



CALA AGM & Conference

Friday 30th September 2011



Nairn Community Centre

10 am

All Welcome



The CALA AGM & Conference will take place at the Community Centre, Nairn on Friday 30th September 2011 with keynote speaker Frances Scott, Quality and Standards manager at the SSSC. There will also be an exciting range of workshops and exhibitors. Visit www.careandlearningalliance.co.uk for more info & booking forms

Committee Induction

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CALA offers support to committees on all aspects of the role of committees. We offer training for Early Years and Out of School Care Committees which looks at the varying roles and responsibilities. The training lasts approximately two hours and

provides a comprehensive committee induction pack for each centre represented to take away for reference.

If you are a new committee member or an existing one and would like to access an induction to help you understand and fulfill your

role, then please register your interest by contacting Trish Hallam either by phone:

01463 7703033

or Email:

info@careandlearningalliance.co.uk

Committee Induction training will take place if there is sufficient demand.



New look CALA website

www.careandlearningalliance.co.uk



Why not have a look at the newly updated CALA website? It's still work in progress but we've joined the world of technology with Blogs and Tweets. WOW! What a lot of interesting information and links to a wide range of information relating to childcare,

including articles and photos from early years and out of school care centres sharing their practice ideas, so be sure you're kept up to date with news and views of others. There's loads of helpful information for staff, committee members, parents and providers

including policies and training you can commission from CALA and forthcoming events and projects, so have a look, we think you'll be pleasantly surprised!

www.careandlearningalliance.co.uk



Improvement Plans – update

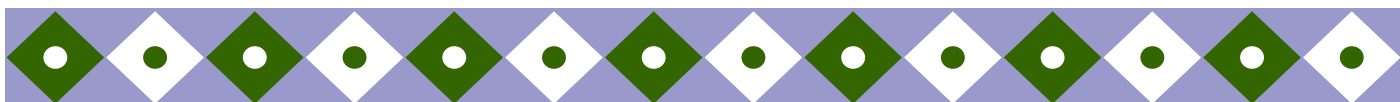
There are some changes to the current system planned for 2011 - 2012. A new, briefer format Improvement Plan will be introduced in time for use next year. How will it look? How/when do we complete? No need to worry, all Centre Managers will be invited to attend training during the coming term, so look out for your invite!

In addition, our Quality Manager, Stephanie Bruce, or Quality Assurance and Training Officer, Norma Ruettimann, will visit

your centre between February and May 2012 to support your work on Self Evaluation and Improvement Planning.

As noted previously the areas of improvement you have identified in your current plan will be used by our Development Officers to support you to secure positive outcomes from implementing improvements in your group. For the majority of centres, these measures replace the previous bi-annual improvement

plan visits made by CALA; however some centres will still be able to access an additional self-evaluation support visit if deemed necessary.



SSSC News on Social Networking

What is Social Media?

According to the SSSC social media is a set of online tools for us to use to communicate and engage with people.

And while there are lots of benefits to network this way there are also important things to take into consideration and think about in your role as a professional social care worker.

To friend or not to friend?

SSSC state that it is not acceptable to befriend users of your services. As it creates a personal relationship outside of the workplace. This can lead to allegations about workers or service users about comments made.

No Comment!

Be responsible for what you post. Do not make negative comments or air personal feelings/concerns about work on the site. Otherwise you may find yourself in breach of the SSSC codes of practice.



Remember...

That as a registered worker you must work to the SSSC codes of practice. Uphold public trust and confidence in the social services in or outside of work. To see the whole article and follow the ongoing debate visit:

<http://www.sssc.uk.com/sssc/news/using-social-media-guidance-for-social-service-workers-and-employers.html>

Useful Sites:

www.businessballs.com

www.maternal-and-early-years.org.uk

www.scotland.gov.uk – Community disclosure

www.playscotland.org

Dates for your diary:

Cala AGM: Friday 30th September 2011

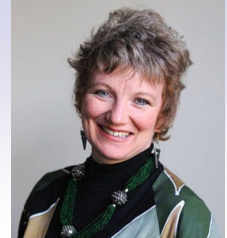
Managing staff performance: Monday 3rd October

School close: Friday 7th October 2011

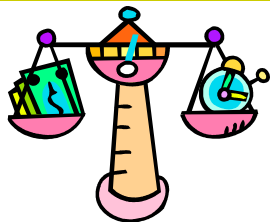
Reopen: Monday 24th October 2011

In-Service days: Mon 21st and Tues 22nd November

Interested in keeping up to date with current research and views relating to our youngest children? Why not register on the following link suzannezeedyk.com to receive the latest blog from the highly respected research psychologist Dr. Suzanne Zeedyk.



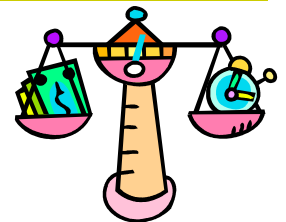
Are you an employer or centre manager with responsibility for staff? Would you benefit from guidance on managing and improving staff performance? If you've answered YES to either question then this forthcoming workshop is essential for you!"



MANAGING STAFF PERFORMANCE

A Workshop for Employers

Venue: Elgin City Football Club



Date & Time: Monday 3rd October 2011, 1.30pm to 4pm

Aims of the Day:-

- To give employers a broad understanding of how to manage performance in the workplace
- To discuss strategies on how to handle difficult conversations
- To increase awareness of Performance Improvement Plans; preparing and monitoring agreed improvements

To book a place, please contact our Inverness office on 01463 703033
or email office@careandlearningalliance.co.uk

It would be useful, for your reference as we progress through the workshop, if you could bring along a copy of your own centre's current job descriptions and personal specification.