



Welcome back to a new term. I hope you all had a restful Christmas and New Year break (although I doubt it for all of the holiday period!).

CALA 2012 AGM!! Just to give you plenty of forward notice the CALA AGM will be held on Friday 28th September in Strathpeffer this year – **put it in your diary now!**

Social Media

As some of you will be aware **CALA** now has a Facebook, Twitter & Blog presence on the web, as well as our own website. The easiest way to access any of these social networking sites is by following the links towards the foot of the CALA homepage

www.careandlearningalliance.co.uk/index.asp

Remember, a group can have its own 'Notice board' on the CALA Blog

<http://calachildhoodpractice.wordpress.com/>

and more and more groups are using this.

Even if a group doesn't have images, a piece of news or event report can be included – our IT expert Janine can "pretty it up" with a piece of clip-art! If you'd like Janine to put any content up on any of our sites, please email her at:

Janine@careandlearningalliance.co.uk

New Legal Structure for Organisations



Under legislation (April 2011) a new legal body has been adopted in Scotland to provide a high degree of protection against personal liability – one of the biggest concerns of many committee members of unincorporated voluntary associations and trusts. This new entity is an **SCIO** – Scottish Charitable Incorporated Organisation. This is a body able to enter into contracts, employ staff, own property, sue and be sued (as opposed to committee members being sued). It will be regulated by the Office of the Scottish Charities Regulator (OSCR) and will offer organisations the protection of a Company Limited by Guarantee but without having to register with Companies House. Look out for our fact sheet in the near future.

Policies

CALA is currently reviewing all our existing policies to ensure they are up to date and also to add any new policies that we feel are necessary such as a new Food Hygiene Policy which some groups have been asked for during recent environmental health inspections. As your Practice Development Officer I **can visit your group to assist you in reviewing your own policies** – please just ask as I will arrange a date after the end of this month when the work is completed.

Updated NHS Highland Exclusion guidelines

It's the time of year when bugs are doing the rounds. I am often asked about exclusion guidance to pass on the families when their child is unwell. I have an electronic copy of the updated national exclusion advice to accompany the 'Infection Prevention and Control in Childcare Settings' guidance. Please call or send an e-mail if you would like me to forward this short document (one page - so useful to display).

Up Coming Training Programme.

Please make sure you are aware of dates and reserve places early through your on-line CPD or by contacting Clachnaharray – some courses may already be fully booked.

7th Feb.	- Self - evaluation - Dingwall
8th Feb.	- PLIP x 7 weeks – Moray Firth Training (Inverness)
21st Feb	- GIRFEC – Dingwall
29th Feb.	- Planning & Assessment - Dingwall
8th Mar.	- Risk Assessment & Risk Benefit for Childminders – Nairn
8th Mar	- Drama and Role Play through the medium of Gaelic – Portree
12th Mar	- Anaphylaxis, Asthma, Epilepsy and Diabetes – Fort William
13th Mar.	- Assessment is for Learning - Lairg
14th March	- GIRFEC – Fort William
17th Mar.	- Pre-Birth - 3 - Spectrum Centre, Inverness
20th Mar.	- Literacy & Numeracy in the Outdoors- Aigas Field Centre
21st Mar.	- Making Improvement. Planning work for you – Dingwall
23 March	- GIRFEC - Dingwall
28th Mar.	- Literacy & Numeracy in the Outdoors - Aigas
24th April	- Literacy & Numeracy in the Outdoors - Portree
24th April	- ICT – Use of Digital and Flip Cameras – Dingwall
8th May	- ICT – Use of Digital and Flip Cameras – Dingwall
16th May	- ICT – Use of Digital and Flip Cameras – Portree
24th May	- ICT – Use of Digital and Flip Cameras – Fort William



Scottish Social Services Council (SSSC) - Zero tolerance for unacceptable levels of social care

In mid-October the SSSC announced that every social worker, social care worker and early years' worker registered with the SSSC would receive information either by post or email from the regulatory body emphasising their registered worker's individual responsibility to report poor practice in care services by colleagues or providers. This nation-wide action is part of the drive to improve standards of practice and promote zero tolerance for unacceptable levels of care in Scotland's social services. Have you received this information yet?

Notification of Changes – having had a couple of panic calls from staff who have been threatened with removal from the SSSC register can I remind you that should your personal details change in any way, (such as moving house, name change, job change etc.), **it is your personal responsibility to notify the SSSC** as soon as possible to ensure your registration record is correct and up to date. It is also your responsibility to advise the SSSC when you achieve a qualification in order that your status with them can be updated from 'Registered with Conditions' to fully 'Registered'. SSSC can be contacted on Tel: 0845 60 30 891. Please ensure all staff are clearly aware of this!

Changes to Pensions – again I've had a couple of calls about changes to pensions meaning employers will start to pay a % towards staff pensions. Any company or organisation with under 50 employees will not be due to pay this until 2014. CALA will forward more information nearer the time.



Care Inspectorate (SCSWIS) Annual returns

Remember these are available to complete on-line between 9th January and 20th February! Don't forget.

I hope you find this useful and remember to contact me if you have any questions relating to your group such as training, employment, policies, self evaluation etc. If I don't know I'll either find out or pass your enquiry onto someone who can help!

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