

# **Social Care reforms – Skills for Care resources and information to help you**

## **1. Resources to help you understand the Care Act**

The Act introduces wide reaching reforms to adult care and support in England. Implementation of the Act is a major reform programme and underpinning it is a need for cultural change. Successful implementation will therefore require good change management leadership. These resources can be used to support staff with understanding and implementing the changes

### a) Care Act Learning and development materials

This suite of learning materials has been developed by Skills for Care and the National Skills Academy for Social Care in partnership with The College of Social Work (TCSW). These materials are an introduction to the changes brought about by the Care Act 2014. They are intended as a first step towards building a competent workforce in relation to the Act by providing information and learning about those changes. These are resources, rather than an 'off the peg' training pack and can be customised and used with a variety of workers who may need to have a different set of skills for implementing the Act

Topic areas cover all of the key parts of the Act.

1. Introduction and overview of the Act
2. Information and advice
3. First contact and identifying needs
4. Charging and financial assessment
5. Person centred care and support planning
6. Transition to adulthood
7. Partnerships, cooperation and integration

<http://www.skillsforcare.org.uk/Standards/Care-Act/Learning-and-development/Learning-and-development.aspx>

### b) Care Act workforce readiness tool

Many organisations have been unsure how to respond to the changes. The Care Act workforce readiness tool has been developed to support you with this. The tool will help you reflect upon your current workforce, its skills and knowledge, and how the Act may require a change of approach. Answer the questions in the on line tool and you will receive an individual 'readiness report' via email:

<http://www.skillsforcare.org.uk/Standards/Care-Act/Workforce-capacity-planning/Workforce-capacity-planning.aspx>

## **2. Resources to support you with implementing The Care Certificate**

The Care Certificate was a recommendation from the Cavendish review which found that the preparation of social care support workers and healthcare assistants for their roles within care settings was inconsistent. The Care Certificate is the first time an agreed set of standards that define the minimum expectations of what care should look

like across social care and health has been developed. It has been developed in partnership by Skills for Care, Skills for Health and Health Education England

All employers should start using the Care Certificate from April 2015 for all new starters in frontline social care and healthcare roles. It is designed to be applicable across health and social care and portable between roles and equips people with the skills and knowledge to be able to provide quality care, and tests them to be caring

There are 15 standards with the requirement to complete all to be awarded the Care Certificate. It is assessed in practice within a care setting and it is a key component of the total induction. 12 weeks is the guidance timeframe for a full-time individual to complete the Care Certificate

Resources available on the website include:

- The Care Certificate Standards
- The Care Certificate Framework document for Assessors.
- The Care Certificate Guidance Document for Assessors.
- The Care Certificate Standards Self-Assessment Tool
- The Care Certificate Mapping Document
- Questions and Answers
- Interactive / downloadable workbook
- Guidance for implementing the Care Certificate in Domiciliary Care settings

<http://www.skillsforcare.org.uk/Standards/Care-Certificate/Care-Certificate-Materials.aspx>

### **3. Resources to support you with the new Care Quality Commission (CQC) inspections and fundamental standards**

New [website page](#) targeted at registered managers of CQC registered providers – information given about the new inspection regime and how Skills for Care resources can help.

Recommendations for CQC providers' guide - this new [online guide](#) provides information and advice related to: Care management and leadership, Recruiting and retaining the right people; Inducting care workers; Induction related training; Continuing development & Intelligence, innovation and quality improvements

Other information about CQC: <http://www.skillsforcare.org.uk/Standards/Care-Quality-Commission-regulations/Care-Quality-Commission-regulations.aspx>

New website [Care Improvement Works](#) developed by Skills for Care with the Social Care Institute for Excellence (SCIE) The two organisations have developed the online resource, which pulls together all their relevant, freely available resources that are useful for care providers. The new resource also points to related resources from the Think Local Act Personal (TLAP) partnership, and the National Institute for Health and Care Excellence (NICE).

All the products on Care Improvement Works are mapped to the Care Quality Commission's five questions and key lines of enquiry (KLOEs): Are they safe? Are they effective? Are they caring? Are they responsive? Are they well-led?

## Other things you may find helpful

### Workforce Development Fund

The Workforce Development Fund (WDF) is a retrospective funding stream from the Department of Health distributed by Skills for Care.

It is a finite pot of money which focuses on the achievement of qualification units and supports the ongoing professional development of staff across the adult social care sector within England. You can join a WDF partnership and use the WDF to make a significant contribution towards the costs of workers' completing health and social care qualifications and units

If you are not already a member of a Workforce Development Fund (WDF) Partnership you can find out details here: <http://www.skillsforcare.org.uk/wdf>

There are 2 WDF partnerships in this area

- a) City and East Partnership for those based in Newham, Tower Hamlets, Hackney or the City. If you are interested in joining please e-mail [workforce.developmentfund@towerhamlets.gov.uk](mailto:workforce.developmentfund@towerhamlets.gov.uk)
- b) North East London partnership for those based in Redbridge, Waltham Forest, Havering and Barking and Dagenham. If you are interested in joining please e-mail [WDF.NELPartnership@redbridge.gov.uk](mailto:WDF.NELPartnership@redbridge.gov.uk)

In order to join the partnership you have to set up an NMDS-SC account – for details see: <http://www.skillsforcare.org.uk/NMDS-SC>

### Keep up to date with Skills for Care

A fortnightly e-news bulletin is sent out and this contains all the up to date information about resources, events and ways that you can get involved in sector development. If you haven't already registered or given me your details to add to the system, you can register to receive e-news by completing your details here:

<http://myaccount.skillsforcare.org.uk/public/register/default.aspx>

Past copies of e-news can be found here: <http://www.skillsforcare.org.uk/About-us/News/enews/enews.aspx>

I also send out information about local activities such as webinars and events I organise on specific themes.

If you don't already receive e-mails from me, or have colleagues you would like added, please e-mail me a request to be added to my distribution list with name, organisation and contact details.

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