

Locality Manager

■ Ali Porteous

Specialist area –
Recruitment and Retention
Business Development
Learning Disabilities
Background

- Registered Manager
- Regional Manager
- Trainer
- Recruitment and Retention project manager.



What do I think I'm here for?

- How can I help you to do it better!



SfC resources

1500 offers to promote problem solution

- Leadership training
- Digital leadership
- CQC and how to understand the requirements
- Recruitment through values
- Workforce Planning



Enquire within.....

www.skillsforcare.org.uk



Guiding you through the offers and information available to you. Supporting your business to be the best it can and get the support it needs.



Planning your workforce to meet your business needs!



The right workforce now and in the future.....

Why have a workforce plan?

Plan

Your values are clear

Your business development is clear, and your turnover predicted.

Your team is delivering the service they are commissioned to and have the skills they need for today and tomorrow.



For example

National menopause day!

HOW TO DO IT!

Analyse

Plan

Do

Review

Seminars to assist....

**They will help you think reflect
and get 20% of the plan done
preparing you for the future
with confidence.**

Information for registered managers



Webinars to support your service



Our series of webinars cover a wide range of topics – they are delivered to a live audience and recorded for further viewing.

- Care topics
- Digital, data and technology
- Recruitment and retention
- Managing a service
- Managing people
- HR
- Wellbeing



www.skillsforcare.org.uk/RMwebinars

New recorded webinars

- Safer employment – Effective references
- Providing evidence to the CQC and New CQC inspection
- Maximise retention and Maximise recruitment



Our latest blogs and articles

[What equality, diversity and inclusion means in the workplace](#)

Baidar Khan, Registered Manager, Lets Care All discussed what equality, diversity and inclusion in the workplace means.

[What does workplace culture mean and how do we create it?](#)

Tracy Kite, Chief of Personal & Leadership Learning at Glassmoon Services shares what workplace culture means and how they've created it at Glassmoon.

[Leaders' role in developing a positive workplace culture](#)

Christine Wint, Head of Leadership Development at Skills for Care discusses the importance of leaders in creating a positive workplace culture.

[Resources to support you with developing a positive workplace culture](#)

As leaders and managers an important part of your role is creating a positive workplace culture. We have resources to help you do just that.

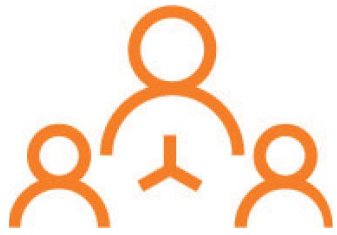
Deputy manager networks

These networks are specifically for deputy managers, team leaders and assistant managers

- Virtual meetings facilitated by a Skills for Care Locality Manager.
- Great opportunity for deputies to meet the challenges they face in their day-to-day work.
- Opportunity to build connections and a peer supportive network.
- Facilitate the sharing of best practice and learning.

**Find your local deputy manager network:
www.skillsforcare.org.uk/deputymanagers**





Registered manager membership – renewal resource

As part of our registered manager membership, all members that renew their membership receive an exclusive resource

For those renewing from 1 April 2023, they will receive a hard copy of *Compassionate Leadership* by Professor Michael West CBE.

This book explores how attending to, understanding, empathising with and helping those you lead can support them to respond effectively to the challenges they face in their work. The four elements of compassionate leadership play a crucial part in all aspects of your role as manager, including staff wellbeing, retention, and creating safe, supported cultures within your services

Become a member for £35 a year.

www.skillsforcare.org.uk/membership

Recruitment and retention

Training and development

Next steps to put People at the Heart of Care

- On 4 April 2023, the government published '[Next steps to put people at the heart of care](#)' – a two-year plan for adult social care reform which sets out detail on how we will implement our [2021 white paper commitments](#) to improve the adult social care system.
- This includes investing over £100 million over the next 2 years to:
- Increase the uptake of digital social care records (DSCRs)
- Increase investment in technologies based on local priorities
- Support our sector to enhance skills, confidence and support to effectively use technology



Digitising in Social Care Overview

Building a social care minimum data set to support interoperability

Drive increased uptake of the Data Security and Protection Toolkit



A comprehensive digital learning offer and practical guidance

Supporting care providers to adopt digital social care records and other care technology



Funding is available to test and evaluate technologies that address local priorities



Digital Skills Framework

- The [Digital Skills Framework](#) is a free resource to help support the development of digital skills across the adult social care workforce.
- It defines seven key areas of effective digital working, organised in two 'levels': '**digital skills for all staff**', and '**go further**' with digital skills.
- The framework can be used by social care employers to help with planning staff training or by individuals for their personal development.
- The framework supports the government commitment in [Next Steps to Put People at the Heart of Care](#) to provide a 'comprehensive digital learning offer' for the adult social care sector.



**Theme 1 - Using
technology to
support person-
centred care**



**Theme 2 -
Technical skills for
using technology**



**Theme 3 -
Communicating
through
technology**



**Theme 4 - Using
and managing
data**



**Theme 5 - Being
safe and secure
online**



**Theme 6 - Ethical
use of technology**



**Theme 7 - Digital
learning,
development and
wellbeing**





Learning from events eLearning

Learning reviews allow teams to explore different perspectives and create a positive action plan that supports individuals and seeks to avoid repeat incidents.

Through the 35-minute digital learning module you'll:

- discover what learning reviews are, why they're needed and how they can help you
- learn how managers can move from completing reviews at an individual level to involving the wider team
- find practical tips for embedding learning reviews into your working environment.

Employers can claim £50 per completed module from the Workforce Development Fund for every employee that completes the module.

[Find out more](#)



Introductory modules for managers

11 eLearning modules to develop skills in leadership, succession planning and developing future talent

- Leading and managing in adult social care
- Supporting and developing teams
- Regulation and governance
- Effective communication
- Working with partners
- Leading a person-centred service
- Safeguarding and mental capacity
- Making decisions
- Managing resources
- Learning and innovating
- Personal development and wellbeing

Employers can claim £50 per completed module from the Workforce Development Fund

www.skillsforcare.org.uk/IntroductoryModulesForManagers

Good and Outstanding care learning modules

We've launched a range of eLearning modules to help you understand the CQC inspection process, what is expected of your service and how you can best evidence these expectations

The 1-hour modules include:

- Being prepared for CQC inspection.
- Improving your CQC rating.
- Delivering Outstanding care.



Anyone involved in CQC inspection can use the modules and will be awarded a certificate to evidence their completion.

Modules cost £15 – employers can claim £50 per participant from the Workforce Development Fund.

[Find out more](#)



Updated Good and Outstanding toolkit

Later in 2023, the Care Quality Commission (CQC) will be updating their inspection process to utilise the ‘single assessment framework’.

We’ve created an updated version of our inspection toolkit to support you in understanding these changes and preparing for your next inspection.

The toolkit based around the current framework will continue to be available alongside this until the changes are brought in by the CQC.

Understanding what Good and Outstanding care looks like can help you achieve success in your inspections and ensure you are continuously providing high quality care.

www.skillsforcare.org.uk/Support-for-leaders-and-managers/Good-and-outstanding-care/Inspection-toolkit.aspx

International recruitment support

Recruiting internationally is a great way to find skilled and diverse workers, but employers often tell us they have trouble navigating the legalities of recruiting internationally

Our international recruitment webpage has a range of resources including:

- Webinar recordings
- Guidance and checklist for gathering and assessing criminal record information including displaced people
- Links to other useful sources of information including
 - Overseas recruitment bite-size guide
 - Code of practice for international recruitment
 - Ethical recruiters list
 - Government guidance
 - Pastoral care guide for international recruitment



www.skillsforcare.org.uk/Internationalrecruitment

Workforce intelligence / ASC-WDS



Changes to the ASC-WDS homepage

We've made changes to the ASC-WDS homepage to prompt users to update their most important data more often.

The changes include:

- a new summary panel which gives users quick notifications about their records
- red and amber flags to help the user understand the importance of each action
- new graphic imagery to raise awareness of benchmarks and the Benefits Bundle, to encourage users to click through and access these valuable features.

By using ASC-WDS, you're enabling us to produce more accurate insights about the adult social care workforce, resulting in more informed decision making about the future of the sector.

[Create or login into your account](#)



Oliver McGowan mandatory training records

Use ASC-WDS to keep track of your Oliver McGowan Mandatory Training records.

You can now record Oliver McGowan Mandatory Training on Learning Disability and Autism in the Adult Social Care Workforce Data Set (ASC-WDS).

This is a simple way to record and track which staff have completed the training. Having this information stored in one place can save you time and help you to evidence completion of the training during inspections.

[Create or login into your account](#)



ASC-WDS Benefits Bundle

Did you know about the Adult Social Care Workforce Data Set (ASC-WDS) Benefits Bundle?

The Benefits Bundle gives all users of ASC-WDS access to exclusive discounts and special offers across a range of products and services from Skills for Care and the training providers we endorse.

Offers include:

- 20% off leadership courses from Grey Matter Learning
- 25% discount on eLearning from Neil Lee Training
- £100 off leadership courses from Training in Care
- 10% off Skills for Care bookshop and eLearning modules
- ...plus much more!

www.skillsforcare.org.uk/ASCWDS

