



Renfrewshire
Area Support Team

Learning & Development Group Meeting

23 November 2023

MINUTES

In attendance: Derek Bramma, Ciara McLean, Alex MacDonald, Gillian Wallace, Jacqueline Doherty, Jacqueline Torrens

Apologies: Ewan McNaught, Brian Gallagher

1. Pre-Service update

- Recruitment update

15 new PMs – 9 Renfrewshire and 6 East Renfrewshire

The East Renfrewshire PMs have now been migrated across to Renfrewshire on CSAS. Derek called to inform them that they would be serving in Renfrewshire and was surprised that no-one had contacted them prior to this to inform them they had been successful at interview.

Edi, Alex and Jacqueline will each buddy 5 of these new PMs through initial pre-service.

- Welcome Evening - Tuesday 5th December

Ann Anderson in attendance from Learning Academy (LA), 2 East Ren PMs will participate in this evening – additional slides to be provided to make the evening relevant to them as well.

- Learning Academy Training Calendar

Derek will compile a list of what dates each of the new PMs have selected for pre-service training – to be provided by LA.

- Local Training & Support

5 sessions to be tied into the national training where possible.

Reporter session 1, SW session 2, Education session 4, Advocacy session 5.

At the midway point we would have a more informal evening with potentially a PPA and/or in attendance, this would also be a good time to introduce potential buddies.

- Observations

First training date is 9th January. All in agreement that it would be good to try and start observations before this date. If Ewan still on holiday Ciara and Derek will co-ordinate.

2. In-Service Update

- Mandatory training update

Advocacy - 7 PMs still to complete

Siblings – 21 still to complete

Of these 4 have still to complete both

Trauma Informed Practice phase 1 - 23 outstanding

Alex continues to monitor this and encourage those who have still to complete training.

- MOH/Enhanced practice update

Nationally there has been a dramatic uptake on this. Ciara shared her experience where 23 PMs due to attend training, however only 4 attended on the day.

Discussion around this that CHS perhaps hadn't been flexible enough around dates, did all of these people confirm attendance or did they simply not attend their allocated date/ignored the invite. So far in Renfrewshire 2 out of 18 people have attended the MoH training.

This training is now becoming service critical.

Some PMs are feeling pressured into this and it was acknowledged that we don't want to push people too far as they may decide to resign, however we do need to encourage PMs to complete their PDA.

It was suggested that we return to a system whereby chairing of sessions is shared – if more than 1 chair allocated. It may also be helpful to build confidence if those due to complete MoH training were encouraged to do some of the RoP write up at hearing sessions. Jacqueline to send email to those due to do MoH in regards to this and also to additional email to general Renfrewshire contact list.

- Panel member/social worker twilight event

Mark Coyle, Interagency Training Officer for SW, has been very helpful in setting this up – setting up survey, compiling results and suggesting ways evening may run smoothly. Derek and Jacqueline will meet with Mark on Monday at 13.30 via Teams to finalise plans.

Hoped to maximise our numbers attending to make event worthwhile – email reminder to be sent and then possibility of follow-up phone calls to encourage attendance.

Suggestion that members of LDG could also act as facilitators as well as SW managers.

- Training calendar update

8th February SW presentation on The Voice of the Infant; this is to help provide a greater understanding of how substance abuse and difficult home environment can impact on babies pre-birth, and the concerns around setting high levels of contact. SW hoping to make this an interactive session.

March and April - Who Cares and LGBTQIA+

There was a discussion around contact and need to provide good decisions – agreement that appeal decision should be shared as this is an example of good practice.

EP still 4 outstanding, Alex to chase this up.

3. Means of ensuring attendance at local learning events

Numbers at local training have been declining – it was noted at last LDC forum that this is the national picture as well.

We currently record the session which is perhaps giving people comfort to not attend.

Discussion around potential causes but no real solution obvious. Gillian will compile a survey for @Renfrewshire.

4. AST Audio-visual equipment – transfer to North Strathclyde TSM

Currently this is held by the AC and DAC, which won't be possible in the new system. Still awaiting guidance as to where this equipment will be kept – however it is important that locally we can still have access to this.

Learning Champion – no clarity of role, so unsure exactly who this will be and what their role will be.

5. AOCB

Update from last LDC forum on 26th October

This meeting focused on future plans of CHS rather than day to day business. From the discussion it was obvious that everyone in attendance is looking for answers and guidance to be able to fully understand the direction of travel. A brief outline was provided but there are still clearly gaps in any future plans – many of which won't be filled in until after the implementation of the TSM.

Prior to the meeting the following issues were identified as being something we would value clarification on:

Qu. Why only a two month window was given for completion of the IG training and why November and December (this is something which had been raised at previous meetings). In addition to this would PMs be off rota if this isn't completed?

A. As completion of IG is within the legislation the timeline for completion can't be extended and therefore PMs would need to come off rota.

Acknowledgement that timings weren't ideal. Unfortunately during adoption leave for CHS Learning Programme Manager post had not been covered fully and therefore CHS were playing catch up – it is unfortunate that the impact of this is to put additional pressure on PMs and ASTs.

Qu. If a PM does not do the MoH training and complete their PDA within 3 years are they off rota?

A. Short answer is yes, however there has to be a balance and consideration given to exceptional circumstances. Awareness that PMs also need to be retained if possible. There was an acknowledgement that cancelled hearings do have an impact on PMs feeling ready for a chairing role.

Qu. Can clarification be provided around the new volunteer position of Learning Champion? This question was asked by a number of attendees, however it was difficult to get a clear answer.

A. It would appear there will only be one Learning Champion per TSM – it wasn't clear whether they are to be appointed by Regional Delivery Managers (RDM); however we were told that all of the LDCs from each TSM would be encouraged to get together and discuss this.

Each area will still be able to arrange their own training – Renfrewshire for us. There was no real agreement as to exactly what the Learning Champions (LC) role would be, but everyone agreed that it wouldn't be appropriate for the LC to help organise and attend training in all areas, so a small group of volunteers in each area would still be relied upon to identify local training needs and arrange training. As there is no firm guidelines how this happens will depend on the RDM and LC – we should however expect to be fully included in discussion around this.

Qu. Is there any refresher training available?

A. No, depending on length of inactivity options would be to perhaps complete EP training again or alternatively retraining.

Qu. Do the Learning Academy/CHS have any modules on LGBTQIA++

A. No, but could try Youth Services.

6. Date of next meeting - To Be Advised