



October – December 2019

Hello and welcome to your latest network chairs' newsletter.

This quarter we're sharing:

- information on continuing professional development (CPD) opportunities for registered managers and how you can access these
- details of work taking place to support the introduction of the Liberty Protection Safeguards (LPS)
- an introduction to building resilience and our free resources
- news and updates.

Please share this information with the managers attending your network – we think there's lots in this edition of your newsletter that they will be interested in!

If there's something you'd like to see in next quarter's newsletter or you have a story to share, speak to your locality manager or email rm.networks@skillsforcare.org.uk.

Best wishes,

Christine Burkett

Christine Burkett - Head of Area (North West) and Networks Lead

Continuing professional development (CPD) for managers

Skills for Care has developed [three new CPD modules programmes](#) for managers that sit alongside our popular leadership programmes; [Lead to Succeed](#) and [Well-led](#). All of the programmes and modules are supported by funding from the Workforce Development Fund (WDF) and are delivered by our endorsed providers.

Lead to Succeed: aimed at aspiring managers and deputies, this five-day programme focuses on:

- successful behaviours for leaders and managers
- effective supervision
- leading and managing the process of change. [Find out more.](#)

Well-led: aimed at managers, this four-day programme focuses on:

- leadership techniques to improve the quality of care
- becoming a more effective and confident leader and manager
- learning from other managers and sharing experiences. [Find out more.](#)

Understanding Performance Management: aimed at managers, this one-day CPD module focuses on:

- understanding performance management
- strategies to improve performance
- managing difficult conversations. [Find out more.](#)

Understanding Self-management Skills: aimed at managers, this one-day CPD module focuses on:

- time management
- dealing with pressure and stress
- self-awareness and confidence. [Find out more.](#)

Understanding Workplace Culture: aimed at managers, this one-day CPD module focuses on:

- the relationship between culture, values and vision
- turning values into action
- assessing culture and taking action. [Find out more.](#)

What funding is available and how do I access it?

Funded places from our endorsed providers

Our endorsed providers have the opportunity to claim funding directly from Skills for Care, which means that they can offer free places on the first programmes they run.

Use our [endorsed provider search directory](#) to find your nearest endorsed provider and ask if they have funded places available.

Funded places from Workforce Development (WDF) partnerships

Every WDF partnership has been offered the chance to use money upfront to commission these programmes on your behalf. If you belong to a partnership, [speak to your partnership lead](#) about their plans.

Retrospective funding for employers via the WDF

If you can't access the upfront funding you can still claim money from the WDF (via a partnership or the direct access approach) towards the cost of completing the leadership programmes and CPD modules. You can claim up to £500 for Lead to Succeed and Well-led and up to £125 for each of the one-day programmes.

Remember: if you are accessing both a funded place and retrospective funding for a learning programme, you can only do this if it is for different learners.

The Liberty Protection Safeguards (LPS)

In May 2019, the Mental Capacity (Amendment) Act became law. It replaces the Deprivation of Liberty Safeguards (DoLS) with a new scheme known as the Liberty Protection Safeguards (LPS), which will be introduced from 01 October 2020. The systems will run side by side until October 2021, when DoLS will shut down. Drafting of the regulations and a Code of Practice are now underway, for both the MC(A)A and the LPS. Skills for Care is part of a group of stakeholders drafting the Code of Practice for the LPS.

The Department of Health and Social Care has published an implementation plan, including these key milestones:

- **Autumn 2019** – Code of Practice engagement with people with lived experience
- **Winter 2019** – LPS training strategy and transitional guidance published
- **Winter/Spring 2020** – consultation and engagement on Code of Practice and regulations
- **Spring 2020** – Code of Practice and regulations finalised
- **Spring/Summer 2020** – training on the LPS scheme
- **October 2020** – the LPS is introduced
- **October 2020-21** – transition year

Skills for Care is developing a programme of support to help adult social care employers to implement the LPS, including learning resources and workforce guidance. **Your locality manager will share more information and updates with you and your networks later in the year.**

Building resilience – an introduction and free resources

We're starting to see more networks and groups talk about the importance of resilience and wellbeing. In this feature we provide a short introduction to resilience and some of the free resources available to help you.

If you'd like a session on resilience at your next network meeting, speak to your locality manager...and remember: as a busy registered manager you spend a lot of time looking after other people; don't forget to look after yourself as well.

What is resilience and why does it matter?

Simply put, resilience is the ability to cope under pressure; a person who copes well under pressure is resilient. Research suggests that the ability to cope under pressure is based on a positive outlook, combined with strategies to manage pressure. Importantly, resilience can be learned, practiced and grown. If you don't feel you're 'naturally' resilient then there's a lot you can do to become more resilient.

Behaviours associated with resilience include:

- understanding and valuing what you do
- taking a problem-solving approach
- keeping a sense of perspective (and humour)
- being flexible and willing to adapt to change
- having a positive attitude.

Recognising and coping with pressure and stress

If resilience is key to dealing with pressure then an important part of resilience is recognising when pressure starts to become a problem. There are two types of pressure:

In-the-moment pressure: this comes from everyday situations like being late to work, short staffed or facing last minute demands. It can make people misread situations or react inappropriately.

Ways of countering this pressure include: developing techniques to relax; learning to manage thoughts and emotions; reflection and self-awareness.

Long-term pressure: this builds over time and can be affected by both home and work issues. It can pose a serious health risk and can undermine peoples' judgement.

Ways of countering this pressure include: eating well; regular exercise; connecting with people; setting boundaries, managing your time and knowing your limits.

Building resilience, health and wellbeing

Our free guide '[Building your own resilience, health and wellbeing](#)' focuses on three building blocks for resilience and provides practical exercises and templates to you. These buildings blocks are:

Emotional intelligence: this involves identifying and managing your emotions, looking at problems in different ways and avoiding the temptation to rush.

Accurate thinking: accurate thinking should be based on an objective approach, using facts not emotions to understand a situation or problem (sometimes things *feel* worse than they are).

Realistic optimism: this means seeing things as they are, reframing situations to see them in a new or positive light and remembering that what you do is worth doing.

Free resources

Our free guide '[Building your own resilience, health and wellbeing](#)'. It's available online or you can order a free copy from marketing@skillsforcare.org.uk. It provides more information, tips and activities that you can use to build resilience.

Other resources

Registered manager members of Skills for Care have exclusive access to our resource 'Wellbeing for registered managers – a practical survival guide'. Find out more [here](#).

News and updates

Free learning programmes for registered managers in the Midlands and Yorkshire

Are you or the registered managers at your network keen to learn more about using technology in care? The National Care Forum (NCF) is working with Skills for Care to develop and deliver a free learning programme designed to increase your skills, knowledge and confidence as a digital leader.

Applications are now open for two pilot programmes in Birmingham and Leeds. If you would like an application form, please email rm.networks@skillsforcare.org.uk – applications close on 03 October 2019.

Call for evidence: salary threshold and points-based immigration systems

The Migration Advisory Committee (MAC) has been asked by the Home Office to look at the potential use of salary thresholds and/or an 'Australian-style' points-based system for immigration.

The MAC has published a [call for evidence](#) from stakeholders, including employers, which is open until 9am on 05 November 2019.

This is an important area of workforce policy and we would encourage employers to respond to the call for evidence.

Registered managers need more recognition and support

If you missed it in July, this [blog](#) from Sue Ann Balcombe who is a member of our registered manager reference group is well worth a read!