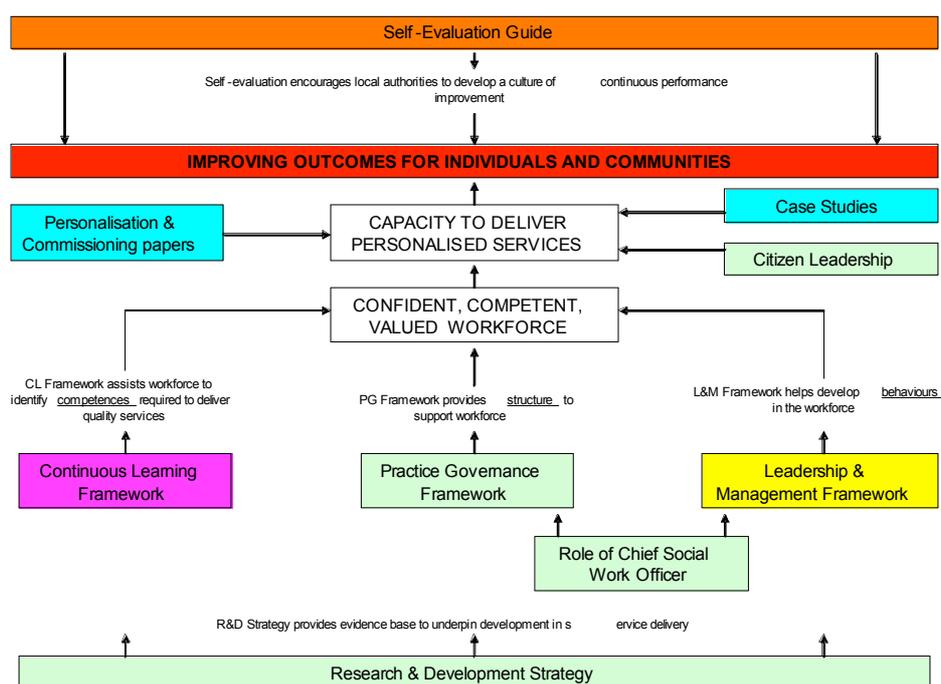


## Core Products Description & Timeline – August 2008

The *Changing Lives* report made clear the need for transformational change of social work services if they were to be able to cope with future demand and requirements. It provides a platform and direction for improvement.

Work is being done through the 5 Change Programmes nationally focusing on 2 main outcomes: to build capacity for the delivery of personalised services, and having a confident, competent, valued workforce.



A range of products will be produced throughout 2008 to support these. One of the first is a paper produced by the User and Carer Forum on 'The Principles & Standards of Citizen Leadership' (launched on 23 April). Other products that will follow during the course of the year include:

- ***SWIA Self-evaluation Guide*** - the Guide will be based on the established Performance Inspection Model and will assist local authorities to evaluate how their service is performing across a range of areas. The intention here is to create a culture of continuous performance improvement, with local authorities constantly striving to improve and develop the services they provide. The Guide is currently being piloted by 5 local authorities with the intention of being distributed to all local authorities by Early 2009.
- ***"Shared Understanding of Personalisation" paper*** – this provides a definition and understanding of what Personalisation means in social care from views widely canvassed from within and outwith Scottish Government. Its purpose is to raise awareness and promote reflection on current practice against this. It can be accessed by following the link below <http://www.socialworkscotland.org.uk/resources/private/Personalisation.pdf>
- ***Practice Case Studies*** – the Service Development group has been looking at evidenced approaches /techniques that assist the shift towards more proactive and preventative

work which delivers personalised services and help overcome barriers and constraints. The Service Development Group is currently considering how best to share this knowledge.

- ***Principles & Standards of Citizen Leadership*** - developing a shared understanding of the concept of Citizen Leadership and how it can be embedded, as well as encouraging the development of structures and processes for users and carers to have a positive input into the planning, design and delivery of social work services. This work has been led by the User and Carer Forum, facilitated by SCLD, and the paper was published in April 08. It can be accessed by following the link below:  
<http://www.socialworkscotland.org.uk/resources/pub/CitizenLeadershipPrinciples&StandardsPaper.pdf>
- ***Continuous Learning Framework*** - the Continuous Learning Framework describes what people need in order to be able to do their job now and into the future. It also outlines what employers need to do to support their staff. The Framework is being developed by IRISS and SSSC and a number of consultation events have been held. Further information on the Framework and its development, including the consultation document, can be accessed by following the link below:  
<http://www.iriss.ac.uk/clf>  
It is intended to launch the Framework in November 08.
- ***Practice Governance Framework*** – this will set out governance arrangements that ensure and support the delivery of safe and effective practice and that allow professionals to deliver services in an innovative, responsible and accountable way. We are looking to produce a draft for discussion by Early 2009.
- ***Leadership and Management Framework*** – this is a dynamic model that provides a set of diagnostic tools which allow users to reflect on, and assess, where they are as an individual, as a team, as an organisation, and/or as a social services community. It will also include a toolkit, which will provide a range of practical tools that will assist leaders - at all levels - in meeting their development needs. The Framework is a live document under constant development. It can be accessed on the Social Services Knowledge Scotland portal by following the link below:  
<http://www.ssk.org.uk/topics/leadership.aspx>
- ***Guidance on the Role of the Chief Social Work Officer*** - this aims to strengthen the governance and leadership roles of the CSWO, and bring consistency across Scotland, through clarification of the role and function; scope, rights and responsibilities; and accountability and reporting arrangements. The draft guidance has now been completed and we expect to be going out to formal consultation in October 08. Work is also ongoing on a paper on the ***Reserved Functions of a Social Worker***.
- ***Research & Development Strategy*** - the strategy is being developed by the Institute for Research and Innovation in Social Services (IRISS) and will aim to: increase the knowledge and evidence base for social services; build the capacity for research, not just in the academic community but across the social services community; and build the capability for the wider workforce to engage with the evidence. IRISS will be launching its engagement strategy in late 08/early 09.