



CHILDREN AND FAMILY COURT ADVISORY AND SUPPORT SERVICE

Paper for the Business Meeting on 05 October 2006

KNOWLEDGE LEARNING AND DEVELOPMENT STRATEGY

1 PURPOSE OF PRESENTING PAPER

- 1.1 For Board to endorse the strategy.

2 KEY ISSUES FOR THE BOARD TO CONSIDER

- 2.1 This strategy has been produced from the draft paper written by our three Board members. The context has changed somewhat and many of the proposed developments have either been superseded or moved on through circumstances.
- 2.2 This strategy reflects our current agreed direction of travel, and also includes up to date developments in the Knowledge Learning and Development world.
- 2.3 Given the cumulative messages from 4 recent inspections, about the lack of improvement in front-line practice, there is an urgent need to address these concerns. The KLD strategy sets out the framework within which practice improvement can take place and plays an important part in supporting the implementation of the new National Standards and the Practice Development Programme
- 2.4 We have made progress on many aspects of the strategy already, for example the library and information service was launched on the 4th of September and has received very positive feedback about the personal service from the librarian and the ease and speed with which our staff have been able to access it.
- 2.5 Other aspects such as the Post Qualification (PQ) developments have only made patchy progress: we are clear about what we need, have received funding from CWDC for the PQ development worker post. However funding the training of staff for PQ awards remains unresolved.
- 2.6 The strategy has been out for consultation for a period of three months and this consultation closed on the 15th of September. No responses were received.

3 FINANCIAL IMPLICATIONS

- 3.1 The KLD budget is set year-by-year and this year was increased by £500,000 to allow for funding essential programmes. Decisions will need to be taken as budgets are set for each of the financial years covered by the strategy. Some major elements of the strategy, such as PQ training, remain unfunded and discussions with DfES will continue about this as well as about other aspects of the strategy, which need to be delivered to ensure the highest possible practice standards are met.

4 IMPLICATIONS FOR THE CHILDREN'S RIGHTS AGENDA

- 4.1 Service user participation and the accurate representation of children's needs, wishes and feelings are a key part of the strategy and detailed implementation plan.

5 IMPLICATIONS FOR DIVERSITY

- 5.1 Inspection reports have repeatedly highlighted the lack of diversity issues worked through in reports. This gap will be prioritised in training plans.

Sherry Malik
Corporate Director Strategy & Performance
September 2006