

June 2023



LEARNING AND DEVELOPMENT STRATEGY

Shaping the future of Children's Services through
knowledge, skills and experience

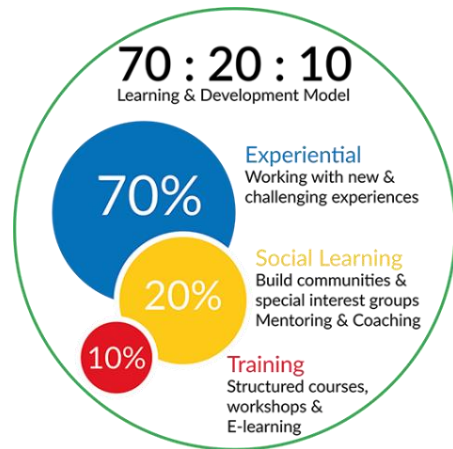


Falkirk
Community
Planning
Partnership and
Child Protection
Committee

Strategy for the delivery of Falkirk’s Multi-Agency Workforce Learning and Development



Falkirk’s Planning Partnership Learning and Development **Strategy** outlines what partners aim to do to ensure we achieve our ambition that Falkirk’s children and young people will grow up feeling loved, safe and respected and are able to realise their full potential. The Strategy is linked with Falkirk’s Learning and Development **Framework**.



“The majority of learning occurs through the experiences workers encounter in their daily workflow. Research shows that we not only learn in the context of work, but we learn better that way.” - *Charles Jennings*

Learning and development resources and activities aims to enhance the workforce’s experiential learning. Planned learning activities builds capacity within Multi Agency Learning and Development for the benefit of Falkirk Children’s Services.

The drivers, aims, ambitions and visions of Falkirk Community Planning Partnership, Falkirk Child Protection Committee and the Scottish Government, re-affirm the need for a responsive, innovative, trusted, and ambitious workforce.

The importance and priority we place on developing staff’s knowledge, skills, and practice has led to the need for a strategy that will demonstrate the learning journey we are on and how we plan to measure the impact that we will make on staff and on our communities.

There are a range of Strategic Plans that will inform this Learning and Development Strategy. These include:

- Falkirk’s Integrated Children’s Services Plan
- Falkirk’s Community Learning and Development Plan
- Falkirk Child Protection Committee Business Plan
- Falkirk’s Children and Young People’s Services Plan

In support of the key vision for children and young people of Falkirk, the Learning & Development strategy's mission and aim outlines how we will do this. Our Learning and Development Strategy is supported by a Falkirk Community Planning Partnership Learning and Development Framework and Action Plan.



Our **Vision** to which we aspire

Children in Falkirk will grow up loved, safe and respected so that they realise their full potential.



Our **Mission** is how we influence our vision

Using leadership through collaboration with partners: we will involve partners in the learning and development of our workforce; we will share our skills and resources; we will respect and value the various ways in which we learn; we will foster a culture that understands trauma; we will respond to learning needs of our workforce.

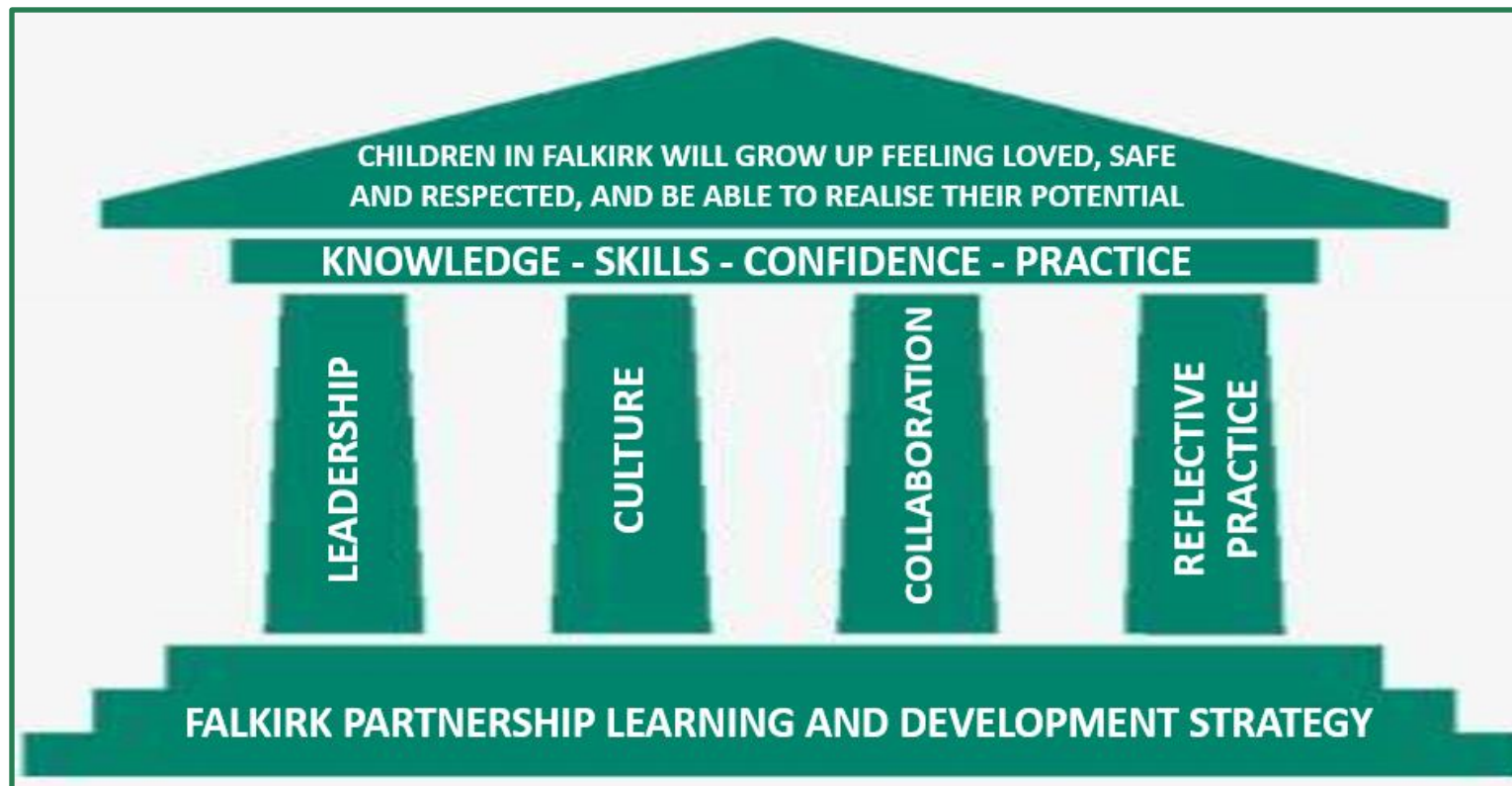


Our **Aim** is what we plan to do to achieve our mission

We will effectively implement the multi-agency learning and development strategy that supports our workforce to be confident and competent in their practice.

What supports our strategic approach?

This strategy is supported by the pillars of **leadership**, **culture**, **collaboration**, and **reflective practice**. Learning reviews have recommended that we develop and strengthen our responses in relation to our collaborative practice. The importance of embedding a culture where principles of good joint working are natural; and this begins with joint learning. Training alone can no longer sustain the drive for improvement; the way we learn, develop, and understand how practice might improve needs to focus on reflection. **Reflective practice** describes a systematic approach to reflection that involves creating a habit, structure and routine around reflecting on our experiences. Our leadership aims to create a culture of facilitating workforce development in a way that demonstrates staff are valued and supported to embrace these pillars.



Getting It Right For Every Child

Getting it Right for Every Child is a Scottish Government initiative which aims to make sure all Scotland's children, young people, and their families have consistent, coordinated support across the various public services.

The values of GIRFEC have been refreshed with the intention to put more emphasis on:

- placing the child and family at the centre, and promoting choice, with full participation of children and families in decision-making;
- working in partnership with families to enable a rights-respecting, strengths-based, inclusive approach;
- understanding wellbeing as holistic and interconnected, with a child's developmental experiences understood within the wider context and influences of family, community and society;
- valuing diversity and ensuring non-discrimination;
- equitably tackling multiple and intersecting forms of inequality;
- shifting resources and support towards providing an early offer of support to improve outcomes for children, young people and families; and,
- joint working in a culture of co-operation and communication between practitioners and services, both locally and nationally across Scotland.



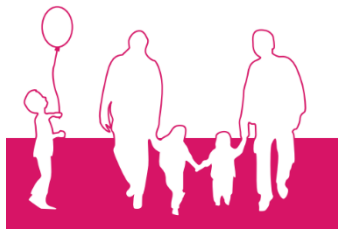
Our Learning and Development strategy will continue to support how we embed GIRFEC and the refreshed guidance.



Trauma Informed Practice

Trauma-Informed Practice is a strengths-based approach, which seeks to understand and respond to the impact of trauma on people's lives. The approach emphasises physical, psychological, and emotional safety for everyone and aims to empower individuals to re-establish control of their lives. This approach recognises that children, young people, and their family members may be living with the legacy effects of overwhelming stress (trauma).

Despite the large numbers of people affected, many of us don't automatically think of the possibility that someone we meet, speak with or support may have experienced trauma. The first step towards trauma informed practice is maintaining an awareness of the sensitivities and vulnerabilities of people who may be trauma survivors.



Legislation

The Children and Young People (Scotland) Act 2014 states that the rights of children and young people should be included in planning and shaping our services. Through consultation, Falkirk's children and young people provide us with an opportunity to listen to their ideas and feedback. This shapes and informs our approach to learning and development.

United Nations Convention on the Rights of the Child (UNCRC) is the 'gold standard' across the world for children's rights and was first drafted in 1989 and was ratified in the UK in 1991.

In September 2020, the First Minister introduced the **UNCRC Incorporation Bill** committing to incorporating Children's Rights into the law in Scotland. This Bill was passed in March 2021

The Scottish Government wants the new law within the Incorporation Bill to deliver a revolution in children's rights, helping to make Scotland the best place in the world to grow up.

All of our learning and development activities respect Children's Rights.



Forth Valley Practitioner Pages are an online resource bank for multi-agency staff who work with children, young people, adults and families across Falkirk, Stirling and Clackmannanshire.

Falkirk's Multi-Agency Learning and Development Strategy and Learning and Development Framework can be sourced on the Practitioner Pages – Search for: Learning and Development Strategy AND Learning and Development Framework.

Link : [Forth Valley Practitioner Pages – These pages are for practitioners to support improving outcomes for Forth Valley Communities \(glowscotland.org.uk\)](https://glowscotland.org.uk)

Multi-Agency Learning and Development Outcomes

Our Learning and Development programme is designed to address the following overarching outcomes:



Strategic Planning Links

Document name	Overview
Child Protection Business and Improvement Plan	Staff in Children and Adult Services have appropriate knowledge, skills and learning opportunities underpinned by GIRFEC.
Integrated Children's Services Plan 2020-2023	Children in Falkirk will grow up loved, safe and respected so that they realise their full potential.
Falkirk Community Planning Partnership - Strategic Outcomes and Local Delivery Plan (SOLD Plan)	Our Children will develop into resilient, confident, and successful adults
Forth Valley Practitioner Pages	An online resource bank for multi-agency practitioners to access information which will support improving outcomes for Forth Valley Communities.

