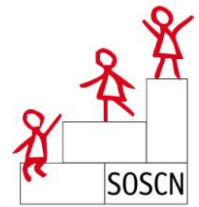


Scottish Out of School Care Network

Policy Newsletter, June 2011



"Supporting play, care and learning"

SOSCN News

SOSCN Training Sessions

In response to various requests and training needs that have become apparent through Aiming High Scotland mentoring, SOSCN has developed three training sessions. Although these have been delivered only in Glasgow until now, these can be delivered locally if there is sufficient demand. If you are interested in this training being delivered locally please contact Andrew on policy@soscn.org

1. How are you doing? Conducting staff appraisals

How do you appraise staff, and why? What clear processes are used, and how are the discussions documented? Staff appraisals are often a difficult but vital part of running a service- this session will provide you with some basic skills and processes to have the confidence to conduct meaningful appraisals.

Aims: to develop an understanding of the importance of conducting regular and positive appraisals; setting goals and evaluating achievements; clear record keeping and how to conduct an appraisal interview.

2. Balancing the books. The basics of running out of school care in a businesslike way

Thinking of out of school care in business terms can be difficult; however due to reduced external funding opportunities and the recession, services must be more financially self-sufficient. This session will provide suggestions on maximising income and reducing expenditure without adversely affecting quality.

Aims: to gain skills in the financial analysis of the different aspects of your service e.g. financial analysis for breakfast, term-time and holiday club; looking at ways of maximising your income and minimising your expenditure; developing and maintaining robust financial reporting and financial systems.

3. What's the plan? How to develop & write a business plan

Aiming High Scotland Quality Assurance Scheme as well many funding bodies require services to have a business plan. A business plan should be a "live" and functioning document focussing on the current as well projected future financial operations of the service. A business plan will help guide the financial stability of the organisation and operate in a more business-like way. (This session follows on from "Balancing the books" but can also be taken as an individual course.)

Aims: to have an understanding of the importance and reasons for having a current business plan; to understand what a business plan consists of; and to gain the skills to develop and write a business plan.

SOSCN Surveys – we need your help!

We are conducting our annual **workforce and out of school care service surveys** and we require your help! Please complete the surveys and return them to SOSCN by Friday 24th June 2011 to be entered into a prize draw. The surveys should only take a couple of minutes and the

information is vital in helping to support and develop the out of school care (OSC) sector in Scotland. The surveys are available from www.soscn.org and we would encourage members to circulate them widely amongst contacts and colleagues to ensure a large response.

Any queries about the survey should be directed to Finlay: finlay@soscn.org

SOSCN Parliamentary Reception and Video

On the 10th March SOSCN held a very successful parliamentary reception at the Scottish Parliament to raise the profile of out of school care on a national and political level. The event was attended by MSPs from the SNP, Scottish Labour, Liberal Democrats and the Scottish Green Party, as well as out of school care providers, policy makers and development/support staff.

At the event we also launched our "Benefits to Out of School Care" which can be viewed at: www.soscn.org/news.html or on YouTube at: <http://tinyurl.com/3rt45dt>

News

New Minister for Children and Young People Appointed

Following the SNP's success in the recent Scottish election, First Minister Alex Salmond announced a new cabinet including the appointment of a new Minister for Children and Young People: Angela Constance. Angela Constance has been the Member of the Scottish Parliament for the Livingston Constituency since May 2007 and prior to this she worked as a social worker and mental health officer.

Growing Up in Scotland (GUS) Research Project

GUS follows the lives of thousands of children right across Scotland from infancy through to their teens. As one of the largest studies ever done in Scotland it provides information to help develop policies and plan services for children and their families.

Following the recent GUS event in Glasgow, a report of the first 5 years of the research project is now available to download for free from: <http://www.cfr.ac.uk/gus/index.html>

Current Consultations

Scottish Government

A Consultation on the Common Core of Skills, Knowledge Understanding and Values for the Children's Workforce in Scotland

This is a consultation looking at the common core of skills, knowledge & understanding and values that should be common to everyone working with children.

<http://www.scotland.gov.uk/Publications/2011/03/14130453/14>

Opened: 15/03/2011

Closes: 15/06/2011

HM Government

Online consultation on modern workplaces

Parental leave: <https://www.surveymonkey.com/s/8BWB3XJ>

Flexible working: <https://www.surveymonkey.com/s/83VC8K2>

Working Time Regulations: <https://www.surveymonkey.com/s/8GRVHSG>

Equal pay: <https://www.surveymonkey.com/s/modernworkplacesequalpay>

Closes: 08/08/2011