

CHILDREN'S COMMISSION LEARNING AND DEVELOPMENT GROUP (4)

4. Terms of reference

4.1 The Children's Services Learning & Development Group is primarily responsible for developing and implementing the Falkirk/GIRFEC services workforce learning and development strategy.

4.2 The group will be chaired by the Children's Services Training Manager. Members will have the authority within their own organisation or service to change and develop culture, systems and practices within their own organisation and across children and adult services.

4.3 The Learning and Development Group will meet a minimum of 4 times a year (initially more frequent meetings are required to establish shared developing, monitoring and reporting processes) to:

- Review existing learning and development provision to ensure staff needs are met and shared training opportunities are developed and maximised in line with the Children and Young People (Scotland) 2014 Act
- Establish a training for trainers programme linked to GIRFEC implementation
- Cascade key messages and learning from training/ shadowing/ learning opportunities.
- Agree core competencies and ensure that these are used across the children's services workforce to capture learning and development aligned with the maturity model
- Identify and make provision for workforce learning and development using gaps identified by workstream sub-groups to develop learning opportunities
- Ensure all agencies working with children and young people and relevant adult services are supported to make the required changes to implement GIRFEC and the Children and Young Person's Act
- Ensure resources are in place to effectively deliver, review and evaluate learning and development and make best use of data to track, measure and inform future provision
- Audit of Children's Services workforce skills
- Report to Children's Commission Leadership group on impact of Learning and development, intractable issues and themes/ service specific blockages and challenges i.e. staff being released to deliver and/ or participate
- Work with the Children's Services Improvement Group.

4.4 Reporting:

- The Learning and Development Group will report to the Children's Commission Leadership Group.
- Children's Services workstreams and sub groups will report to the Learning and Development group through the Children's Services Planning Group.