

One scheme manager holds L4 Qualification, with additional Scheme Manager working towards L5 QCF (thereby supporting provision of suitably qualified staff in absence of Registered manager).

We have reached National Training targets for this sector of staff, but additionally offer qualification QCF L3 to staff within this setting to ensure that the target level is maintained.

**Independent Sector**

Independent sector qualifying training programmes. During 2012 to 13 the Newport SCWDP Coordinator worked closely with Contracts and Commissioning Team and member agencies to consult and identify those agencies that required support to access qualifying training and development. Through that process it was identified those two key agencies within the Newport area would benefit from direct QCF assessment support from the Bridge Training Centre. As a result staff within those agencies were able to access registration and assessment for targeted QCF qualification. Although the process has not reached a conclusion with learners registered during last year, it is a commitment to those other agencies that will continue into 2013 to 14. We will be registering four new learners from the Independent sector onto relevant programmes, in addition to the continuation of support for to learners registered last year.

We will continue to offer a bursary to organisations who qualify staff through course programmes where alternative funding is not available (e.g. DCELLS funding). We continue to work with our Contracts and Commissioning Team, and partners in the Independent sector to provide QCF to targeted homes where QCF / NVQ targets are not achieved.

In addition, the training team have been able to offer joint training places for staff from the Independent sector to access TAQA qualifications and this will continue into 2013 to 14.

Newport City Council’s plans for Social Work Qualifying and Post Qualifying training are detailed in section H below.

---

**L. Commitment to the bilingual provision of services**

This should set out the mechanisms in place (and those being developed and implemented) to ensure the whole social care workforce is able to offer full bilingual service provision in order to meet service user needs, in particular evidencing the outcomes for service users.

**Welsh Language**

Newport City Council will endeavour to be responsive to Welsh government national strategy ‘More Than Just Words’ to improve Welsh language service provision across a variety of service areas such as Health and Social Services and Education.

Whilst it is recognised that Newport City Council serves a diverse community of many languages and cultures, the commitment to use of the Welsh language is integral to promoting equality of opportunity and reflecting the bilingual identity of Wales’ youngest city.

The key focus of “More than Just Words” includes fundamental principles and a strategic framework outlining six key objectives. They include principles such as

- Some people can only express their needs for care effectively and feel more comfortable in speaking to a nurse or social worker in Welsh.
• Some people are vulnerable and having to ask specifically to be spoken to in Welsh at that time of vulnerability/ill-health is not helpful to them.
• The law says that in Wales public services must offer Welsh speaker services in Welsh.

The six outcomes identified for public services are:
1. Making sure Welsh language services are built into planning and delivery.
2. Making staff offer services in Welsh for people who speak Welsh as a first language.
3. Welsh language services should be offered to Welsh speakers without them having to ask for them. This is known as the “Active Offer”
4. Ensuring leaders who will support the value of Welsh language services as part of the care services they provide.
5. Give staff training so they can provide Welsh language services.
6. To make sure all policies include the Welsh language.

As part of the Local Authority’s Corporate response to More than Just Words, the Corporate team have made significant links with Aneurin Bevan Health Board to develop and promote a strategy for the implementation of the National Strategy for Welsh Language. This includes initial taster courses and more advanced training courses in Welsh language that are currently open to employees within the Local Authority as well as the Health Board.

Additionally, the Bridge Training Centre has linked with the Corporate Team and will develop a strategy to address the needs of the social care sector in meeting the Welsh Government National Strategy. This may include further training sessions, in addition to those offered already by partner agencies such as Aneurin Bevan Health Board, and these will represent a social care focus on the provision of services.

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

Social Work Qualifying Training - This should set out separately the policies and plans for secondments, trainee schemes and other schemes to support social work qualifying training for the next 3 years and must implement the Welsh Government’s good practice standards.

Social Work Post Qualifying Training – This should set out how the grant will be used to support the development of infrastructures to support the delivery of CPEL.

Details on how the £40K ring-fenced funding will be used to supplement current Local Authority resource commitments must be included.

2010 – 2015 Objectives of Social Work Training in Newport: The objectives still stand for SW training. They include:

To recruit a good calibre of social work student, to provide excellent professional training endorsed by employers and users and carers, to retain students on the Programmes and recruit them to local agencies.

Newport’s new package of terms and conditions for social workers, linked to a career and professional development pathway, had some benefits where those progressing through the career scale are identified as potential student practice assessors. This further supports the Practice Learning opportunity strategy the council have in place to meet their obligations. As stated, Adult Services are currently undertaking a major restructure through the End to End process.

Work is also being undertaken to address the National Career Pathway and to ascertain what implications this will have for the Newport arrangements. A task Group has been set up to address this area.

Recruitment of staff within children’s frontline teams is still a priority. Children Services vacancies remain and see a higher proportion of newly qualified social workers being employed in this area. This is in stark contrast to statistics about the volume of applications for entry to the qualifying social work programmes. Both services have been assisted by the
Retrospective Bursary Scheme however it is necessary to maintain an appropriate balance in the workforce between newly qualified and experienced social workers.

Again this year Newport is supporting access to SWD qualifying training, through the Trainee scheme. These posts are open to all employees who secure a place on one of the Social Work programmes in the South East Wales region (BSc or MA route) in competition with direct entry students via the UCAS route of application. In addition to the Trainee Scheme, Newport is concluding its pilot of sponsorship funding arrangement for 2 Social Services employees to undertake the social work degree with the Open University. This enables them to remain in their current posts and in receipt of their present salaries, with support to attend programme workshops and APLI their previous experience in lieu of the level one practice learning opportunity (PLO). Initial information that will contribute to evaluating this OU route is being collated, with a view to establishing the most appropriate course of support for Newport Employees. In the current economic climate, there are many factors affecting the outcome for both operational teams, and the Bridge Training Centre. Additionally, in light of the potential future changes to the SCWDP grant funding provision, alternatives should be investigated to meet future need.

A review of the present arrangements in relation to staff development in regard to qualifying training. The plan will ascertain the best options to meet the needs of the Local Authority and the Bridge Training Centre. Additionally, in light of the potential future changes to the SCWDP grant funding provision, alternatives should be investigated to meet future need. A review of the present arrangements in relation to staff development in regard to qualifying training. The plan will ascertain the best options to meet the needs of the Local Authority and the demands placed upon it in relation to hosting arrangements. There will be a brief internal consultation process which will inform the plan and prepare the Local Authority for forthcoming years.

**Ring fenced monies**

Utilising the £40,000 ring fenced monies, plus additional SCWDP funding, the following arrangements to support SW Qualifying training and CPEL programmes are identified below:

<table>
<thead>
<tr>
<th>Number of students</th>
<th>2013-14 Utilising Ring fenced monies</th>
<th>Completion dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 x</td>
<td>Trainees to commence L1 September 2013.</td>
<td>July 2015</td>
</tr>
<tr>
<td>3 x</td>
<td>SW student trainees continuing September 2 x University of South Wales 1 x University of South Wales</td>
<td>July 2014 July 2015</td>
</tr>
<tr>
<td>2 x</td>
<td>Seconded student OU</td>
<td>July 2013</td>
</tr>
<tr>
<td>2 x</td>
<td>Trainees - Cardiff university</td>
<td>July 2013</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number on programme approximate</th>
<th>2013-14</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>CPEL consolidation programme</td>
</tr>
<tr>
<td>10</td>
<td>Other PQ - Various</td>
</tr>
</tbody>
</table>

Newport is an active member of the South East Wales Regional Social Care Newport SCWDP [SciP(SE)] Social Work Education and Training Group. This LA/Higher Education Institution Group has been highly effective in working out the tensions between high social work recruitment requirements in the area, availability of practice learning opportunities and assessment resources, and the ratio of students to Programmes needed to establish the financial viability of Programmes for HEIs. Five social work degree programmes including the Open University now operate across South Wales. It is essential that in aggregate the Programmes’ student numbers do not exceed available practice learning opportunities or the capacity of the Local Authorities to provide the necessary practice assessment. Hence there is the need for good regional planning. We are aware that a merger between the University of Glamorgan and the University of Newport has recently come into being and we watch with interest what implication this may have for our planning in future years.

It is anticipated that again Newport will meet its commitment to provision of Social work Placements for Students, with 11 student placements from UWN at levels 1, 2, and 3, and 4
student placements from Cardiff University at the same levels, and a commitment to 1 per level for OU.

### Practice Learning

Some significant factors however remain for Newport, and these are currently being addressed at senior management level, with collaborative or even integrated arrangements being considered.

A temporary arrangement has been in place since June 2012 where there is a joint funded Practice Learning Manager post in existence between Torfaen and Newport. The post is based on a 50% share arrangement. This post was put in place for a one year period and is at this time being reviewed and options sought as to how this arrangement should change or develop for the future. The general signs are that the post has proved to have met the identified need, but that there are clear developments should it be decided that the post be extended into future years. The present discussion will look to provide a strategic plan for the future of the post.

There is also the potential of drawing in other partners as we move towards meeting CPEL arrangements for social workers. There is now in place regional Newport SCWDP s of ten Local Authorities in place to support such requirements and these include collaboration with local HEI's.

During 2013-14 the SWETG agreements to maintain the shared approach to LA hosting of students has been agreed. It has not yet resolved the full implications for LAs Practice Learning Opportunities Funding of ‘cross cutting’ independent sector providers, but has now established the basis for a protocol between LAs and the OU to ensure equitable allocation of OU students to LAs. A sub group of the Local Authority SWETG members is mandated to address quality assurance issues for SWD Newport SCWDP s in context of the Standards for Practice Learning. SWETG Chair, Ellis Williams, RCT Chief Social Services Officer, continues to ensure continuity of the link with the ADSS group and All Wales Strategic Group.

Each Programme Newport SCWDP needs to establish a modus operandi between key stakeholders. For some years Newport has been a primary partner with UWN and Cardiff University Social Work programmes, providing input to the Programme Management Committees, selection and access panels, assisting with teaching and module development. It should be noted that whilst direct formal arrangements between Newport and Cardiff Metropolitan University re the hosting of SWD students has now ceased, Newport continues to sponsor social workers to a range of post qualifying programmes including those delivered by Cardiff University, the University of South Wales and Cardiff Metropolitan University.

### The Standards

#### The UWN and Regional User and Carer Groups and Standards for User and Carer Involvement in the SWD Programmes

The groups are aware that user carer engagement in the Programme Newport SCWDP s will be resource heavy if it is to be successful in establishing and maintaining the user focus in all aspects of the Programmes from student selection to final assessment. The regional group has put together scales of charges and fees from which to establish resource requirements, thence to work towards funding applications etc. The Standards for the Involvement of Service Users and Carers in the Social Work Degree are now in place. Processes for the selection of UWN SWD students reflect these standards and were agreed with the Newport user carer group early in the New Year 2006; user and carer engagement in the UWN Programme has faltered somewhat in 2009; two representatives who have withdrawn have not yet been replaced. GAVO has been asked to help identify new user and carer representatives to participate in reselection, planning and assessment. Cardiff University user and carer representation in their programme has been steadily strengthened over the past five years and is being well sustained with plans to widen involvement with other service user groups to represent more fully those who use services. There will now be on going discussion with the University as to what changes, if any will be amended due to the Universities’ merger.

### Standards for Practice Learning
Newport is committed via its **2012-13 Action Plan** to improving the quality assurance of the several mechanisms developed to meet these standards. We have managed to maintain performance against the relevant standards and review progress of the in-house action plan. This process will continue with the jointly funded PLM post that is in place with Torfaen.

**National Occupational Standards for Social Work**

Newport’s Performance Management Strategy has welcomed the advent of standards for professionals whose work is becoming increasingly diverse; the standards provide a useful resource for line managers undertaking Newport’s appraisal model: Personal Development Planning. Newport’s Bridge Training Centre personnel endeavour to promote the Standards in induction and post induction training for social workers; practice assessors and practice learning facilitators are making every effort to underline their relevance to every day practice, to continuing professional development, and most importantly in this context to the support of social work students in practice learning situations. Newport’s Induction Programmes for Social Services staff includes reference to the Standards and Newport’s Induction Manual for Social Workers and Staff Manual for Children Services is underpinned by them.

**Arrangements to meet Standards for Practice Learning for LAs and their agency partners**

Newport senior managers are clear that a specific set of practice learning standards apply to the LA and also to those external agencies with whom we contract for provision of practice learning opportunities. Firm collaborative arrangements are in place with UWN and Cardiff University, and arrangements for involvement of local agencies in practice learning opportunity provision are developing well; several are now in place one of which yields considerable input to the Programme’s taught element. Student social workers are ‘hosted’ by the LA and the S E Wales SWETG now monitors ‘hosting’ arrangements across the Region. Newport has an identified array of hosting arrangements. ‘Hosting’ provides direct entry students with some of the benefits available to students employed by the Authorities: access to resources and support throughout the period of their studies. **In 2013 Newport will host 15 new direct entry students.**

**Standard 13: the provision of competent assessors**

Newport continues to work towards its target that there is a qualified practice assessor in each fieldwork team, in each LA provider service where there is a qualified social worker in post, and in each independent sector agency which employs social workers in social work and non-social work posts. The target has been discussed with some independent sector agencies, where, in children’s residential services, independent fostering agencies and in two adult provider services, qualified social workers are employed. Newport continues to invest in the development of a pool of assessors meeting good practice standards and to invest in the development of practice assessors sector wide. In 2006-7 the regional Social Work Degree Planning Group considered whilst consensus between the ten LAs has not been achieved re the level of disbursement of Practice Learning Opportunity Funding to independent sector agencies providing PLOs, there is common ground. Newport is offering incentives, as generous as those of any other Authorities, to ensure independent sector agencies engage with the challenge to meet PLO targets and to meet practice learning standards. This has borne fruit in the last few years as several independent sector [as well as NCC] personnel have been sponsored with Newport’s share of SCWDP funding to undertake the UWN [academic level 6] Enabling Practice Learning Award in the PQSW framework.

**Practice Learning Opportunity Funding**

The Region’s SWETG remains concerned that there is still uncertainty re the Care Council for Wales’ PLO funding arrangements beyond 2013-14. It is noted that in South Wales the number of employer sponsored SWD students is decreasing. As the number of direct entry SWD students increase there is an additional claim on CCW bursaries. PLOF and Bursary funding is administered from a single purse by the Care Council for Wales. In 2009-10 the funding available to CCW has been sufficient to provide bursaries for all direct entry students. Current levels of PLO funding has to date been maintained by the CCW. The fees of graduate students are no longer subsidised in Wales. Some attrition is related to the financial circumstances of students. The relatively low level of bursaries and fee levels may well contribute to student hardship and SWD programme course attrition. The CCW, employers and HEI partners are currently considering the mechanisms available to support those direct entry students who are suffering financial hardship despite access to bursaries.
NEWPORT CITY COUNCIL SOCIAL SERVICES

SOCIAL SERVICES BRIDGE TRAINING CENTRE
THE TRAINING TEAM
THE BRIDGE TRAINING CENTRE, WILLENHALL STREET, NEWPORT. NP19 0EW

ROB GRIFFITHS – PRACTICE LEARNING MANAGER (shared post TORFAEN)
☎ 01633 41(4620)
PAT BRIDGE - NEWPORT SCWDP CO-ORDINATOR
☎ 01633 41(4614)

CLAIRE BROOME - PRINCIPAL TRAINING OFFICER
☎ 01633 41(4612)

HAYLEY ABRAHAM - STAFF DEVELOPMENT OFFICER
☎ 01633 41(4619)

KATHY GILES - STAFF DEVELOPMENT OFFICER QCF – DOMICILIARY
☎ 01633 41(4608)
SARAH BALL - STAFF DEVELOPMENT OFFICER QCF – ADULT SERVICES
☎ 01633 41(4606)

DONNA HUGHES - STAFF DEVELOPMENT OFFICER QCF – FOSTERING
☎ 01633 41(4617)
SU YOUNG - TRAINING ADMINISTRATOR
☎ 01633 41(4600)

CHRIS WILLIAMSON – PRACTICE LEARNING FACILITATOR
☎ 01633 41(4610)

DEBORAH HUNT - ADMINISTRATIVE ASSISTANT COURSE ADMINISTRATION
☎ 01633 41(4603)

ADRIAN ROBINSON - ADMINISTRATIVE ASSISTANT COURSE ADMINISTRATION
☎ 01633 41(4605)

FAX ~ 01633 414621
<table>
<thead>
<tr>
<th>Course date(s)</th>
<th>Title of Course</th>
<th>Trainer</th>
<th>No. of Participants</th>
<th>Closing Date</th>
<th>P. O.</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Apr 2013</td>
<td>Care Of Older People – Prevention Of Falls In Residential/Nursing Homes 9.30 am – 1.00 pm</td>
<td>Patricia Bartley</td>
<td>15</td>
<td>20 Feb</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Apr</td>
<td>Protection Of Vulnerable Adults</td>
<td>Andrew Peacock</td>
<td>20</td>
<td>20 Feb</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Apr</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 1 of 2 – see also 4 June</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>21 Feb</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>5 Apr</td>
<td>Supporting People To Manage Their Mental Health</td>
<td>Chris Williamson</td>
<td>20</td>
<td>22 Feb</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>9 Apr</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 1 of 2 – see also 13 June</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>26 Feb</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 Apr</td>
<td>Understanding Sensory Loss</td>
<td>Michael Power</td>
<td>16</td>
<td>27 Feb</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 Apr</td>
<td>Protection Of Vulnerable Adults Refresher 9.15 am – 12.15 pm</td>
<td>Sarah Ball</td>
<td>20</td>
<td>27 Feb</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Apr</td>
<td>An Introduction To Restorative Approaches</td>
<td>Julie James &amp; Gareth Moseley</td>
<td>16</td>
<td>8 Mar</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>12 Apr</td>
<td>Food Hygiene 9.30 am – 1.30 pm</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>1 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 Apr</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I.  (formerly Positive Options)</td>
<td>12</td>
<td>4 Mar</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 Apr</td>
<td>An Introduction To Restorative Approaches</td>
<td>Julie James &amp; Gareth Moseley</td>
<td>16</td>
<td>15 Mar</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 Apr</td>
<td>The Challenges Of Child Protection</td>
<td>Jan Little</td>
<td>16</td>
<td>5 Mar</td>
<td>CB</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17 Apr</td>
<td>Infection Control</td>
<td>Healthcare Training</td>
<td>18</td>
<td>6 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 Apr</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I.</td>
<td>12</td>
<td>7 Mar</td>
<td></td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------</td>
<td>---------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>19 Apr</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>8 Mar</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 Apr</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 1 of 2 – see also 18 Jun</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>12 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 Apr</td>
<td>Understanding Aggressive Or Challenging Behaviour &amp; Promoting Safe Working Practice Refresher (For the Family Contact Centre)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>17</td>
<td>22 Mar</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 &amp; 24 Apr</td>
<td>Child Development (0 – 8 years)</td>
<td>Lynne Stock</td>
<td>18</td>
<td>22 Mar</td>
<td>C (CB)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>24 Apr</td>
<td>An Introduction To Restorative Approaches</td>
<td>Julie James</td>
<td>16</td>
<td>22 Mar</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>25 Apr</td>
<td>Working With Young People Who Self Harm</td>
<td>Chris Williamson</td>
<td>20</td>
<td>22 Mar</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>29 Apr</td>
<td>An Introduction To Restorative Approaches</td>
<td>Julie James &amp; Gareth Moseley</td>
<td>16</td>
<td>29 Mar</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>30 Apr</td>
<td>Care Of Older People – Prevention Of Falls In Residential/Nursing Homes 9.30 am – 1.00 pm</td>
<td>Patricia Bartley</td>
<td>15</td>
<td>19 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>30 Apr</td>
<td>Assessing Attachment</td>
<td>Lynne Stock</td>
<td>18</td>
<td>22 Mar</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>1 May</td>
<td>Working With Children With Attachment Problems</td>
<td>Lynne Stock</td>
<td>18</td>
<td>5 Apr</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>1 May</td>
<td>Personal Care &amp; Promoting Independence</td>
<td>Acute Training Solutions</td>
<td>20</td>
<td>20 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>2 May</td>
<td>Protection Of Vulnerable Adults</td>
<td>Pat Bridge</td>
<td>20</td>
<td>21 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 May</td>
<td>Care Of Older People – Prevention Of Falls In Residential/Nursing Homes 9.30 am – 1.00 pm</td>
<td>Patricia Bartley</td>
<td>15</td>
<td>22 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 May</td>
<td>Food Hygiene 9.30 am – 1.30 pm</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>22 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>----------------------------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>7 May</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>26 Mar</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>7 May</td>
<td>Data Protection Training</td>
<td>Dave Teague</td>
<td>15</td>
<td>26 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>7 &amp; 8 May</td>
<td>Behind The Mask</td>
<td>Jan Little &amp; Lynne Stock</td>
<td>16</td>
<td>5 Apr</td>
<td>C (CB)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>7, 8 &amp; 9 May</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Gareth Moseley &amp; Julie James</td>
<td>9</td>
<td>5 Apr</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>8 May</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>27 Mar</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>9 May</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>28 Mar</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 May</td>
<td>Effective Communication</td>
<td>Sue Sargeant</td>
<td>15</td>
<td>29 Mar</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>13, 14 &amp; 15 May</td>
<td>Management Of Actual &amp; Potential Aggression (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>12 Apr</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>14 May</td>
<td>Protection Of Vulnerable Adults Refresher</td>
<td>Lesley Griffiths</td>
<td>20</td>
<td>2 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 May</td>
<td>Social Care Induction Framework</td>
<td>Sarah Ball</td>
<td>16</td>
<td>3 Apr</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 &amp; 17 May</td>
<td>Effective Communication With Children &amp; Young People</td>
<td>Sue Sargeant</td>
<td>16</td>
<td>12 Apr</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17 May</td>
<td>Cultural Awareness</td>
<td>Annette Kerr</td>
<td>20</td>
<td>5 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>20, 21 &amp; 22 May</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Julie James &amp; Catherine Newman</td>
<td>9</td>
<td>12 Apr</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>22 May</td>
<td>Person Centred Planning (QCF)</td>
<td>Siobhan Maclean</td>
<td>10</td>
<td>10 Apr</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 May</td>
<td>Data Protection Training</td>
<td>Dave Teague</td>
<td>15</td>
<td>11 Apr</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 &amp; 24 May</td>
<td>Supervision – Fostering Link Workers</td>
<td>Sue Sargeant</td>
<td>16</td>
<td>19 Apr</td>
<td>The Bridge Training Centre</td>
<td></td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>---------------------------------------------------------------------------------</td>
<td>----------------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td>24 May</td>
<td>Palliative Care</td>
<td>Healthcare Training</td>
<td>18</td>
<td>12 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>29 May</td>
<td>Care Of Older People – Prevention Of Falls In Residential/Nursing Homes 9.30 am – 1.00 pm</td>
<td>Patricia Bartley</td>
<td>15</td>
<td>17 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>30 &amp; 31 May</td>
<td>Mental Health First Aid</td>
<td>Chris Williamson</td>
<td>20</td>
<td>18 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Jun</td>
<td>Food Hygiene 12.30 pm – 4.30 pm</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>22 Apr</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Jun</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 4 April</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>21 Feb</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4, 5 &amp; 6 Jun</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Gareth Moseley &amp; Julie James</td>
<td>14</td>
<td>19 Apr</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>5 Jun</td>
<td>Protection Of Vulnerable Adults</td>
<td>Elaine Bateman</td>
<td>20</td>
<td>24 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>6 &amp; 7 Jun</td>
<td>Supervision (SCWDP) &amp; (NCC)</td>
<td>Sue Sargeant</td>
<td>15</td>
<td>10 May</td>
<td>M, G (PB/CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>7 Jun</td>
<td>Administration Of Medication 9.15 am – 2.00 pm</td>
<td>Caroline Poulter</td>
<td>20</td>
<td>26 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Jun</td>
<td>Care Of Older People – Prevention Of Falls In Residential/Nursing Homes 9.30 am – 1.00 pm</td>
<td>Patricia Bartley</td>
<td>15</td>
<td>30 Apr</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Jun</td>
<td>Substance Misuse Awareness Training</td>
<td>Barnardos</td>
<td>20</td>
<td>31 May</td>
<td>C (CB)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>13 Jun</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 9 April</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>26 Feb</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>14 Jun</td>
<td>Protection Of Vulnerable Adults Refresher 9.15 am – 12.15 pm</td>
<td>Kathy Giles</td>
<td>20</td>
<td>3 May</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 Jun</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 23 April</td>
<td>Dave Teague &amp; Steve Berry</td>
<td>15</td>
<td>12 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------------------------------------------------</td>
<td>-----------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>---------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>18 Jun</td>
<td>Introduction To Health &amp; Safety</td>
<td>Laura Jones</td>
<td>18</td>
<td>7 May</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 Jun</td>
<td>Introduction To Health &amp; Safety</td>
<td>Laura Jones</td>
<td>18</td>
<td>7 May</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>20 &amp; 21 Jun</td>
<td>Supervision (NCC)</td>
<td>Sue Sargeant</td>
<td>15</td>
<td>17 May</td>
<td>M, G (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>26, 27 &amp; 28 Jun</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Julie James</td>
<td>9</td>
<td>31 May</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Jun</td>
<td>Working With People With Dementia</td>
<td>Chris Williamson</td>
<td>20</td>
<td>16 May</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>2 Jul</td>
<td>Data Protection Training</td>
<td>Dave Teague</td>
<td>15</td>
<td>26 Mar</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>2 Jul</td>
<td>NSCB Understanding Suicide</td>
<td>Chris Williamson</td>
<td>20</td>
<td>17 May</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Jul</td>
<td>Effective Communication – QCF Assessors</td>
<td>Sue Sargeant</td>
<td>16</td>
<td>24 May</td>
<td>A &amp; C (HA)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>3 Jul</td>
<td>Food Hygiene</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>22 May</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Jul</td>
<td>Supervision In Child Protection</td>
<td>Jan Little</td>
<td>16 - 18</td>
<td>7 Jun</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Jul</td>
<td>Protection Of Vulnerable Adults</td>
<td>Bridget McCann</td>
<td>20</td>
<td>23 May</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Jul</td>
<td>Substance Misuse Awareness Training</td>
<td>Barnardos</td>
<td>20</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>4 Jul</td>
<td>JA: Assessment Threshold (Merthyr run course)</td>
<td>Roz Waterhouse, BAAF</td>
<td>4</td>
<td>6 Jun</td>
<td>C</td>
<td>Integrated Children’s Centre, Merthyr Tydfil</td>
</tr>
<tr>
<td>5 Jul</td>
<td>QCF – Promoting Cultural Competence</td>
<td>Siobhan Maclean</td>
<td>30</td>
<td>24 May</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>8 Jul</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>27 May</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>8, 9 &amp; 10 Jul</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Gareth Moseley &amp; Julie James</td>
<td>9</td>
<td>7 Jun</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------</td>
<td>---------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>9 Jul</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>28 May</td>
<td>(HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>9 &amp; 10 Jul</td>
<td>Process &amp; Practice in Child Protection Days 1 &amp; 2 of a 6½ day course – see also 16, 17, 23, 24 &amp; 30 Jul</td>
<td>Jan Little</td>
<td>16</td>
<td>31 May</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 Jul</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>29 May</td>
<td>(HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Jul</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>30 May</td>
<td>(HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>12 Jul</td>
<td>Administration Of Medication 9.15 am – 2.00 pm</td>
<td>Caroline Poulter</td>
<td>20</td>
<td>31 May</td>
<td>(PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 Jul</td>
<td>Understanding Sensory Loss</td>
<td>Michael Power, Sense Cymru</td>
<td>16</td>
<td>9 Jun</td>
<td>(PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 Jul</td>
<td>Protection Of Vulnerable Adults Refresher 9.15 am – 12.15 pm</td>
<td>Stephen Smith</td>
<td>20</td>
<td>4 Jun</td>
<td>(PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 Jul</td>
<td>Protection Of Vulnerable Adults Refresher 12.45 pm – 3.45 pm</td>
<td>Stephen Smith</td>
<td>20</td>
<td>4 Jun</td>
<td>(PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 &amp; 17 Jul</td>
<td>Process &amp; Practice in Child Protection Days 3 &amp; 4 of a 6½ day course – see also 9, 10, 23, 24 &amp; 30 Jul</td>
<td>Jan Little</td>
<td>16</td>
<td>31 May</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 &amp; 19 Jul</td>
<td>Working With Parents With Learning Disabilities</td>
<td>Sue Sargeant</td>
<td>18</td>
<td>7 Jun</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 &amp; 24 Jul</td>
<td>Process &amp; Practice in Child Protection Days 5 &amp; 6 of a 6½ day course – see also 9, 10, 16, 17 &amp; 30 Jul</td>
<td>Jan Little</td>
<td>16</td>
<td>31 May</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>24, 25 &amp; 26 Jul</td>
<td>Restorative Conferencing &amp; Approaches</td>
<td>Julie James</td>
<td>12</td>
<td>14 Jun</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>26 Jul</td>
<td>Supervision In Child Protection Day 2 of 2 – see also 4 July</td>
<td>Jan Little</td>
<td>16 - 18</td>
<td>7 Jun</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>30 Jul</td>
<td>Process &amp; Practice in Child Protection Final ½ day session of a 6½ day course – see also 9, 10, 16, 17, 23, 24 Jul</td>
<td>Jan Little</td>
<td>16</td>
<td>31 May</td>
<td>(CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>1 Aug</td>
<td>Data Protection Training</td>
<td>Dave Teague</td>
<td>15</td>
<td>20 Jun</td>
<td>A &amp; C</td>
<td>The Bridge Training Centre</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------------------------------------------</td>
<td>----------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>---------</td>
<td>--------------------------------------------</td>
</tr>
</tbody>
</table>
| 9.00 am – 1.00 pm  
Part 1 of 2 – see also 10 Sep | Data Protection Training  
9.00 am – 1.00 pm  
Part 2 of 2 – see also 23 May | Dave Teague    | 15                  |              | 11 Apr  | (PB) Willenhall St, Newport               |
| 7 Aug         | Protection Of Vulnerable Adults                     | Andrea Davies  | 20                  | 26 Jun       | A       | (PB) Willenhall St, Newport               |
| 7 Aug         | Administration Of Medication – Dom Care  
1.15 pm – 4.30 pm | Caroline Poulter | 20                  | 26 Jun       | A       | (PB) Willenhall St, Newport               |
| 8 Aug         | Administration Of Medication – Dom Care  
9.15 am – 12.30 pm | Caroline Poulter | 20                  | 27 Jun       | A       | (PB) Willenhall St, Newport               |
| 8 Aug         | Administration Of Medication – Dom Care  
1.15 pm – 4.30 pm | Caroline Poulter | 20                  | 27 Jun       | A       | (PB) Willenhall St, Newport               |
| 8 Aug         | Data Protection Training  
9.00 am – 1.00 pm  
Part 1 of 2 – see also 19 Sep | Dave Teague    | 15                  | 27 Jun       | A & C   | (PB) Willenhall St, Newport               |
| 13 Aug        | Administration Of Medication – Dom Care  
9.15 am – 12.30 pm | Caroline Poulter | 20                  | 2 Jul        | A       | (PB) Willenhall St, Newport               |
| 15 Aug        | Administration Of Medication – Dom Care  
9.15 am – 12.30 pm | Caroline Poulter | 20                  | 4 Jul        | A       | (PB) Willenhall St, Newport               |
| 15 Aug        | Administration Of Medication – Dom Care  
1.15 pm – 4.30 pm | Caroline Poulter | 20                  | 4 Jul        | A       | (PB) Willenhall St, Newport               |
| 16 Aug        | Data Protection Training  
9.00 am – 1.00 pm  
Part 1 of 2 – see also 26 Sep | Dave Teague    | 15                  | 4 Jul        | A & C   | (PB) Willenhall St, Newport               |
| 16 Aug        | Protection Of Vulnerable Adults Refresher  
9.15 am – 12.15 pm | Pat Bridge     | 20                  | 5 Jul        | A       | (PB) Willenhall St, Newport               |
<table>
<thead>
<tr>
<th>Course date(s)</th>
<th>Title of Course</th>
<th>Trainer</th>
<th>No. of Participants</th>
<th>Closing Date</th>
<th>P. O.</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 Aug</td>
<td>Protection Of Vulnerable Adults Refresher 12.45 pm – 3.45 pm</td>
<td>Bridget McCann</td>
<td>20</td>
<td>5 Jul</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>2 Sep</td>
<td>New Social Care Induction Framework Managers Briefing 9.30 am – 12.30 pm</td>
<td>Tbc</td>
<td>20</td>
<td>Tbc</td>
<td>A &amp; C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>2 Sep</td>
<td>Protection Of Vulnerable Adults</td>
<td>Gary Woodward</td>
<td>20</td>
<td>22 Jul</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Sep</td>
<td>Food Hygiene 9.30 am – 1.30 pm</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>23 Jul</td>
<td>A &amp; C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 &amp; 4 Sep</td>
<td>Child Development (8 – 18 years)</td>
<td>Lynne Stock</td>
<td>18</td>
<td>Tbc</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>9 Sep</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>29 Jul</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 Sep</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>30 Jul</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 Sep</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 1 Aug</td>
<td>Dave Teague</td>
<td>15</td>
<td>20 Jun</td>
<td>A &amp; C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Sep</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>31 Jul</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>12 Sep</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>1 Aug</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 &amp; 12 Sep</td>
<td>Child Development (0 – 8 years)</td>
<td>Lynne Stock</td>
<td>18</td>
<td>Tbc</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>13 Sep</td>
<td>New Social Care Induction Framework Managers Briefing 9.30 am – 12.30 pm</td>
<td>Tbc</td>
<td>15</td>
<td>Tbc</td>
<td>A &amp; C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17 Sep</td>
<td>Protection Of Vulnerable Adults Refresher 9.15 am – 12.15 pm</td>
<td>Elaine Bateman</td>
<td>20</td>
<td>6 Aug</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17 Sep</td>
<td>Protection Of Vulnerable Adults Refresher 12.45 pm – 3.45 pm</td>
<td>Elaine Bateman</td>
<td>20</td>
<td>6 Aug</td>
<td>A</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17, 18, 24, 25 Sep 1, 2 &amp; 15 Oct</td>
<td>Process &amp; Practice In Child Protection 6½ day course</td>
<td>Jan Little</td>
<td>16</td>
<td>Tbc</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>----------------------------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>19 Sep</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 8 Aug</td>
<td>Dave Teague</td>
<td>15</td>
<td>27 Jun</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>19 &amp; 20 Sep</td>
<td>Supervision</td>
<td>Sue Sargeant</td>
<td>15</td>
<td>Tbc</td>
<td>M, G (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>20 Sep</td>
<td>Supported Risk Taking</td>
<td>Siobhan Maclean</td>
<td>30</td>
<td>9 Aug</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 Sep</td>
<td>JA: Aspergers Syndrome (Workforce Development – Blaenau Gwent &amp; Caerphilly run course)</td>
<td>Barbara Blythe, Focal Consultancy &amp; Training</td>
<td>2</td>
<td>19 Jul</td>
<td>C</td>
<td>Tredomen House, Ystrad Mynach</td>
</tr>
<tr>
<td>23 Sep</td>
<td>Personal Care &amp; Promoting Independence</td>
<td>Acute Training Solutions</td>
<td>20</td>
<td>12 Aug</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>23 Sep</td>
<td>Understanding Sensory Loss</td>
<td>Michael Power, Sense Cymru</td>
<td>16</td>
<td>12 Aug</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>25 Sep</td>
<td>New Social Care Induction Framework Managers Briefing 9.30 am – 12.30 pm</td>
<td>Tbc</td>
<td>15</td>
<td>Tbc</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>25 Sep</td>
<td>JA: Learning Disability &amp; Dementia (Workforce Development – Blaenau Gwent &amp; Caerphilly run course)</td>
<td>Rhiannon Thorn</td>
<td>4</td>
<td>Tbc</td>
<td>A</td>
<td>Tredomen House, Ystrad Mynach</td>
</tr>
<tr>
<td>26 Sep</td>
<td>Data Protection Training 9.00 am – 1.00 pm Part 2 of 2 – see also 15 Aug</td>
<td>Dave Teague</td>
<td>15</td>
<td>4 Jul</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Sep</td>
<td>Hostile &amp; Uncooperative Parents – Keeping Focus On Child</td>
<td>Jan Little</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Sep</td>
<td>Introduction To Health &amp; Safety 9.15 am – 12.30 pm</td>
<td>Laura Jones, Healthcare Training</td>
<td>18</td>
<td>16 Aug</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Sep</td>
<td>Introduction To Health &amp; Safety 1.30 pm – 4.30 pm</td>
<td>Laura Jones, Healthcare Training</td>
<td>18</td>
<td>16 Aug</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>1 Oct</td>
<td>Food Hygiene 9.30 am – 1.30 pm</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>Tbc</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Oct</td>
<td>Protection Of Vulnerable Adults</td>
<td>Lesley Griffiths</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>----------------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-----------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>8 Oct</td>
<td>Person Centred Planning (QCF)</td>
<td>Siobhan Maclean</td>
<td>10</td>
<td>Tbc</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10 &amp; 11 Oct</td>
<td>Effective Communication With Children &amp; Young People</td>
<td>Sue Sargeant</td>
<td>16</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>14 Oct</td>
<td>Management Of Actual &amp; Potential Aggression Refresher (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>14 Oct</td>
<td>Palliative Care</td>
<td>Laura Jones, Healthcare Training</td>
<td>18</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 Oct</td>
<td>Management Of Actual &amp; Potential Aggression Refresher (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>15 Oct</td>
<td>JA: Assessing Attachment</td>
<td>Lynne Stock</td>
<td>18 (5 Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 Oct</td>
<td>Management Of Actual &amp; Potential Aggression Refresher (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>17 Oct</td>
<td>Management Of Actual &amp; Potential Aggression Refresher (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 Oct</td>
<td>Management Of Actual &amp; Potential Aggression Refresher (Children Services)</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>21 Oct</td>
<td>Protection Of Vulnerable Adults Refresher 9.15 am – 12.15 pm</td>
<td>Andrew Peacock</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>21 Oct</td>
<td>Protection Of Vulnerable Adults Refresher 12.45 pm – 3.45 pm</td>
<td>Andrew Peacock</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>21 Oct</td>
<td>Reflective Practice</td>
<td>Siobhan Maclean</td>
<td>25</td>
<td>Tbc</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>22 Oct</td>
<td>Critically Reflective Practice</td>
<td>Siobhan Maclean</td>
<td>25</td>
<td>Tbc</td>
<td>A &amp; C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>22 &amp; 23 Oct</td>
<td>JA: Child Development (8 – 18 years)</td>
<td>Lynne Stock</td>
<td>18 (4 Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>25 Oct</td>
<td>NSCB Understanding Self Harm</td>
<td>Chris Williamson</td>
<td>20</td>
<td>Tbc</td>
<td>C (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>------------------------------------------------------</td>
<td>----------------------------------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>5 Nov</td>
<td>Food Hygiene</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>Tbc</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Nov</td>
<td>QCF – Promoting Cultural Competence</td>
<td>Siobhan Maclean</td>
<td>30</td>
<td>Tbc</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>11 Nov</td>
<td>Understanding Sensory Loss</td>
<td>Michael Power, Sense Cymru</td>
<td>16</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>13 Nov</td>
<td>Working With Children With Attachment Problems</td>
<td>Lynne Stock</td>
<td>18</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>14 Nov</td>
<td>Protection Of Vulnerable Adults</td>
<td>Katy Clabon</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>21 Nov</td>
<td>Infection Control</td>
<td>Laura Jones, Healthcare Training</td>
<td>18</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>25 Nov</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>Tbc</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>26 Nov</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>Tbc</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>26 &amp; 27 Nov</td>
<td>JA: Behind The Mask</td>
<td>Jan Little &amp; Lynne Stock</td>
<td>16 (4 Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>Malpas Court, Newport</td>
</tr>
<tr>
<td>27 Nov</td>
<td>Protection Of Vulnerable Adults Refresher</td>
<td>Sarah Ball</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Nov</td>
<td>Protection Of Vulnerable Adults Refresher</td>
<td>Kathy Giles</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>27 Nov</td>
<td>Personal Safety &amp; Conflict Resolution</td>
<td>C.P.I. (formerly Positive Options)</td>
<td>12</td>
<td>Tbc</td>
<td>A (HA)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>28 &amp; 29 Nov</td>
<td>JA: Communication With Children With Disabilities</td>
<td>Sue Sargeant</td>
<td>18 (Tbc Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>3 Dec</td>
<td>Protection Of Vulnerable Adults</td>
<td>Stephen Smith</td>
<td>20</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>4 Dec</td>
<td>Food Hygiene</td>
<td>Lynn Hoskins</td>
<td>25</td>
<td>Tbc</td>
<td>A &amp; C (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>10,11 &amp; 18 Dec</td>
<td>Behind The Mask (Foster Carers)</td>
<td>Jan Little &amp; Lynne Stock</td>
<td>16</td>
<td>Tbc</td>
<td>FC (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>16 Dec</td>
<td>Child Protection Refresher</td>
<td>Jan Little</td>
<td>16</td>
<td>Tbc</td>
<td>C</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>Course date(s)</td>
<td>Title of Course</td>
<td>Trainer</td>
<td>No. of Participants</td>
<td>Closing Date</td>
<td>P. O.</td>
<td>Venue</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------</td>
<td>---------------</td>
<td>---------------------</td>
<td>--------------</td>
<td>-------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 &amp; 8 Jan</td>
<td>JA: Child Development ((0 – 8 years)</td>
<td>Lynne Stock</td>
<td>18 (4 Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>9 &amp; 10 Jan</td>
<td>Improving Food &amp; Nutrition In Care</td>
<td>Caroline Bovey</td>
<td>15</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>22 Jan</td>
<td>Assessing Attachment</td>
<td>Lynne Stock</td>
<td>18</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 &amp; 19 Mar</td>
<td>JA: Child Development (8 – 18 years)</td>
<td>Lynne Stock</td>
<td>18 (4 Npt)</td>
<td>Tbc</td>
<td>C (CB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
<tr>
<td>18 &amp; 19 Mar</td>
<td>Improving Food &amp; Nutrition In Care</td>
<td>Caroline Bovey</td>
<td>15</td>
<td>Tbc</td>
<td>A (PB)</td>
<td>The Bridge Training Centre Willenhall St, Newport</td>
</tr>
</tbody>
</table>

**PROGRAMME OF MANUAL HANDLING TRAINING 2013-14**

- Key handler training: TBC, 8 per course, Tbc, A service specific training programme across the sector is provided.
- Risk assessment training: 8 per course, Tbc
- Object handling: 8 per course, Tbc
- People handling: 8 per course, Tbc

Additional courses currently being commissioned

- Cultural Awareness: Tbc, Tbc, Tbc
- ILM Award Level 3 Programme in Workplace Coaching: Tbc, Tbc, Tbc
- Understanding Evidence Based Recording: Tbc, Tbc, Tbc
- Leadership and management courses – under review, new courses commencing Autumn 2013: Tbc, Tbc, Tbc
- Understanding Internet Offending Behaviour: Tbc, Tbc, Tbc
- Understanding Sexual offending: Tbc, Tbc, Tbc
<table>
<thead>
<tr>
<th>Course date(s)</th>
<th>Title of Course</th>
<th>Trainer</th>
<th>No. of Participants</th>
<th>Closing Date</th>
<th>P. O.</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Various dates</td>
<td>Communicating With Children/Life Lines</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Early Counselling Group Bespoke Training Day</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Direct Work With Children</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Child Sexual Exploitation.</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Assessment and Analysis</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Person Centred Planning <strong>Various dates</strong></td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Autism Awareness <strong>Various dates</strong></td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Basic Substance Misuse Awareness (Level 1)</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Substance Misuse Level 2</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Child Sexual Exploitation/SERAF</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Awareness of Human Trafficking</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Awareness of Forced Marriage</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td>Tbc</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>SEWSCB Training</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Various dates</td>
<td>Neglect –keeping child focussed</td>
<td>Various dates</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Referral to Recognition L2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Supervision in Child protection</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child Sexual Exploitation/SERAF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Awareness of Human Trafficking / FGM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Key to P.O. column**

<table>
<thead>
<tr>
<th>Letter(s)</th>
<th>Target Area</th>
<th>Letter(s)</th>
<th>Target Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Adult Services</td>
<td>CO</td>
<td>Children Services – Oaklands only</td>
</tr>
<tr>
<td>A &amp; C</td>
<td>Adult &amp; Children Services</td>
<td>CDT</td>
<td>Children Services - Children with Disabilities Team only</td>
</tr>
<tr>
<td>C</td>
<td>Children Services</td>
<td>G</td>
<td>General</td>
</tr>
</tbody>
</table>