

## Introduction

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## Introduction

Aberdeenshire Community Planning Partnership is committed to ensuring consistently high standards of practice are embedded across the workforce. It does this through promoting a shared understanding of the practice, principles and values underpinning *Getting it Right for Every Child* (GIRFEC), embedding use of the National Practice Model, and a commitment to Children's Rights.

The GIRFEC Training Calendar forms part of this local multi-agency commitment, with 5 GIRFEC Modules delivered at locations across Aberdeenshire. With a focus on partnership working, the GIRFEC Modules provide a programme of learning which supports continuous professional development and the growth of a confident and competent workforce.

## Who should attend the GIRFEC Modules?

GIRFEC Modules are relevant to **anybody who works in Statutory/Public Service, Third Sector, or Funded Providers** in Aberdeenshire, who:

- *Provides support/advice/services directly to children/young people/families*
- *Provides support/advice/services to adults (parents/carers or those with regular contact with a child/young person)*
- *Work in any service where they may become aware of a child/young person's wellbeing need in the course of their day-to-day role*

### **Modules 1-3: Suitable for Everybody**

**Modules 4-5: Most suitable for those who contribute to multi-agency assessment; attend or chair multi-agency meetings as part of the *Team Around the Child*; or provide services/support as part of a *Child's Plan* (to children/young people, or to adult family members).**

Before applying, we encourage you discuss individual professional learning needs with your line manager, to identify which workshops best meet this. It is recommended all individuals who carry out either the *Named Person* or *Lead Professional* role in Aberdeenshire, attend all 5 Modules.

## What do I need to know before attending a GIRFEC Module?

Individual Agencies/Services are responsible for providing the core learning & professional development necessary to support delivery of individual professional roles and responsibilities as these relate to GIRFEC. If you identify a professional learning need in relation to your specific agency/service remit, these should be discussed with your line manager.

The GIRFEC Modules are designed to enhance professional knowledge and skills through a series of interactive workshops. These provide practitioners with an opportunity to reflect on different aspects of the multi-agency GIRFEC approach in Aberdeenshire, with practitioners from a range of sectors and disciplines.



Participants are expected to have a basic awareness of GIRFEC, in order to maximise their participation and learning from each Module. National and local information on GIRFEC can be found at:

- [A Guide to Getting it Right for Every Child and GIRFEC](#)
- [The Children and Young People \(Scotland\) Act 2014](#)
- [Aberdeenshire - GIRFEC Information for Practitioners](#)
- [Children's Rights in Aberdeenshire - Children & Young People's Charter](#)

## GIRFEC Module Descriptors/Learning Outcomes

There are 5 GIRFEC Modules. Each covers a different aspects of multi-agency practice and the GIRFEC approach.

**Module 1: Children's Rights, Engagement and Participation**

**Module 2: Information-Sharing (2019 Update)**

**Module 3: Named Person, Lead Professional, and the Team Around the Child (2019 Update)**

**Module 4: Assessment and Chronologies (2019 Update)**

**Module 5: Multi- Agency Meetings and The Child's Plan (2020 update)**

### Module 1: Children's Rights, Engagement and Participation

This **1.5 hour interactive workshop** explores the essential focus of Children's Rights within the Getting It Right For Every Child approach. In 2019 the Scottish Government committed to embed the UNCRC in all domestic legislation in Scotland. This Module highlights new Rights-reporting duties for public bodies, considers the UNCRC, and stimulates discussion on different ways children and young people's participation can be promoted in Aberdeenshire. Children have a right to have their views listened to, to be involved in decisions which impact on their lives, and to influence how services are designed and delivered.

This workshop supports multi-agency reflection on promotion of Children's Rights in our day-to-day roles, and signposts participants to a range of practice tools and helpful resources. Thanks goes to young people in Aberdeenshire's YPOC Group who co-developed this module content.

#### Module 1 Learning Outcomes:

- Understanding professional and organisational responsibilities in relation to Children's Rights, as set out by the Scottish Government and United Nation Convention on the Rights of the Child (UNCRC)
- Awareness of links between the UNCRC and GIRFEC Wellbeing Indicators
- Different ways implementation of UNCRC can be progressed in services across Aberdeenshire
- Reflection on Rights-based practice, and different methods of engaging with children/young people
- Awareness of opportunities to promote children and young people's participation in day-to-day roles
- Children's views, and recording participation in service planning/delivery

## Module 2: Information-Sharing (2019 Update)

This **half-day workshop** explores different ways information can be shared in a multi-agency context, to safeguard, support and promote children and young people's wellbeing. This includes information held by Adult and Community-based Services, as well as in services for children. Participants are provided with an opportunity to explore the current legal and policy context for information-sharing in Scotland, and to reflect on individual, professional and organisational responsibilities to do this in a proportionate and lawful way.

This workshop explores issues of consent and confidentiality, and aims to develop confidence in practice through use of interactive activities and case studies.

### Module 2 Learning Outcomes:

- The role of effective multi-agency information-sharing to support children and young people's wellbeing.
- Gain an understanding of current legal and policy contexts for information-sharing in Scotland
- Opportunity to reflect on organisational and professional responsibilities in respect of sharing information to improve outcomes (relates to information held about adults and children)
- Awareness of decision-making considerations when sharing information, and requirements around consent
- Promotion of a rights-based and child-centred approach to sharing information

## Module 3: Named Person, Lead Professional, and The Team Around the Child (2019 Update)

Everyone working in Aberdeenshire has a responsibility to support, promote and safeguard children and young people's wellbeing. This **half-day workshop** is suitable for anyone who may have to make contact with a *Named Person*, anyone who is a *Named Person/Lead Professional*; or anyone who works together with the *Named Person* and *Lead Professional* as part of the *Team Around the Child*.

This workshop explores the concept of wellbeing as a key concept within GIRFEC and considers the central roles of the *Named Person* and *Lead Professional* in the GIRFEC practice approach. Using interactive case studies and discussion, participants are provided with an opportunity to reflect on how different roles and responsibilities contribute to multi-agency support for children, young people and families.

### Module 3 Learning Outcomes:

- Understanding the Named Person role
- Understanding the Lead Professional role (when a Child's Plan is in place)
- An opportunity to reflect on your own role in safeguarding, supporting and promoting children and young people's wellbeing
- Increased awareness of how working as part of the *Team Around the Child* promotes better outcomes for families (Adults and Children's Services)

## Module 4: Assessment and Chronologies (2019 Update)

This **full-day workshop** is suitable for anyone who may carry out or contribute to assessment of a child or young person's wellbeing needs. Chronologies are a key part of ongoing assessment, and reflect a child or young person's lived experiences. Compiling a multi-agency chronology supports professionals and the family to consider significant events with a positive or negative impact on a child or young person's wellbeing, and to identify any patterns or significant experiences. Multi-agency assessment involves the *Team Around the Child* bringing together information held by individual services; to analyse this holistically and look at the whole-family circumstances. Assessment helps us to identify what impact this has on an individual child or young person's wellbeing, and consider what types of support could be provided to a child/young person or parent/carer, to address this, through a Child's Plan.



This workshop uses interactive activities and case-study discussions to explore chronologies, and use of the national practice model in multi-agency assessment; and supports robust decision-making with children, young people and families through confident use of the GIRFEC approach.

#### Module 4 Learning Outcomes:

- Reflection on ways to keep children and young people at the centre of assessment
- Using the *GIRFEC* National Practice Model tools in assessment
- Multi-agency assessment and planning to meet children/young people's wellbeing needs (and how single service assessment informs this)
- Using chronologies as a tool to inform assessment

#### Module 5: Multi- Agency Meetings and The Child's Plan

The Child's Plan is a core element of the GIRFEC approach to improve wellbeing of individual children and young people. With a focus on rights-based practice, this **full-day workshop** explores the process of developing/ reviewing a multi-agency Child's Plan in partnership with children and families. Participants discuss multi-agency casestudies/assessment information to develop a SMART Child's Plan. Using a staged approach, the session considers meaningful desired outcomes, actions, and measures of success in a Child's Plan; and participants reflect on the before, during and after of a multi-agency Child's Plan meeting. This workshop aims to build on existing practitioner experience, and aims to support robust multi-agency decision-making when reviewing a Child's Plan.

Module 5 provides participants with tools and strategies to embed a solution-focussed practice approach. Through interactive activities it explores how different roles and responsibilities in the Team Around the Child, work collaboratively to develop a Child's Plan. The day concludes with application of knowledge and learning from the day, in a supported roleplay of a multi-agency Child's Plan meeting. Module 5 is designed to build on existing practice experience, and aims to support robust multi-agency decision-making which ensures outcomes improve for a child, young person, and family.

#### Module 5 Learning Outcomes:

- Clarity over when a Child's Plan should be considered as part of the GIRFEC practice approach
- Ensuring the Child's Plan addresses wellbeing needs (identified by assessment)
- Developing a SMART Child's Plan to improve outcomes – Outcomes, Actions, Measures of Success
- Understand how the *Named Person*, *Team Around the Child* and *Lead Professional* work in partnership to develop and deliver effective support through a Child's Plan (Adult and Children's Services)
- Reflect on Rights-based practice, with participation of children, young people, parents and carers central to assessment, and developing a Child's Plan
- Multi-agency Meetings – before, during, and after
- Solution-focussed participation at multi-agency meetings, to develop/review a Child's Plan

#### How do I book my place on a GIREC Module?

Places on each workshop are limited, so please apply in good time to secure your place. If you have an ALDO account set up or are an Aberdeenshire Council employee; you can **book GIRFEC Modules directly via ALDO**.

If you do not already have an ALDO account set up please email:

[training.courses@aberdeenshire.gov.uk](mailto:training.courses@aberdeenshire.gov.uk) and provide your Name, Job Title, Organisation, Phone Number, and the **date/name of the GIRFEC Module you wish to attend**.

Please advise [training.courses@aberdeenshire.gov.uk](mailto:training.courses@aberdeenshire.gov.uk) if you are no longer able to attend: **Please notify of any cancellations as soon as possible, so the place can be offered to someone on the waiting list.**

## GIRFEC Modules Calendar: 2020

<b>Module 1: Children's Rights, Engagement and Participation (9.30-11:00)</b>	
<b>30 January</b>	<b>Inverurie</b> , Inverurie Family Centre
<b>11 March</b>	<b>Ellon</b> , Ellon Community Campus
<b>5 May</b>	<b>Fraserburgh</b> , Fraserburgh Family Centre
<b>24 August</b>	<b>Peterhead</b> , Buchan House
<b>24 September</b>	<b>Stonehaven</b> , Viewmount
<b>4 November</b>	<b>Huntly</b> , Linden Centre

<b>Module 2: Information Sharing (9.30-13:00)</b>	
<b>12 February</b>	<b>Banchory</b> , Banchory Family Centre
<b>17 March</b>	<b>Inverurie</b> , Inverurie Family Centre
<b>14 May</b>	<b>Ellon</b> , Ellon Community Campus
<b>27 August</b>	<b>Fraserburgh</b> , Fraserburgh Family Centre
<b>7 October</b>	<b>Peterhead</b> , Buchan House
<b>10 November</b>	<b>Stonehaven</b> , Viewmount

<b>Module 3: Named Person, Lead Professional and the Team Around the Child (09:30 – 13:00)</b>	
<b>18 February</b>	<b>Stonehaven</b> , Viewmount
<b>25 March</b>	<b>Huntly</b> , Linden Centre
<b>26 May</b>	<b>Inverurie</b> , Inverurie Family Centre
<b>17 September</b>	<b>Aberdeen</b> , Woodhill House Annex
<b>27 October</b>	<b>Fraserburgh</b> , Fraserburgh Family Centre
<b>3 December</b>	<b>Peterhead</b> , Buchan House

<b>Module 4: Chronologies and Assessment (10:00 – 15:00)</b>	
<b>18 February</b>	<b>Peterhead</b> , Buchan House
<b>1 April</b>	<b>Stonehaven</b> , Viewmount
<b>9 June</b>	<b>Banchory</b> , Banchory Family Centre
<b>10 September</b>	<b>Inverurie</b> , Inverurie Family Centre
<b>19 November</b>	<b>Aberdeen</b> , Woodhill House Annex
<b>10 December</b>	<b>Fraserburgh</b> , Fraserburgh Family Centre

<b>Module 5: Multi-agency Meetings and The Child's Plan (09:30 – 16:30)</b>	
<b>27 February</b>	<b>Fraserburgh</b> , Fraserburgh Family Centre
<b>22 April</b>	<b>Peterhead</b> , Buchan House
<b>18 June</b>	<b>Stonehaven</b> , Viewmount
<b>30 September</b>	<b>Huntly</b> , Linden Centre
<b>26 November</b>	<b>Inverurie</b> , Inverurie Family Centre
<b>8 December</b>	<b>Aberdeen</b> , Woodhill House Annex