

The Rotherham
**Learning
Academy**

Children and Young People Learning Academy



Why a Learning Academy?

- It is a reorganised approach to workforce development across CYPS, including Social Care, Early Help, Education, Commissioning and Performance.
- The Academy has sought to coordinate exiting pathways and seeks to support embedding the Rotherham Family approach in all we do.
- The aim is to offer a clear development pathway across the Children Young People Services for all of the workforce
- It will provide support, challenge, clarity and continuity, as well as opportunity for progression and development
- It aims to support a virtual learning environment

We Will. Provide a structured induction

We Will. ensure that you receive a structured induction which will enable you to provide the high quality service and the support necessary to achieve the vision for Rotherham's Children and Young People

1. Service, Team and Job Role Induction
2. CYPS 'Welcome'
3. An induction checklist
4. Council-wide E-Learning Modules

For Children and Young
People's Services
Induction



We Will. Pursuing excellence in practice

We Will. Pursuing excellence in practice and provide an accountability framework informed by knowledge of good practice and the experience and expertise of service users, carers and practitioners.

We want to try to understand how you explain yourself to yourself and what you understand your situation to be. We want to know what is going on inside of you that you see when you look in the mirror or think before you go to bed at night. This is important, but it is important for us to understand all of you. If we don't, we might get it wrong.

We understand that you are different depending on the people and situations you are in. You are different when you are with your family or friends, on the street or at school or work. We will try to understand you in these different places, especially if some of them are really hard for you at the moment.

When we speak to anyone about you, we will try our hardest to tell all about who you really are. We will not hide the difficulties you will not miss out on all the fantastic things you have done.

Children and Young People's Services Practice Standards

- **Hearing and acting on what children and young people say** – We will listen to children, young people and their families so we can understand their worries and experiences, and use their words and experiences to improve the services and support that help in better lives for children and young people.
- **Supporting and supporting change** – We will support and support parents if we can't help them, and we will support and support parents if we can't help them.
- **Purposeful plans** – We will develop clear children and young people's plans that show the things that the services will do to help them.

- [illegible]



We Will. Use effective workforce planning systems

We Will. Use effective workforce planning systems to make sure that the right number of staff including social workers, with the right level of skills and experience, are available to meet current and future service demands of Rotherham families.



**We Will. Be transparent in how
we manage caseloads**

We Will. Be transparent in how we manage workload and case allocation in order to protect service users and practitioners.



We Will. Provide practical tools and resources

We Will. Make sure that staff can do their jobs safely and have the practical tools and resources they need to practise effectively, assess risks and take action to minimise and prevent them.



We Will. Provide regular and effective supervision

We will. ensure that all staff employed within Children and Young People's Services will receive regular supervision. This is central to ensuring the delivery of effective and high quality services to Rotherham's children, young people and their families.



We Will. Provide access to research and practice guidance

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We will. provide access to research and practice guidance.

CommunityCare
informChildren

research in practice

Supporting evidence-informed practice with children and families...

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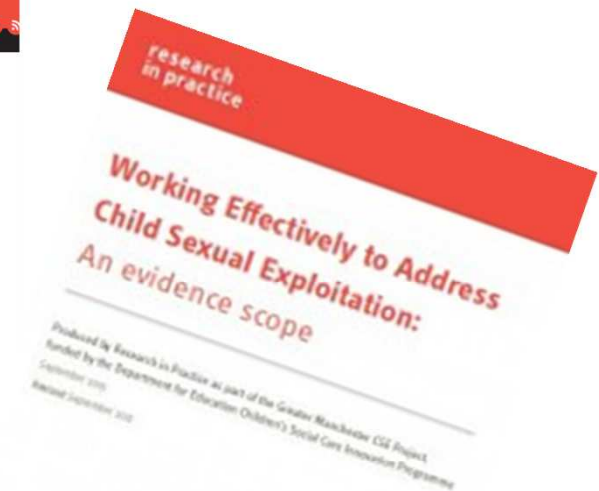
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We Will. Engage in effective partnership

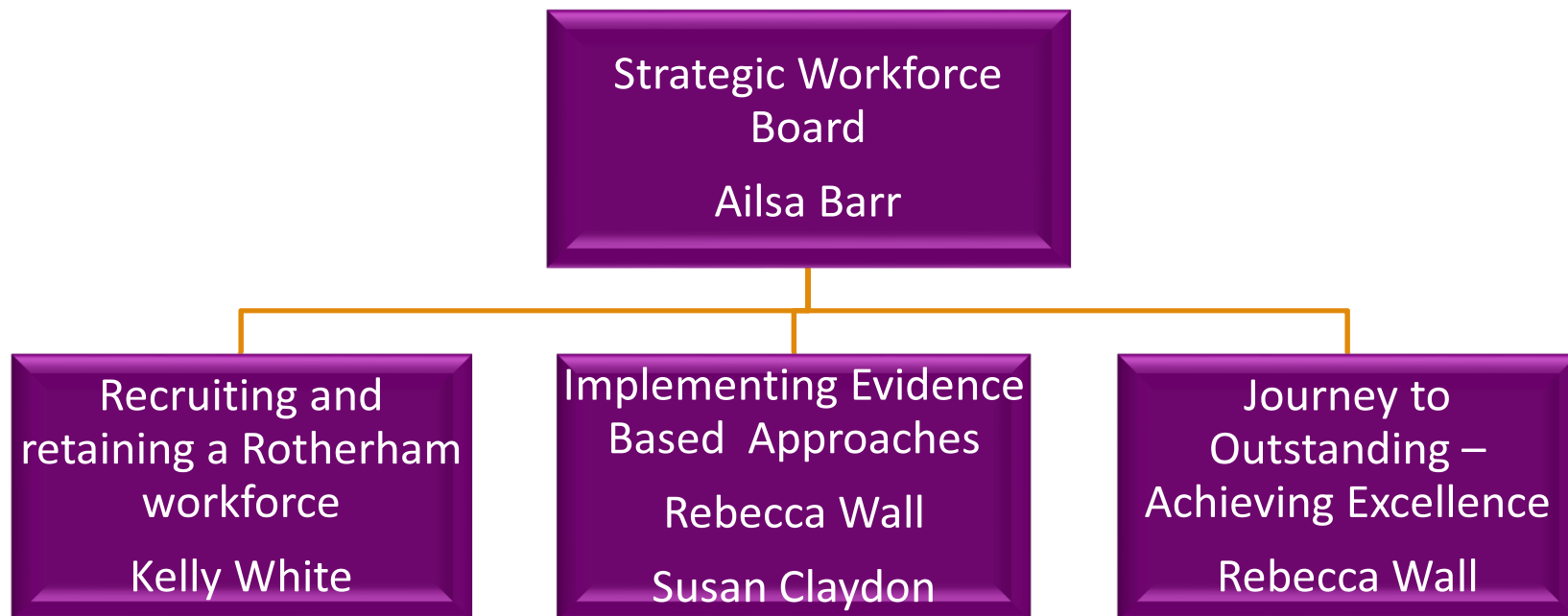
We Will. Engage in effective partnerships with providers to support continuing professional development



Advanced Practitioner Framework
Continuous Professional Development
For Social Workers and Managers



We Will. Governance Process



We Will. Journey to Outstanding Priorities



- Establish a comprehensive understanding and appreciation of the CYPS training, learning and development needs
- Develop a core and extended training, learning and development offer to meet the needs of the CYPS workforce and deliver improved outcomes for children, young people and families
- Establish a Learning Academy which supports and promote the continual professional development at each stage of the Social Work and Early Help pathway
- Evaluate the impact of training, learning and development offer in respect of the workforce and improved outcomes for children, young people and families

We Will. Implementing the Rotherham Family Approach



- Rotherham is committed to evidence based approaches when working with children, young people and families.
- As part of the journey towards 'Outstanding' Rotherham has developed and embedded the Rotherham Family Approach to help practitioners deliver the best possible interventions to support children and families to achieve.
- This includes placing high emphasis on the nature and style of communication and promotes the importance of producing simple, solution focused plans that appropriately meet need to achieve tangible change.
- The clear RFA test of 'would this be good enough for my child?'

We Will. Have Four Faculties in the Learning Academy



We Will. Provide you with a clear Learning & Development Offer



Core offer

- Orientation and Induction
- Corporate training based on Rotherham Values
- Restorative Practice
- Signs of Safety
- Safeguarding (incl RSCP multi-agency training)
- Personal development & wellbeing

Role/ Professional/ Occupational Specific offer

- As defined by each faculty

Additional offer

- Developed through the PDR and Key skills audit process to develop research into practice

We Will. Provide a blended learning approach

The Rotherham
Learning Academy



We Will. Give you 15 Days



We want you to take control of your own professional learning and development within the Rotherham Learning Academy. Up to 15 days a year (pro-rata) have been dedicated for you to focus on developing your skills, knowledge and the research you need within a supported virtual learning environment.



We Will. Our core offer **8 days**

Induction – ½ day	
E-Learning CSE Awareness module Preventing Extremism video clip – Trust your Instincts Safeguarding Everyone Data Protection (every years)	E-Learning Risk Management (every 3 years) Recruitment (every 3 years)
Whole Service Events: 4 x ½ day (2 days a year)	
Signs of Safety (2 days)	
Restorative Practice (1 days)	

We Will. Our ASYE offer

ASYE Induction ½ day	
Protected Development 24 days	
Direct Work ½ day	Child Development ½ day
Toxic Trio ½ day	Assessing Parenting Capacity ½ day
Neglect ½ day	Care Planning ½ day
Emotional Resilience ½ day	Portfolio's ½ day

We Will. Our Level 2/3 offer

Court Skills 1½ day	Advanced Practitioners Forum
Child Development ½ day	Using Analysis in Assessments ½ day
Direct Work Advance ½ day	Assessing Parenting Capacity & Capacity to Change ½ day
Evidencing Neglect ½ day	Work Shadowing 1½ days
Life Story Work ½ day	Co-working across Specialisms ½ day

We Will. Our Advance Practitioner offer



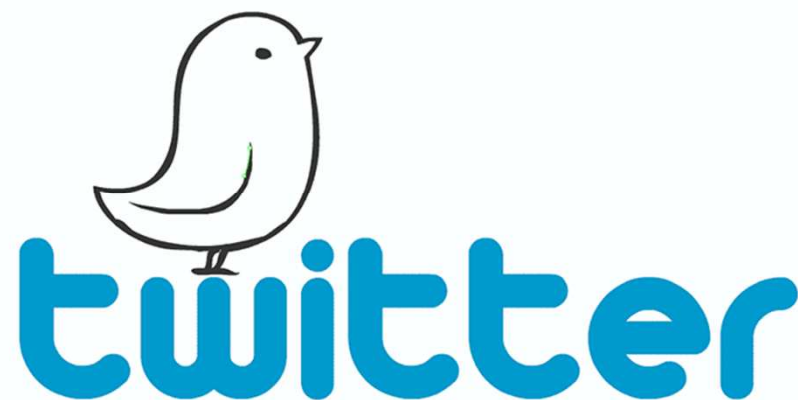
Signs of Safety 5 days
Advance Practitioners Forum 6 days
Work Shadow 1½ days
Co-Working Across Specialisms 1½ days
Research 1½ days

We Will. Our Advance Practitioner offer

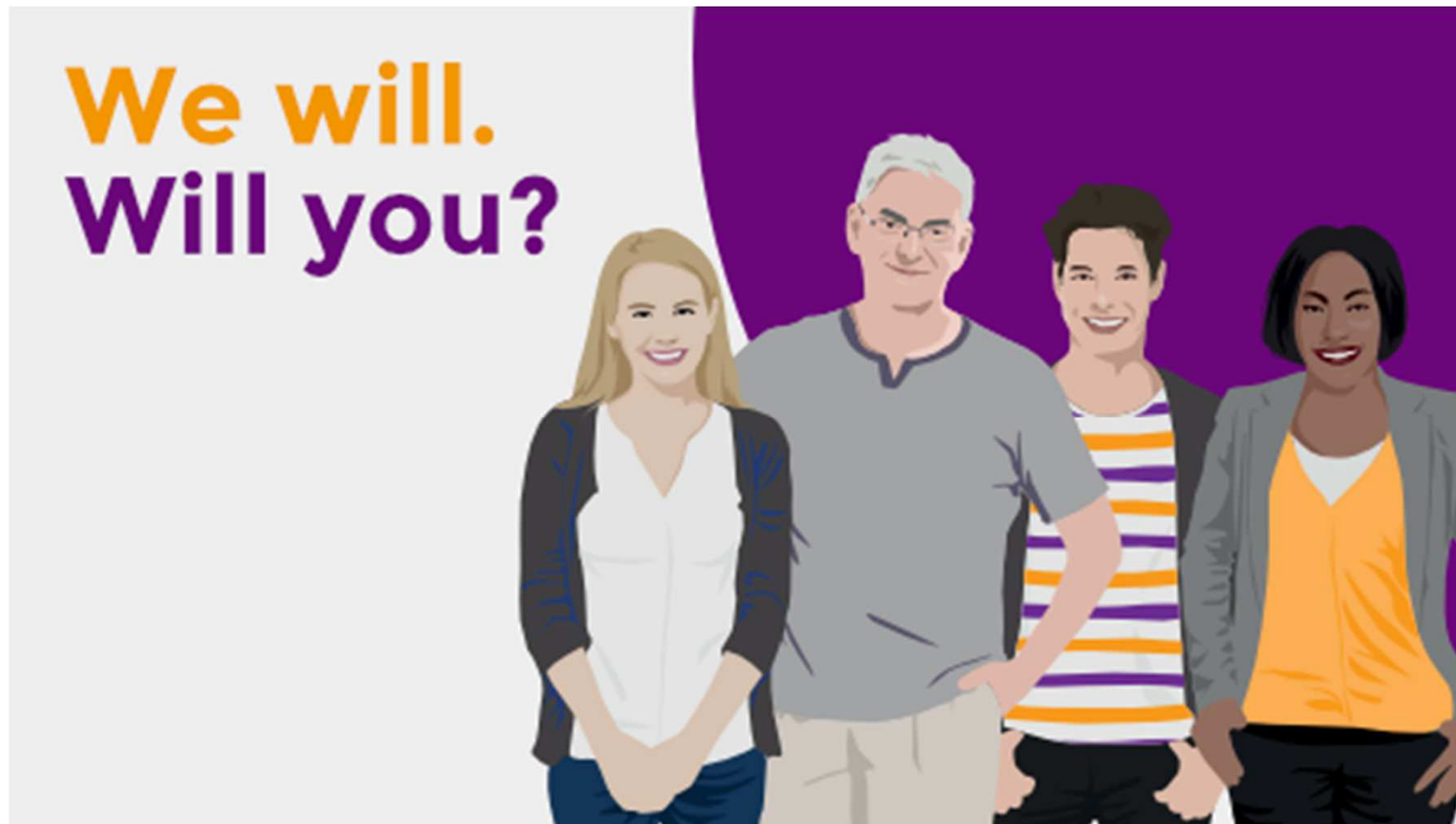


Signs of Safety 5 days
Team Manager Development Forum 6 x ½ days (3 days)
Work Shadow 1½ days
Co-Working Across Specialisms 1½ days
Research 1½ days

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