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**REPORT TO: CHILDREN AND YOUNG PEOPLE'S SERVICES COMMITTEE ON  
23 OCTOBER 2013**

**SUBJECT: THEMATIC REVIEW – THE EFFECTIVENESS OF STAFF  
DEVELOPMENT STRATEGIES**

**BY: CORPORATE DIRECTOR (EDUCATION AND SOCIAL CARE)**

**1. REASON FOR REPORT**

- 1.1 The purpose of this report is to ask Committee to scrutinise a report on a thematic review and note the follow-up actions planned.
- 1.2 This report is submitted to Committee in terms of Section III D (35) of the Council's Administrative Scheme relating to developing and monitoring the Council's Performance Management framework for Children & Young People's Services.

**2. RECOMMENDATION**

- 2.1 **It is recommended that Committee scrutinises and notes the contents of the thematic review report (Appendix 1).**

**3. BACKGROUND**

- 3.1 At a meeting on 12 December 2012, the Children and Young People's Services Committee scrutinised and endorsed the department's plans for self-evaluation, including thematic reviews (paragraph 10 of the minute refers).
- 3.2 The Continuous Improvement Team (including Peer Reviewers) undertook a thematic review into 'The Effectiveness of Staff development Strategies' in June 2013.
- 3.3 The report on the outcomes of the review, including areas for improvement is contained in **Appendix 1**.

**4. SUMMARY OF IMPLICATIONS**

- (a) **Single Outcome Agreement/Service Improvement Plan**

While the contents of this report do not relate directly to SOA Priority 2 'Ambitious and confident children and young people' and the Education and Social Care Priority of 'Improving learning and attainment' it will contribute to the overall improvement agenda.

**(b) Policy and Legal**

This report relates to the Moray Council Training and Development policy and the Education and Social Care policy on Professional Review and Development. These policies should ensure that staff constantly develop their knowledge and skills in order to ensure they continue to be equipped, competent and confident to deliver services and also meet their contractual obligations.

**(c) Financial implications**

There are no financial implications arising directly from this report.

**(d) Risk implications**

Failure to ensure that Education and Social Care continues to have a skilled, capable and confident workforce could result in less than satisfactory provision for service users and result in adverse reports following external scrutiny or inspection.

**(e) Staffing implications**

There are no specific staffing implications arising directly from this report.

**(f) Property**

None.

**(g) Equalities**

There needs to be a coherent approach to Additional Support Needs (ASN) training and secondments in order to ensure compliance with relevant parts of equalities legislation.

**(h) Consultations**

The Corporate Director (Education and Social Care); members of the Education and Social Care Senior Management Team; Jacqueline Wallace and Jenny O'Hagan, Continuous Improvement Officers; Deborah Brands, Principal Accountant; Margaret Forrest, Legal

Services Manager; Katrina McGillivray, Senior Human Resources Adviser; Don Toonen, Equal Opportunities Officer and Sheila Kennedy, Committee Services Officer, have been consulted on this report and agree with the sections of the report relating to their areas of responsibility.

**5. CONCLUSION**

- 5.1 Improvements in staff development will be addressed through an updated departmental Workforce Development Strategy.**
- 5.2 Individual schools and departmental teams will also be required to take appropriate actions in relation to the improvement points directly related to their areas of service.**
- 5.3 The evolution of the department's Workforce Development Strategy will also take into account the Council-wide review of training and workforce development.**

Author of Report: Paul Watson, Continuous Improvement Team Manager  
Background Papers:  
Ref: