

Workforce plan slides

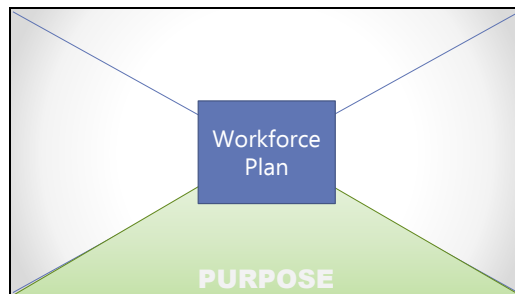
Slide 1



We're including within this some elements of what makes a good workforce plan, and we'll draw these up together in small groups through the afternoon.

We'll then look at the research you asked me to undertake last time.

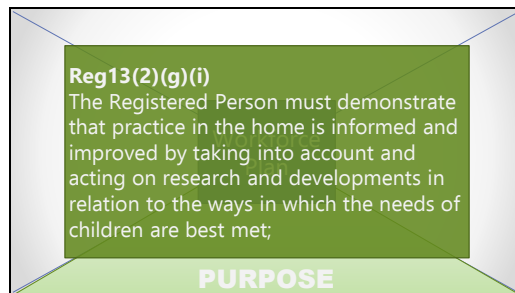
Slide 2



Workforce plan is set out in the Guide to the Children's Homes Regulations in paragraph 10.8

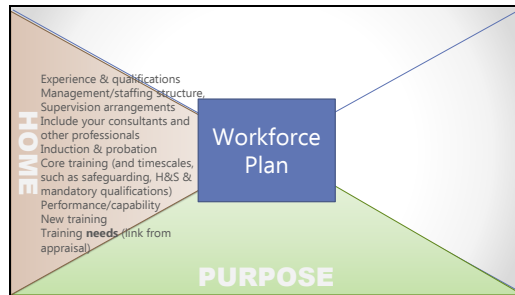
It specifies the plan is an integral part of the home's statement of purpose

It's crucial then that it is built on what you see as your core task, and so the nature of the workforce plan will vary from home to home.



For example, the level of training required around elements of safeguarding training or even fire safety will vary depending on the nature of the task – if you work with young people with a history of fire-setting the level and type of training should match up accordingly.

Slide 4



Regulation 10(8) sets out specifically what you should have in the plan:

The registered person should have a workforce plan which can fulfil the workforce related requirements of regulation 16, schedule 1 (paragraphs 19 and 20) The plan should:

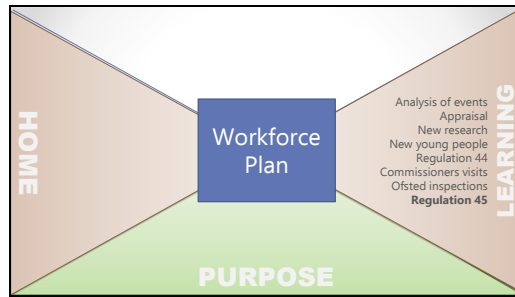
- Detail the necessary management and staffing structure, (including any staff commissioned to provide health and education), the experience and qualifications of staff currently working within the staffing structure and any further training required for those staff , to enable the delivery of the homes Statement of Purpose;

- Detail the processes and agreed timescales for staff to achieve induction, probation and any core training (such as safeguarding and health and safety and mandatory qualifications);
- Detail the process for managing and improving poor performance;
- Detail the process and timescales for supervision of practice (see regulation 33 (4) (b)) and keep appropriate records for staff in the home.

The plan should be updated to include any new training and qualifications completed by staff while working at the home, and used to record the ongoing training and continuing professional development needs of staff – including the home's manager.

Include your consultants and other professionals for example psychologists, OT, speech therapist, physios and other peripatetic staff who form part of the delivery team. Ensure you have checked and verified health qualifications in particular

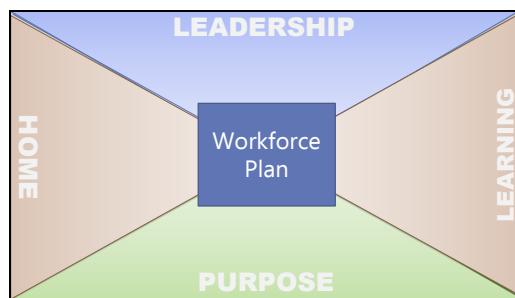
Slide 5



Analysis of events
Appraisal
New research
New young people
Regulation 44
Commissioners visits
Ofsted inspections
Regulation 45

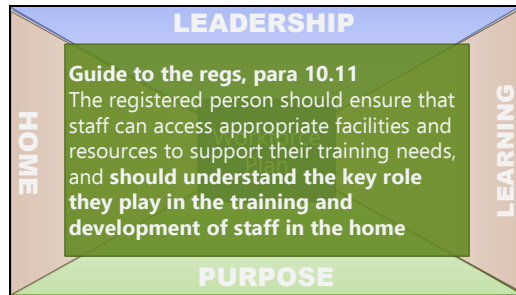
Analysis of events should lead to consideration in the Reg45 of gaps in training, skills or knowledge
The registered person should ensure that skills in safeguarding are gained, refreshed and recorded in the homes workforce plan. (9.12)

Slide 6



Reg29(4) The registered manager must undertake such continuing professional development as is necessary to ensure that the registered manager has the skills needed for managing the home. Also covers Ris
Reg 33(4)(a) The registered person must ensure that all employees undertake appropriate continuing professional development;

Slide 7



Slide 8

research into training in SW homes

- 12 homes responded
- Half support primarily emotional or behavioural need, a quarter support young people with disabilities
- Training of upwards of 200-300 staff and 40+ managers
- Reports will be shared with those who chose this
- dialogueltd.co.uk/training-survey

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Slide 9

structure

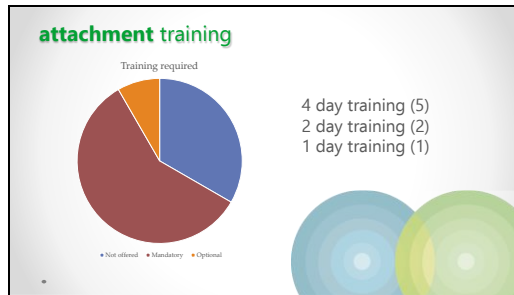
- Child development
- Safeguarding
- Leadership/organisational
- Health & Safety
- Anything else...

Mandatory, Method, Course, Induction, Timeline, Update

320 data points

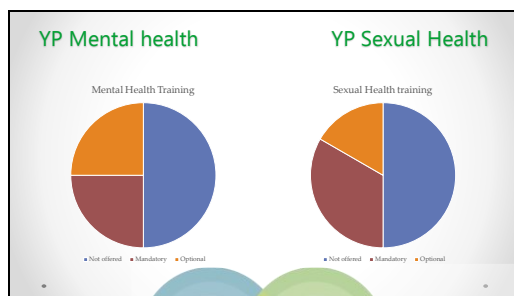
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Slide 10



Important in thinking about this to remember the **PURPOSE** of the training plan – there must be an underpinning methodology to what you do, particularly if you are looking towards outstanding judgements.

Slide 11



Mental health statistics: **children** and young people. 20% of adolescents may experience a **mental health problem** in any given year. 50% of **mental health problems** are established by age 14 and 75% by age 24.

<https://www.mentalhealth.org.uk/statistics/mental-health-statistics-children-and-young-people>


“The overall conclusion that can be reached is that around 45% of looked after children in the UK have a diagnosable disorder and that up to 70-80% have recognisable problems. “

<https://www.nice.org.uk/guidance/PH28/evidence/ep22-the-mental-health-of-looked-after-children-under-5-years-joe-sempik-pdf-430133293>

Slide 12

Other child development training


- Autism x7
- Epilepsy x2
- Introduction to attachment x2
- PTSD
- Smoking Cessation x2
- Substance misuse x2
- Makaton
- Level 2 Nutrition & Health
- Therapeutic Parenting



Slide 13

safeguarding

- Every organisation had mandatory safeguarding training at induction (phew!)
- Almost all organisations followed up with level 3 training
- ¼ organisations had mandatory level 5 management training
- 10/12 had mandatory CSE training, though 3 of these were online




What do you think is reasonable??

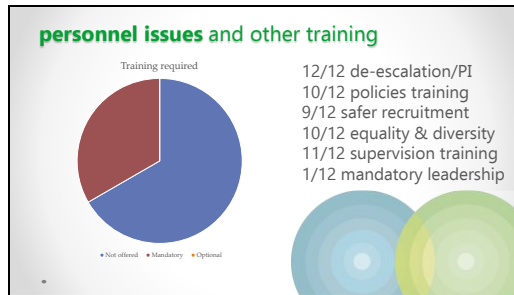
Slide 14

safeguarding

- Everyone had mandatory online safety training (from 2 hours online to a day face to face)
- Two thirds covered FGM, Forced Marriage & Prevent
- ¼ had mandatory managing allegations training
- Less than half had training on bullying
- Other courses included:
Working with disguised compliance, Train the Trainer, Neglect & Emotional Abuse, Safeguarding adults x2, Suicide prevention, Parental substance misuse, Behaviour Management x2, MCA/DOLS x2



Slide 15



De-escalation – 9/12 every two years, 3/12 annual

However, supervision training varied wildly:

1 quarter day

2 half day

1 1 day

7 2 days

Management training (may have been influenced by Well Led...)

Not offered 4

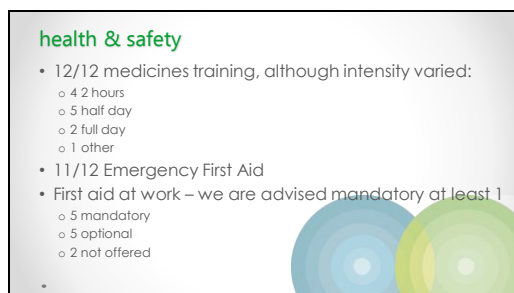
Mandatory 1

Optional 7

Slide 16



Slide 17



First

Slide 18

health & safety

- 12/12 fire safety (varied 2 hours to a day)
- 12/12 food hygiene (again similar variance but also method differed – 9 face to face, 2 elearning, 1 other)
- 12/12 health & safety (4/12 online)
- 10/12 infection control
- Other H&S training:
Specific medicine training, COSHH, Manual handling, fire evac
training with fire brigade

