

Appendix 5

Workforce Development and Training Plan – Consultation Summary

The following is a range of areas for further training and workforce development across frontline staff in order for them to work more effectively with disabled CYP and their families. It has been suggested that the Placements Team be included in this training to ensure that they are able to effectively support placing CYP and have a better understanding of their needs. Foster carers (including during the pre-approval period), newly diagnosed parent carers, childminders and volunteers should also be provided appropriate training to feel included and supported.

All partner agencies across the Southwark children's workforce should be offered places on training to ensure a multi-agency learning experience, develop a greater understanding of CYP with additional needs and encourage strengthened relationships between professional agencies including education provision, private, voluntary and independent and mixed economy partners.

Some parent carers have completed a Train the Trainer course and can provide training courses and workshops, or help build capacity within the training program including training for carers and volunteers. Training provided by in-house staff or partner agencies (i.e. Contact a Family) wherever possible ensures better understanding of local need and provides good value for money over commissioning external trainers. Some parents have also received training to provide peer support to other parents, which promotes local networking and value for money.

Attending specialist disability training to be included as part of Corporate Induction Program for new staff and the Performance Management process for staff in Children's Services where appropriate.

Training Course	Providers/ Volunteers	Parent Carers/ Foster Carers	Trainer/In-house delivery	Notes from Consultation
Accident and Incident Reporting Training	X			
ADD and ADHD	X	X		Include strategies for schools and after school/holiday play staff for managing CYP with these conditions (i.e. Peer Support program, visual timetables, communication book for parent carers).
Advanced Autism	X	X	Local branch of National Autistic Society (NAS)	Particularly relevant for staff at Orient Street and Senco's.
Mini-bus Driver Training	X			If in-house staff could drive buses this may achieve a cost savings as well as support staff consistency.
Challenging Behavior	X	X		Specific work to be done with universal settings and schools (including After School Club staff) to become more inclusive and understanding of disability.
Child Protection and Safeguarding Training	X	X		Different levels according to need; to include how to progress a CP concern.
Child Development	X	X		
Communicating with CYP with disabilities	X	X		Specific work to be done with universal settings and schools to become more inclusive and understanding of disability.

Disability Awareness	X	X		<p>General awareness training and publicity campaigns across Southwark requested.</p> <p>Ensure 'My Learning Source' includes e-learning modules around disability.</p> <p>Specific work to be done with universal settings, schools and Placements Team to become more inclusive and understanding of disability. Support staff including bus drivers and bus escorts to be included in this training.</p> <p>Refresher courses for experienced staff.</p>
Hoist Training	X	X		<p>Some activity centers are poorly resourced and should have more equipment on site to keep costs down.</p>
Integrated Working and CAF	X			<p>More robust system needed for early intervention and holistic assessment, information sharing and the role of Keyworkers/Lead Professionals.</p>
Makaton	X	X		<p>Beneficial for frontline staff and mainstream schools to ensure more inclusive provision.</p>
Management Training	X			<p>Activity group leaders and team leaders to be included.</p>

Manual Handling	X	X		<p>Potential risk in having information cascaded by peers and/or through one off demonstrations.</p> <p>General view is that frontline staff are not trained enough to work with CYP with physical disabilities.</p>
PECS Training	X	X		PECS cards/resources are inexpensive to produce and should be available at all activity centers.
Personal Care	X	X		Potential risk in having information cascaded by peers and/or through one off demonstrations
Play	X	X		Include working with profoundly Autistic and disabled CYP.
Sexual Awareness/Sexuality	X	X		
Supporting CYP with complex needs including medical needs	X			
Team Building Training	X			Would support staff and volunteers to work better together, especially in short break or holiday provision.
Transitions	X	X		
Travel Training	X	X		
Using Visual Timetables	X	X		
Working with CYP on the Autistic Spectrum	X			Including in-school support strategies.
Working with LDD young people	X	X		Including in-school support strategies.

FINAL