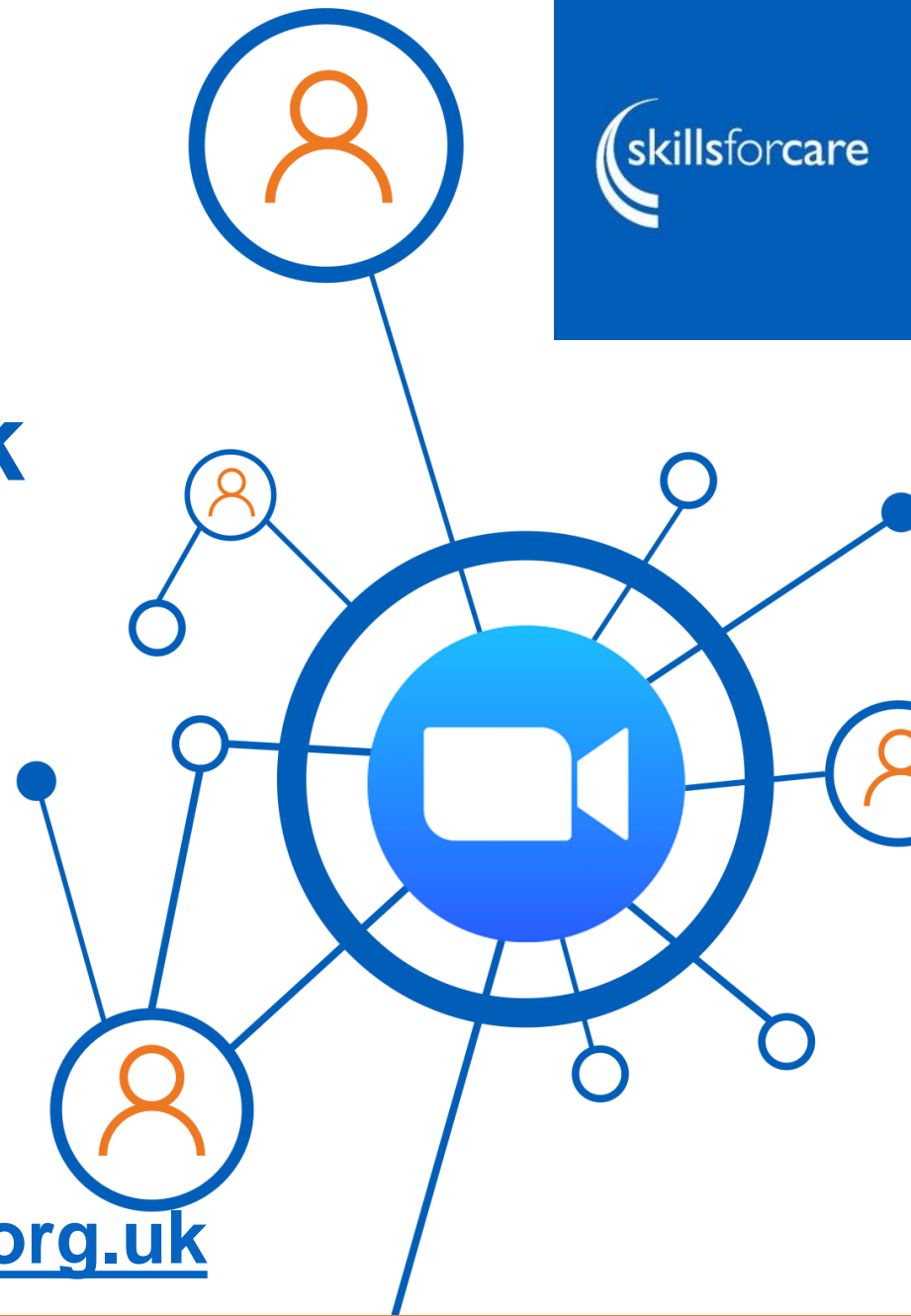


Welcome to your registered manager network meeting

January 2023

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#KeepLearning



Until the end of March, we're supporting you to #KeepLearning by shining our spotlight on the importance of learning and development.

We know that learning and development is vital not only in supporting a good workplace culture and developing and keeping the people who work in care, but also in providing the best outcomes for people who draw on care and support.

This campaign will support managers and their teams to #KeepLearning by highlighting training and funding opportunities available for social care workers in 2023, and focusing on the real benefits which continual professional development has for people working in social care and the people who they support.

[Find out more on our dedicated webpage](#)

The Managers Conference

Monday 13 March - Tuesday 14 March 2023 |
Leicestershire



Hosted by NCF and Skills for Care and in collaboration with ARC England, the Managers Conference will champion and support the crucial role of managers in adult social care.

It will bring together managers from across the country to share knowledge, ask questions and network with colleagues. Topics include team working, embracing and embedding equality, diversity and inclusion, delivering outstanding care and recruiting potential managers.

An early bird price of £250 +VAT per ticket is available until 3 February 2023 which includes a networking evening with dinner and accommodation followed by breakfast and entry to the conference, with lunch and refreshments.

[Book your place and find out more](#)





Workforce Development Fund claims deadline extended



The deadline to submit Workforce Development Fund (WDF) claims has been extended to 31 May 2023.

The fund can be used to support the development of staff at all levels, offering funding for a wide range of qualifications, learning programmes and digital learning modules.

All employers in England have access to the fund, whether it's claiming via your local partnership, a national partnership or directly from Skills for Care.

Find out more about how to claim and the important dates.

www.skillsforcare.org.uk/wdf



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

- Supporting digital leadership in adult social care
- Preparing for the winter pressures ahead
- Maximise retention and Maximise recruitment



Save the date for our upcoming webinars...



Booking details will be available soon, but in the meantime, you can save the date in your calendars for the following webinars:

How can technology support the delivery of care?

Tuesday 21 February 2023 | 14:00 – 14:45

Providing evidence to the CQC: How do you prepare to have the evidence at hand for CQC assessments, monitoring and inspection?

Wednesday 1 March 2023 | 10:00 – 10:45

New CQC inspection: Practical tools and advice about the new CQC inspection focus and Quality Statements

Tuesday 28 March 2023 | 14:00 – 15:00

The care exchange – episode 3

In our latest episode we have Ben Miller from Castleford House who talks about making continuing improvements to his service and his recruitment strategy

- Ben shares how his thirst for learning has resulted in a complete transformation in recruitment, retention and culture within his service.
- He offers some top tips about how managers can use social media to both recruit staff and showcase the excellent work done by the service.
- He also talks about his role as a leader.



Listen now: www.skillsforcare.org.uk/CareExchange



Blogs and articles

Take a look at some of our latest blogs and articles from registered managers regarding succession planning

[How we planned for our new registered manager to take over](#)

Alison Carter, Managing Director and Kim Woodhouse Registered Manager at No Place Like Home, discuss how they planned for Kim to take over the role of registered manager ahead of the previous RM retiring.

[How I plan for new leaders to support the future of the team](#)

Debbie Davidson, Registered Manager at Brampton Lodge talks about how she identifies and develops leaders in her team as part of her succession planning.

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

Skills for Care is the membership organisation for registered managers.

Through membership, we support managers to develop best practice and knowledge, keep up-to-date with sector developments and share ideas with like-minded peers.

Membership benefits include:

- A printed copy of our ‘Social care manager’s handbook’
- Monthly newsletters including practical information and guidance
- An exclusive annual resource when you renew your membership
- Discounts on key resources and programmes

Become a member for £35 a year.

www.skillsforcare.org.uk/membership

Exclusive renewal resource for registered manager members



The updated third edition of our Good and outstanding care guide is available for all members renewing their membership from 1 April 2022 to 31 March 2023.

This is a comprehensive refresh of our earlier publication, closely aligned with our GO Online: Inspection toolkit, providing new insight and associated support including:

- Practical ways to prepare for inspection, improve your CQC rating and strive to deliver outstanding care.
- How best to involve the people you support, managers and leaders, and the wider staff team in preparing you to evidence each area of CQC inspection focus.

www.skillsforcare.org.uk/membership

Social media masterclasses for recruitment

Skills for Care is working with marketing strategist Paul Ince of marketing agency LikeMind Media to deliver a series of masterclasses to support social care recruiters in using social media to find and keep staff.

As an exclusive benefit for our Registered Manager Members, the recordings of these information sessions are available to view through the [RM Portal](#).

- Using Instagram
- Using twitter
- Using LinkedIn
- Using TikTok
- Using Facebook



Good and outstanding care (GO) resources and support



Preparing for your CQC inspection

An introductory virtual learning module, practical checklist and opportunities to commission in further experience.

Inspection toolkit

This toolkit includes recommendations, examples and resources to help you understand expectations.

Improving your CQC rating

Resources to help services improve their rating including a practical checklist, Action Plan resource, full guide and virtual learning module.

Outstanding care

Resource to help you achieve Outstanding including a checklist, Action Plan resource, films and virtual learning module.

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](#)

Nominated individuals and CEO networks

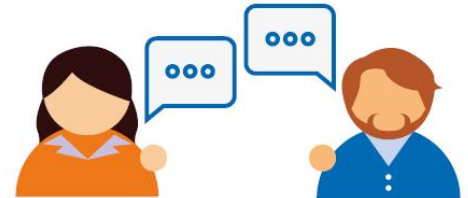
Did you know that our area team facilitate different networks for nominated individuals and CEOs?

The networks are an opportunity to share challenges faced, discuss co-designed solutions and improve practice.

There are nominated individual networks for providers in the East of England and Midlands, with new ones being formed in London and South East, and North West in early 2023.

There are also CEO networks set up in several areas.

[Contact your local area team for more information](#)





NEW 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



Essential training

Funding is now available to ensure new workers can perform their duties safely and refresher training for existing staff.

The rapid induction programme for new workers contains the main knowledge elements from the Care certificate and covers:

- assisting and moving people
- basic life support
- fire safety
- food safety
- health and safety awareness
- infection prevention control
- medication management and safeguarding.

Employers can select from 11 endorsed providers.

Funding for refresher training aimed at existing staff whose training has expired or will expire soon is also available alongside funding for volunteer programmes.

www.skillsforcare.org.uk/EssentialTraining

Supporting the development of leadership skills guide

Skills for Care supports the development of leadership skills in adult social care at all levels. Whether you're a leader looking to develop your own skills, or are planning the development of future leaders within your organisation, we're here to help.

We've created a guide which brings together the support we offer to develop the leadership skills of your workforce at different levels. This includes structured learning in the form of learning programmes and qualifications, practical support such as tools and resources, and making connections through networking and relationship building.

[View the guide](#)



Launch of the Oliver McGowan mandatory training eLearning

- The eLearning package is the first part of training, which has now been launched.
- It is being delivered by eLearning for healthcare (elfh)
- Visit the Health Education England website to find out more and find answers to FAQs.

Link to eLearning website: <https://www.elfh.org.uk/programmes/the-oliver-mcgowan-mandatory-training-on-learning-disability-and-autism/>

Enquiries on The Oliver McGowan Mandatory Training on Learning Disability and Autism should be directed to ommtprogramme@hee.nhs.uk



**OLIVER'S[®]
CAMPAIGN**

National recruitment campaign 'Made with Care'

The DHSC has launched the latest phase of the national adult social care recruitment campaign running till March 2023

The campaign will demonstrate the amazing work care workers do, celebrating the way they empower the people they care for and shining a light on the emotional reward of the role.

- Advertising will run across radio, video, on demand and digital channels with TV advertising from November 2022 – March 2023.
- Campaign will direct job seekers to adultsocialcare.co.uk to find everything they need to research a career and search and apply vacancies near them.
- Expert advice, templates and new toolkit of recruitment assets can be found in the [campaign resource centre](#).

ASC-WDS – New feature



You can now download a bespoke ASC-WDS certificate

All care providers using ASC-WDS can now download a bespoke certificate along with an email signature and logo to let everyone know you're an ASC-WDS contributor.

Your data is invaluable, and you should be proud that you're using it to make a difference.

[Login or create an account](#)

**We're helping
the care sector
by using ASC-WDS**

2022/23

This is to certify that

Willow Lake Care Home

has contributed their workforce data to the
Adult Social Care Workforce Data Set

In partnership with



Bookshop now open

The Skills for Care bookshop is open and you can order publications online.

There are many resources including:

- Guide to improvement
- Effective supervision guide
- Wellbeing for registered managers
- Time to Manage
- An introduction to working with partners



<https://bookshop.skillsforcare.org.uk/Shop>



Workforce wellbeing resource finder

Skills for Care has an easy tool to help our social care workforce find trusted resources to support their own or others wellbeing.

These resources include:

- self-help and support for others
- needing someone to talk with confidentially
- support with mental health.

www.skillsforcare.org.uk/wellbeing

Wellbeing sector stories

We also have lots of sector stories where you can find inspiration and ideas around supporting positive wellbeing in the workplace including videos, blogs and podcasts on supporting staff to feel valued and safe at work.

[Take a look now](#)

NHS mental health and wellbeing hubs

These mental health and wellbeing hubs have been set up in response to the pandemic to provide health and social care workers with free, confidential counselling and talking therapies.

What support is available through the hubs?

- Covid related concerns: long covid, anxiety and stress.
- Personal matters: relationships, finances, caring and family.
- Emotional and mental health: burnout, trauma and grief.

Visit [health and wellbeing hubs](#) to find the hub in your area.



Operational Workforce Planning Staffordshire – 2nd March 2023



The principles of workforce planning

The latest plans for your local care market – provided by the commissioners leading these plans

How your Adult Social Care Workforce Data Set can help

How to use Skills for Care's practical workforce planning tools and resources to help you write a detailed action plan for what you need to do next

PLACES LIMITED – EXPRESS INTEREST NOW! CONTACT
shirley.way@skillsforcare.org.uk

Safe & Fair Recruitment

17th January - Walsall



The workshop will help delegates to:

- increase understanding of the key elements of Regulation 19
- increase understanding on key changes to criminal record disclosure regime that impacts vetting and the information gathering process
- understand how to risk assess applicants / existing staff with criminal records or subject to serious allegations in the context of safe recruitment and safeguarding
- learn how to gather and share effective references and conduct information to fulfil the legal requirements and safeguarding responsibilities
- learn what can and can't be shared in a reference and conduct information to DBS and/or other organisations.

[Waiting list booking](#)

Better Hiring Toolkit

Better Hiring Toolkit provides simple guidance to support you to both obtain and provide effective references and conduct information.

Compiled as a collaboration between the Better Hiring Institute, Disclosure & Barring Service (DBS), Skills for Care, Reed Screening, Dominic Headley & Associates (DHA), and VBA Consulting.

At the heart of the Toolkit is the safety of the people who employers are entrusted to care for and the staff who carry out this role

NEW!

Top tips for adult social care workforce retention



Some of the key areas to focus on in recruiting staff are:

- Creating a positive place to work
- Good leadership and management
- Inclusive and effective workforce planning
- Embed recruitment practices that retain staff in the long-term
- Promoting career development
- Offering positive benefits and terms and conditions
- Promoting staff wellbeing
- Appropriate rewards and recognition

<https://www.skillsforcare.org.uk/resources/documents/Recruitment-support/Recruitment-planning/recruitment-guide.pdf>

Have you attended a registered manager or deputy manager network? If so, we welcome your feedback!



We are inviting managers who have attended a network to take part in a short survey to help us understand more about the benefits of networks.

We want to understand and gain feedback on:

- why managers attend the networks
- what benefits managers gain from attending
- what improvements they have made to their service as a result of attending the network.

You can access the survey online or using the QR code

<https://online1.snapsurveys.com/sfc-network-survey>

