

# Children's Care

# Learning & Development Offer

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## Introducing the Children’s Care Learning and Development Offer

*“Having learning and development at the heart of our culture ensures our employees have the necessary behaviour, skills and knowledge to carry out their roles, whilst improving retention rates. To meet the changing demands, customer expectations and the challenge and benefit of new technologies, employee skills need to evolve alongside.*

*A robust learning and development offer will deliver a workforce that is not only fit for now but fit for the future.*

*Offering a blended learning approach gives the flexibility for development to be tailored as required and creates a more engaging experience for employees.*

*We need to ensure our members, leaders and managers have the skills they need to support employees and deliver their own roles successfully”.*

In Children’s Care, we have created a Learning and Development Offer which encompasses a wide variety of training opportunities to ensure that employees are equipped with the skills and knowledge to meet the demands of their roles. The offer itself has been carefully considered and aligns itself with the Practice Model and Practice standards, contributing to services’ overall priority of “Children and Relationships First”, the Corporate People Strategy and Council Plan. Engagement with this offer will help to ensure that as a service, we have the necessary knowledge and skills to meet the needs of children and families in Middlesbrough.



Joe Tynan  
Director of Children’s Services



Dawn Alaszewski  
Director of Children’s Care



Carrie McGarry  
Principal Social Worker

## The Induction

As part of your induction to Middlesbrough Council, you will be required to undertake a range of mandatory corporate governance e-Learning. In addition to this, Children's Care employees are also required to undertake the following within their 4-week induction period: -

<a href="#">SEND eLearning</a>	<a href="#">LCS Core Modules</a>
<a href="#">Easy Guide to Accessing Tri.x</a>	<a href="#">Practice Model Video</a>
<a href="#">Threshold Video</a>	<a href="#">Oliver McGowan e-Learning</a>
<a href="#">Managing Allegations – LADO</a>	

There is also Welcome Event where new staff are given the opportunity to come and meet with our directors and learn more about what it's like to work in Middlesbrough and our expectations around culture and behaviours.

## The Core & Service Specific Offer

Our Core & Service Specific Offer is tailored to meet the needs of Middlesbrough Children and Families and is the minimum expectation of all front-line employees within Children's Care. It has been developed with a focus on both national and local learning and supports the delivery of the Strategic Transformation Plan. You are expected to prioritise completion of these courses as soon as possible and a calendar of learning events has been provided to allow you to plan attendance around your own workload. **If you are a Social Worker who needs to meet Social Work England Continued Professional Development Standards, this learning can be used as evidence towards that.**

<b>Core</b>	<b>Service Specific</b>
<a href="#">Child Sexual Exploitation</a>	<a href="#">Genograms &amp; Culturagrams</a>
<a href="#">Drug &amp; Alcohol Awareness</a>	<a href="#">Child Sexual Exploitation</a>
<a href="#">Developing Better Care Plans</a>	<a href="#">Child Criminal Exploitation</a>
<a href="#">Section 47 Investigations and Specialist Training</a>	<a href="#">Harmful Sexual Behaviour</a>
<a href="#">Graded Care Profile</a>	<a href="#">Exploitation with a focus on CSE</a>
<a href="#">Threshold of Need</a>	<a href="#">Public Law Outline</a>
<a href="#">Life Story Work Training</a>	<a href="#">Court Skills</a>
<a href="#">Domestic Abuse Awareness</a>	<a href="#">Sibling Assessments</a>
<a href="#">Writing Analytical Assessments</a>	<a href="#">Homelessness Duty to Refer</a>
<a href="#">Family Links - Working 1-1 with Parents</a>	
<a href="#">Understanding Lived Experience - Voice of the Child and Recording Direct Work</a>	

## The Developmental Offer

<b>Children's Services – Development Offer</b>
Achieving Best Evidence (subject to availability)
Practice Educator Stage 1
Practice Educator Stage 2
Practice Champions
ILM qualifications
Social Work to Front Line Management
Apprenticeship Programme

Supporting your career progression is important to us and we offer a range of courses and developmental opportunities throughout your time with Middlesbrough Council. Places are subject to availability depending on the needs of the service and/or employee – your engagement with the development offer should always be discussed with your manager in the first instance during supervision/appraisal.

To support our cultural transformation and improvement journey, we encourage our workforce to take part in our informative and interactive development courses that are available to all employees at all levels. The workshops reflect our staff values and offer valuable tools that will enable you to develop your knowledge and skills across a range of areas.

Collaboration - Managers	A Partner Mindset	<a href="#">Enrol here</a>
Passion - Managers	Leadership/Management Fundamentals	<a href="#">Enrol here</a>
Creativity - Manager	Creativity	<a href="#">Enrol here</a>
Collaboration - Managers	Together we achieve more	<a href="#">Enrol here</a>
Integrity - Managers	Rich Feedback and Difficult Conversations	<a href="#">Enrol here</a>
Passion - Managers	Leadership/Management Fundamentals	<a href="#">Enrol here</a>
Focus - Staff	Keeping on Track	<a href="#">Enrol here</a>
Integrity - Staff	Rich Feedback and Difficult Conversations	<a href="#">Enrol here</a>
Creativity - Staff	Creativity	<a href="#">Enrol here</a>
Collaboration - Staff	Together we achieve more	<a href="#">Enrol here</a>







# Reflection Forums

We offer drop-in sessions with our Principal Social Worker to allow staff to bring any issues around practice and areas they may be struggling with to our attention in a safe and supportive space. Forums are held regularly within Middlesbrough House.

# Management Development Offer

Our management population play a critical role in modelling, embedding and enabling the Values and have a huge impact on the working culture needed to support our future ways of working. To enable this, we have created an internal management development package which will support our managers in developing and demonstrating the key behaviours and competencies defined in Middlesbrough Council's Values Framework.

We also engage with Higher Education Institutes and Local Partners to deliver progression qualifications to upskill our own workforce and grow our own talent to become the future leaders of the Council.

How to Access? 	Internal 	Internal 	External 
<p>→ The MDP can be accessed by all managers via Middlesbrough Learns <sup>⇨</sup> For aspiring managers who do not yet have access, please contact <a href="mailto:workforcedevelopment@middlesbrough.gov.uk">workforcedevelopment@middlesbrough.gov.uk</a> <sup>⇨</sup></p> <p>→ All other programmes operate on a nomination basis for which Heads of Service are consulted to consider on business needs. <sup>⇨</sup></p> <p>If you have an interest in any of the offers, please contact your Organisational Development Business Partner in the first instance. <sup>⇨</sup></p>	<p><b>Course Aims and Objectives:</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>Support managers to model and embed our organisational Values <sup>⇨</sup></li> <li>Support managers to develop and demonstrate key behaviours and competencies defined within the Values Manager Framework <sup>⇨</sup></li> </ul> <p><b>Content:</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>The MDP aligns itself with the Managers Values Framework. <sup>⇨</sup></li> <li>Each Value set has specific learning opportunities within it. <sup>⇨</sup></li> </ul> <p><b>Passion</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>L&amp;M Fundamentals <sup>⇨</sup></li> <li>Leading in a Blended World <sup>⇨</sup></li> </ul> <p><b>Integrity</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>Authentic Leadership <sup>⇨</sup></li> <li>Let's Talk and Be Rich in Feedback <sup>⇨</sup></li> </ul> <p><b>Creativity</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>What is Creativity and How Can We Use It? <sup>⇨</sup></li> <li>Models and Tools to Generate Creativity <sup>⇨</sup></li> </ul> <p><b>Collaboration</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>Together We Achieve More <sup>⇨</sup></li> <li>A Partner Mindset <sup>⇨</sup></li> </ul> <p><b>Focus</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>Gold Standard Goal Setting <sup>⇨</sup></li> <li>Keeping on Track Through Times of Change <sup>⇨</sup></li> </ul>	<p>ILM Level 3 <sup>⇨</sup></p> <p><b>Team Leader / Supervisor</b> <sup>⇨</sup></p> <p> <sup>⇨</sup></p> <p>ILM_Level_3_Team_Leading_Supervisor <sup>⇨</sup></p> <p>ILM Level 5 <sup>⇨</sup></p> <p><b>Operational / Department Manager</b> <sup>⇨</sup></p> <p> <sup>⇨</sup></p> <p>ILM_Level_5_Operational_Departmental <sup>⇨</sup></p>	<p><b>Course Aims and Objectives:</b> <sup>⇨</sup></p> <p>This bite-size programme aims to provide a platform to progression into leadership and management roles. <sup>⇨</sup></p> <p><b>Content:</b> <sup>⇨</sup></p> <p>The modules within this programme are updated regularly. Should you be nominated for this course, you will be sent the NESWA Flyer with specific cohort details. <sup>⇨</sup></p> <p><b>Current topics include:</b> <sup>⇨</sup></p> <ul style="list-style-type: none"> <li>What is Leadership and Management? <sup>⇨</sup></li> <li>Self-Awareness <sup>⇨</sup></li> <li>Development and Effective Communication <sup>⇨</sup></li> <li>Situational Leadership and Management <sup>⇨</sup></li> <li>Coaching and Supervision <sup>⇨</sup></li> <li>Impact <sup>⇨</sup></li> </ul>

## The ASYE Programme

Middlesbrough Council provides a specifically tailored ASYE Learning and Development Programme delivered through our Centre for Practice Excellence.

Newly Qualified Social Workers (NQSW's) will be provided a 12-month curriculum of learning within which there will be a strong focus on the Knowledge and Skills Statements, Middlesbrough's Practice Model and Practice Standards. The learning sessions include guest speakers from within the organisation, partner agencies and those with lived experience. There is a strong emphasis on reflective practice, learning through being curious and adapting to constructive feedback.

The child's journey, along with developing best practice for exploring and understanding the child's world are integral parts of our ASYE curriculum.

To ensure that both new starters and current employees feel supported in their learning journey, The Centre for Practice Excellence (C4PE) commits to:-

- New Starters  
The Centre for Practice Excellence will contact all new starts and offer the opportunity to talk through the Learning and Development Offer, including and personal areas of development and career development aspirations.
- Current Employees  
In addition to the above, The Centre for Practice Excellence will also be available for "Career Consultations" for those wishing to discuss progression, development and further career aspirations.

Current employees looking to arrange a "Career Consultation" should contact [c4pe@middlesbrough.gov.uk](mailto:c4pe@middlesbrough.gov.uk)

### Please get in touch...

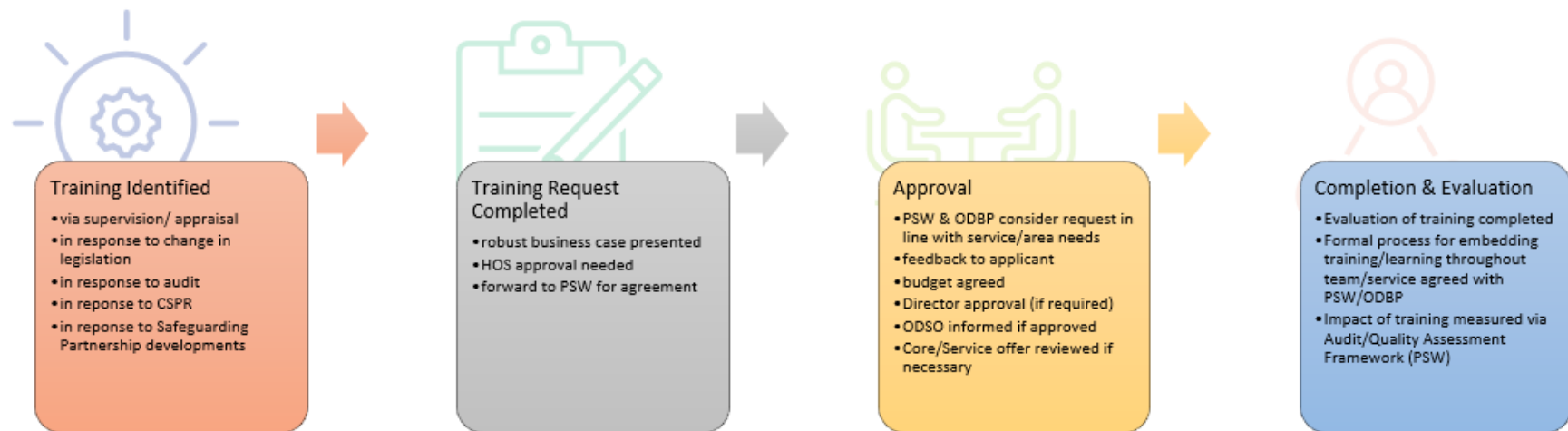
For further information in relation to the Learning and Development offer, or for specific training related queries, please contact:

Name	Role	Email	Telephone
Carrie McGarry	Principal Social Worker	<a href="mailto:carrie_mcgarry@middlesbrough.gov.uk">carrie_mcgarry@middlesbrough.gov.uk</a>	01642 727363
Michelle Shaw	OD Business Partner	<a href="mailto:Michelle_shaw@middlesbrough.gov.uk">Michelle_shaw@middlesbrough.gov.uk</a>	01642 773938
Ella Seaton	OD Support Officer	<a href="mailto:Ella_seaton@middlesbrough.gov.uk">Ella_seaton@middlesbrough.gov.uk</a>	01642 727408

[Workforcedevelopment@middlesbrough.gov.uk](mailto:Workforcedevelopment@middlesbrough.gov.uk)  
[C4PE@middlesbrough.gov.uk](mailto:C4PE@middlesbrough.gov.uk)

## Processes

### Children's Care Training Request Process (for training outside of Core and/or Service Offer)





**Training Request Form**

The purpose of the training request form is to ensure individual training requests are reviewed and approved in line with budget and service needs.

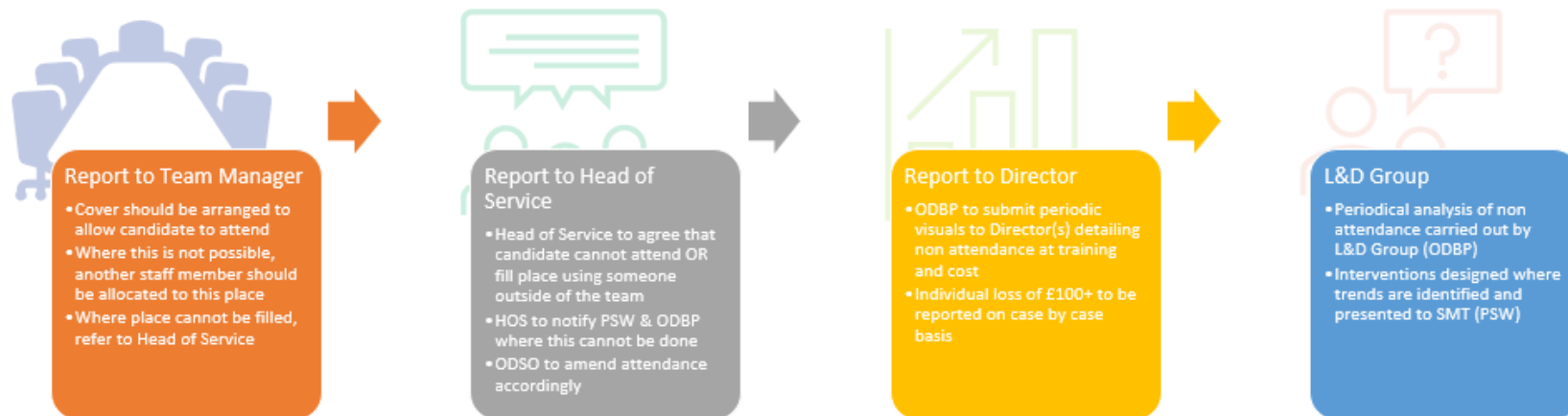
The form will be reviewed within 2 weeks of submission by the Principal Social Worker and Organisational Development Partners.

If agreed the training will be funded by the training budget. After you have attended the training, you will be expected to attend a meeting with the Principal Social Worker and Organisational Development Business Partner to plan how your learning will be shared across the workforce.

**\*\*Once this training is approved and booked your attendance is mandatory\*\***

Requester Details	
Name	Click or tap here to enter text.
Job title	Click or tap here to enter text.
Service Area	Click or tap here to enter text.
Team	Click or tap here to enter text.
Training Details	
Course Title	Click or tap here to enter text.
Date of the training (if known)	Click or tap here to enter text.
Cost of the training (if known)	Click or tap here to enter text.
Weblink to training (if known)	Click or tap here to enter text.
Who is this training for? – please provide names	Click or tap here to enter text.
More information – please include as much detail as possible	
What specific situation, challenge or need is prompting this request?	Click or tap here to enter text.
What do you wish to gain from the training?	Click or tap here to enter text.
How do you intend to share your learning with the wider workforce?	Click or tap here to enter text.
Approval (to be completed by Head of Service)	
Please detail why you have approved this request for training	Click or tap here to enter text.
How does this training support delivery of the Council Plan?	Click or tap here to enter text.
Approval (Principal Social Worker/OD Business Partner)	
Request Approved <input type="checkbox"/>	Request Denied <input type="checkbox"/>
Feedback Click or tap here to enter text.	
Costs Agreed with Director (if applicable) <input type="checkbox"/>	Training Booked <input type="checkbox"/>
Purchase Order Raised <input type="checkbox"/>	Middlesbrough Learns link created <input type="checkbox"/>
Training advertised <input type="checkbox"/>	Evaluation downloaded <input type="checkbox"/>
Meeting booked for evaluation with participant(s) <input type="checkbox"/>	

## Non Attendance at Training (Core/Service Offer)



**Note – if you have requested training outside of the Core/Service Offer, your attendance is MANDATORY**