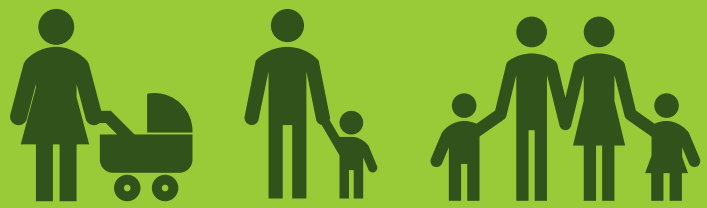
June 2026

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

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

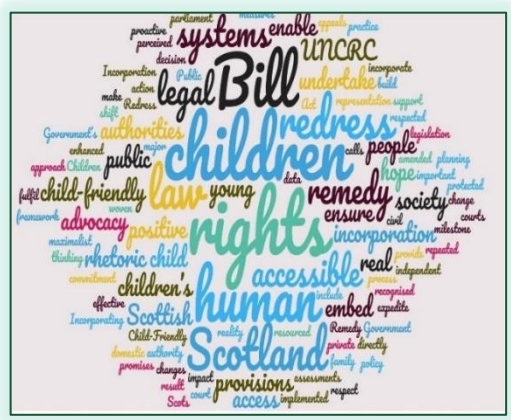
We will effectively implement the multi-agency learning and development strategy that supports our workforce to be confident and competent in their practice.

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.

What Influences Our Strategy?

Our Cultural Approaches



Scotland's ambition for children and young people informs our local policies and plans ensuring national and local outcomes are connected. The legislative programme for Children and Young People informs our activities and ensures their education, care and protection are underpinned by Children's Rights.

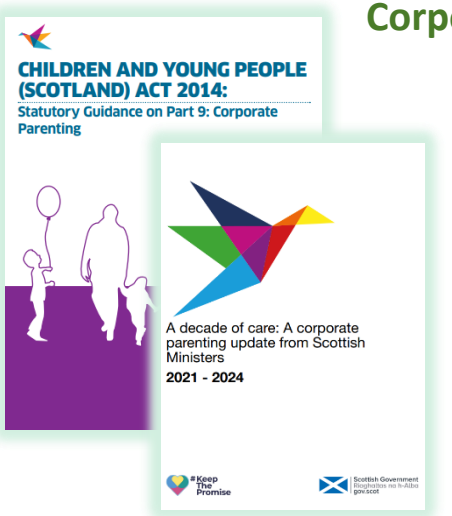
Our approach is enshrined within a culture informed by the vision, values and aims of Getting it Right for Every Child, The Promise Foundations and Trauma Informed Principles.

Our strategy embraces all these approaches, helping our workforce to be in the best position they can be to deliver positive outcomes for the children, young people, their families, and carers in Falkirk.

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. National trauma training programme | Turas | Learn (nhs.scot)



Corporate Parenting

The Children and Young People (Scotland) Act 2014 defined corporate parenting as "the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers". A good corporate parent will want the best outcomes for their looked after children, accept responsibility for them, and make their needs a priority

The policy and legislative landscape within which corporate parenting sits has significantly evolved during 2021 - 2024, including work that continues to drive Scotland's collective responsibility to deliver on The Promise and the landmark legislation to incorporate the United Nations Convention on the Rights of the Child (UNCRC) into Scots law. Across Falkirk's Community Planning Partnership work continues to increase multi-agency staff's understanding of how they can fulfil their corporate parenting duties that will provide the scaffolding for each child and young person to reach their potential.

A decade of care: A corporate parenting update from Scottish Ministers 2021 - 2024

#Keeping The Promise

Published in February 2020, the Promise has been driving improvement in the culture of the delivery of care to our care experienced children and young people. The changes needed to embed the work of the Promise will inevitably influence practice and systems for all children and young people.

The Promise proposes that children must be listened to and meaningfully involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. The Promise suggests that to shift the culture of practice, learning must support the interaction between family, carers, and other professionals. It should nurture equal partnerships and encourage joint learning, mentoring, coaching, support networks, informal learning and opportunities for joint reflective practice.

"There must be a rethinking of **learning and training** in Scotland to create a well-supported workforce that can operate across disciplines".

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.

The UNCRC (Incorporation) (Scotland) Act 2024 is the Scottish law that incorporates the UNCRC into Scots law. The Act embeds the UNCRC into domestic Scottish law, giving children's rights direct legal force. It ensures that public authorities must not act incompatibly with UNCRC requirements and provides mechanisms for accountability and enforcement.

The Act aims to:

- Strengthen legal protections for children's civil, political, economic, social, and cultural rights.
- Ensure children's rights are central to public service decision-making.
- Promote better outcomes for children and young people across Scotland.

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. Our learning and development activities will highlight how staff groups are embedding a Children's Rights respecting approach within their work with children, young people and their families.

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.

Forth Valley Practitioner Pages are on 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.

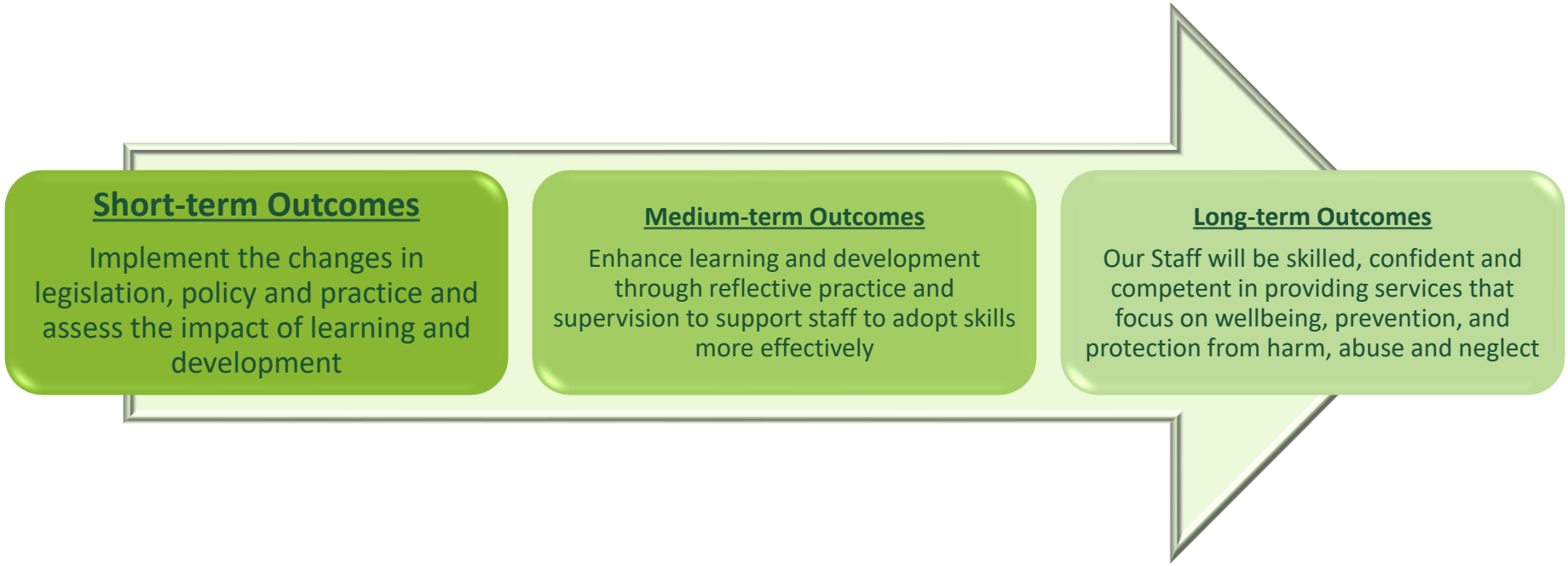
Link : Forth Valley Practitioner Pages – These pages are for practitioners to support improving outcomes for Forth Valley Communities (glowscotland.org.uk)

Other key pages on this website : GIRFEC in Falkirk – Information for Practitioners – Forth Valley Practitioner Pages **AND**

Child Protection – Forth Valley Practitioner Pages

Multi-Agency Learning and Development Outcomes

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



Falkirk Multi-Agency Learning & Development **STRATEGY** – Document launched June 2023, updated June 2024, June 2025 & June 2026

Falkirk Multi-Agency Learning & Development **FRAMEWORK** – Document launched June 2023, updated June 2024, June 2025 & June 2026

Strategic Planning Document

Document name	Overview
Falkirk's Integrated Children and Young People services Plan 2023 - 2026	Sets out our collective vision, aims and ambitions across the Falkirk Children's Services Planning Partnership (the Partnership), to ensure that our children and young people have the best possible start in life, and grow up feeling safe, loved and respected to fulfil their full potential.
The Falkirk Plan 2021 - 2030	Falkirk Community Planning Partnership is required by the Community Empowerment (Scotland) Act 2015 to publish a Local Outcomes Improvement Plan that identifies the greatest inequalities for Falkirk's residents, and how we plan to tackle them.
Child Protection Business and Improvement Plan 2023 - 2026	This Plan builds on previous Improvement Plans and demonstrates our ongoing commitment to continuous improvement through single and multi-agency quality assurance and self-evaluation. Falkirk CPC aspires to improve in all aspects of our inter-agency work to protect children and young people from abuse and neglect within Falkirk and across Forth Valley.
Falkirk Child Protection Committee Annual Report 2024 - 2025	The report provides an overview of the role and functions of the Child Protection Committee (CPC) and the inter-agency work undertaken to help protect Falkirk's children from abuse and neglect over the last 12-month period. It also covers a number of the challenges and successes and concludes with an outline of the opportunities ahead. The Report highlights the need to continue investing in multi-agency training posts and promoting the need to improve training attendance . This is annually updated and contains updates from Multi-Agency Learning & Development Group.
Staff Handbook 2026: Falkirk Children's Services Planning Partnership	The Staff Handbook supports us to understand the priorities of Falkirk's Children's Services Planning Partnership and how these are influenced by national policy and local implementation. In Falkirk we understand the need to work together to promote the best outcomes for all our children and young people.
Forth Valley Practitioner Pages	An online resource platform for multi-agency practitioners to access information which will support improving outcomes for Forth Valley Communities.
Falkirk Health and Social Care Partnership – Participation and Engagement Strategy 2024 - 2027	Aims to achieve the following three outcomes: 1. The involvement of people and communities positively impacts on service change and strategy development to ensure that services meet people's needs and develops trust with our communities. 2. Our approach to engagement is inclusive, meaningful and is evaluated to identify learning and improve how we deliver future engagement activities. 3. Staff have the necessary knowledge and skills required to deliver effective and meaningful community engagement.

falkirk
COMMUNITY PLANNING
PARTNERSHIP
Falkirk Council
CVS Falkirk
Falkirk
Health and Social Care
Partnership
FIRE AND RESCUE SERVICE
NHS
Forth Valley
POLICE
SCOTLAND
Keeping people safe
Skills
Development
Scotland
Forth
Valley
College
Making Learning Work