



midlothian
Community Care Forum

Newsletter

2009

Issue 1



CALL THAT A CAREER?

by Simon Heng

If personalisation is to move forward, personal assistants employed by direct payments users will need a better deal.

What attracts you, when you're looking for a job? Decent pay, for sure, maybe even a progressive pay scale. Also, good working conditions; reasonable holiday entitlement; challenging, but not impossible tasks; job security - almost certainly; training, to hone your skills and to develop new ones; a pension that your employer pays into; and regular supervision to give you a chance to share any potential difficulties.

But what about opportunities for extra qualifications? Annual appraisals? Experiential credits? That's a career, not a job.

As a direct payments user I want to be a good employer. It is in my interests to offer an attractive job package so that people will want to work for me, for them to be content while they are working so that there is less staff turnover, and for there to be a happy working environment - which also happens to be my home. I am also human enough to want my co-workers (because that's how I see them) to have a good deal in life.

Dr Janet Leece's research (outlined in *Community Care*, 27 November,) affirmed my personal fears and experiences, that personal

assistants and carers employed directly by service users have a worse deal than home care workers employed by local authorities. Not only do they not have all the benefits of working for a large employer, such as pension schemes, trained managers responsible for sorting out difficulties, favourable contracts and in-built training opportunities, but also they tend to have lower rates of pay.

Within my budget, I can't match the terms and conditions of the local authority's home care service. I don't even have funds for refreshing my workers' essential skills - manual handling and food hygiene, for example. If I had a pension scheme, I'd have to pay everybody less each month - and I know which option my PA's would go for.

Successive government ministers have talked about improving the profile of caring as a profession, and have made the mistake of thinking that means turning it into a career, rather than just offering good pay and conditions.

That would make caring just a good job - which I suspect is all that's needed. If the personalisation agenda is going to move ahead in a sustainable way, service users are going to need some support to improve the outlook for the people who work for them.

Simon Heng is a wheelchair user and involved in service user groups

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Funded by:

Midlothian Lothian

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MDAAT "FIRST STEPS" WORKSHOPS ON DRUGS AND ALCOHOL



**All Workshops are free
of charge!**

FIRST STEPS IN DRUG AWARENESS

17th February 2009 from 2pm-4.30pm in Greenhall Centre, Gorebridge (Room 6)

A first look at drugs, their names, origins, effects, and how to recognise signs and symptoms of drug use. A course suitable for those wanting information out of interest, or who are new to the drug field. This workshop will enable participants to learn by sharing information and working practices with other workers.

FIRST STEPS IN ALCOHOL AWARENESS

2nd March 2009 from 2pm-4.30pm in Greenhall Centre, Gorebridge (Room 6)

A combination of the drug and alcohol workshops for those with no knowledge and who are wanting a short but informative journey to acquire basic information on the most commonly used, frequently abused and most misunderstood drug.

FIRST STEPS APPROACH TO WORKING WITH DRUG AND ALCOHOL USERS

10th March 2009 from 9.00am-11.30am in Greenhall Centre, Gorebridge (Room 6)

Looking at communication skills and strategies for working in the drug field. How to achieve better communication. How to maximise your time spent with clients. Can be applied to any one-to-one work..

CHALLENGING ATTITUDES TO DRUGS AND ALCOHOL

16th March 2009 from 2pm-4.30pm in Greenhall Centre, Gorebridge (Room 6)

Raising awareness of personal attitudes and prejudices and bringing them into consciousness. Where do they come from and how do they affect work practice?

FIRST STEPS IN UNDERSTANDING WOMEN AND ALCOHOL ISSUES

26th March 2009 from 2pm-4.30pm in Greenhall Centre, Gorebridge (Room 6)

A look at the effects of alcohol use and misuse on women of all ages in relation to health and relationships. Investigating effective ways of working with women who use alcohol.

FIRST STEPS IN UNDERSTANDING ADDICTIVE BEHAVIOUR

1st April 2009 from 2pm-4.30pm in Greenhall Centre, Gorebridge (Room 6)

A basic look at dependencies on drugs and alcohol and their impact. This workshop provides a broad overview of the issues and will not be suitable for experienced drug/alcohol practitioners.

If you would like to note your interest in any of the above workshops please contact Bernadette Stein, MDAAT Admin Assistant, Midlothian Council, Fairfield House, 8 Lothian Road, Dalkeith, EH22 3ZH.

Email: - bernadette.stein@midlothian.gov.uk.

Telephone: - 0131 271 3643

**WORKSHOPS WILL RUN WITH A MINIMUM OF 10 AND A MAXIMUM OF
20 PARTICIPANTS SO EARLY BOOKING IS RECOMMENDED**

DISABILITY RIGHTS

Delays in ratifying UN Disability Convention risk damaging UK's reputation as leader on disability rights, Commission warns

The Equality and Human Rights Commission is today writing to the Secretaries of State for four government departments, asking them to explain and justify the large number of reservations they are requesting from the UN Convention on the Rights of Persons with Disabilities. The Convention came into force on 3 May 2008 and ensures that societies recognise that all people must be provided with opportunities to live life to their fullest potential.

In the letter, the Commission expresses its concern that a lack of transparency and consultation concerning the reservations risks undermining the UK Government's 'well-deserved reputation as a leader in promoting the rights of disabled people'.

The Commission is also concerned that the Government has significantly delayed ratification, having agreed to a deadline of the end of 2008.

The Commission highlighted these issues in its evidence to the Joint Committee on Human Rights (JCHR) in November. Today's letters follow a statement released by the JCHR expressing similar concerns.

By ratifying the Convention, a country accepts its legal obligations and adopts any necessary legislation. Other human rights treaties, such as conventions on the rights of children and women, have had a major effect in addressing human rights violations around the world.

The UK is a signatory to the Convention, but has yet to ratify it. Upon ratification, Governments can express 'reservations', whereby they opt out of particular articles or aspects of the Convention, or 'interpretative declarations', whereby they ratify on the basis that they understand the Convention has a particular meaning.

The UK Government is proposing more reservations and interpretative declarations than all 43 of the countries who have already ratified combined.

The Commission is concerned about the lack of transparency surrounding the process. The

precise details of many of the reservations and the Government's justifications for them remain unknown, nor has the Government carried out a public consultation.

In letters to John Hutton, the Secretary of State for Defence, Ed Balls, the Secretary of State for Children, Families and Schools, James Purnell, the Secretary of State for Work and Pensions, and Jacqui Smith, the Home Secretary, the Commission asked the Secretaries of State to place in the public domain the precise details of all the proposed reservations or interpretative declarations and the departments assessments as to why these are deemed necessary.

The Commission also urged Ministers to consult the public, including disabled people and their organisations.

Midlothian Community Care Providers Forum NEW DEVELOPMENT WORKER

MVA are delighted to advise you that Sadia Kadri has been appointed as the new Development Worker to support the Midlothian Community Care

Providers Forum.

Sadia is now seeking your support to help her to update the contact list of MVA's partners who are in Private, Voluntary, Government and other



Organisations.

Contact Sadia on 0131 663 9471, or email sadia.kadri@mvacvs.org.uk

TESCO CHARITY TRUST COMMUNITY AWARDS SCHEME



Tesco Charity Trust

The Tesco Charity Trust Community Awards Scheme provides one-off donations of between £1,000 and £4,000. The funding goes towards providing practical benefits, such as equipment and resources for projects that directly benefit children, the elderly and adults and children with disabilities, living in the local communities around their stores in the UK. Grants for Children's Education and Children's Welfare can be applied for between

1st December 2008 and 31st January 2009, with an expected decision date of the end of April. Grants for Elderly People and Adults and Children with Disabilities can be applied for between 1st February and 31st March 2009, with an expected decision date of the end of June. Go to <http://www.workwithus.org/CampaignHelper/EmailLinkRedirect.aspx?param=XKky1RdhWNPE4YdibhIiCAspfWvqIKwR> to read all about the fund.

Deadlines: 31st January 2009 & 31st March 2009.

TESCO Every little helps

COMMUNITY WORKS

Black Diamond FM (Midlothian's Community Radio Station) is featuring a programme going out on Saturdays at 11am with the title of '**Community Works**'. The programme is mainly speech although there is time for music.

The programme is to feature the work of Voluntary Organisations and Statutory Bodies such as Community Councils, Midlothian Council and all the other partners involved in Community Planning. There will be regular features including interviews with people working paid or unpaid in Midlothian. Community Planning are supporting the programme as part of its community engagement strategy.

There will be opportunities to promote the services provided by all these organisations and attract new participants to help your work. There will also be an opportunity to spotlight a village, town or community council area.

Community Radio is another vehicle to promote what you do and appeal for help where appropriate. Organisations could also

record their own promotional material on a PC or Digital recorder and submit them for broadcast.

An opportunity for a regular '**Soapbox**' slot of 3-4 minutes will be developed if there is a demand. All material will have to comply with the Broadcasting Code and in this respect **Black Diamond FM** will retain editorial control over all material that is transmitted.

The radio station is run entirely by volunteers and there is an invitation to anyone who would be interested in getting 'hands on' involvement in this project to come forward.

It would be helpful if contributors and representatives of organisations that want to use this programme to promote their work etc would contact: communityworks@blueyonder.co.uk or by telephoning **Gordon Clayton** on **0131-538-3686**

Community Works is on the air on Saturdays at 11am on 107.8 FM



WHAT DOES IT MEAN FOR ME?

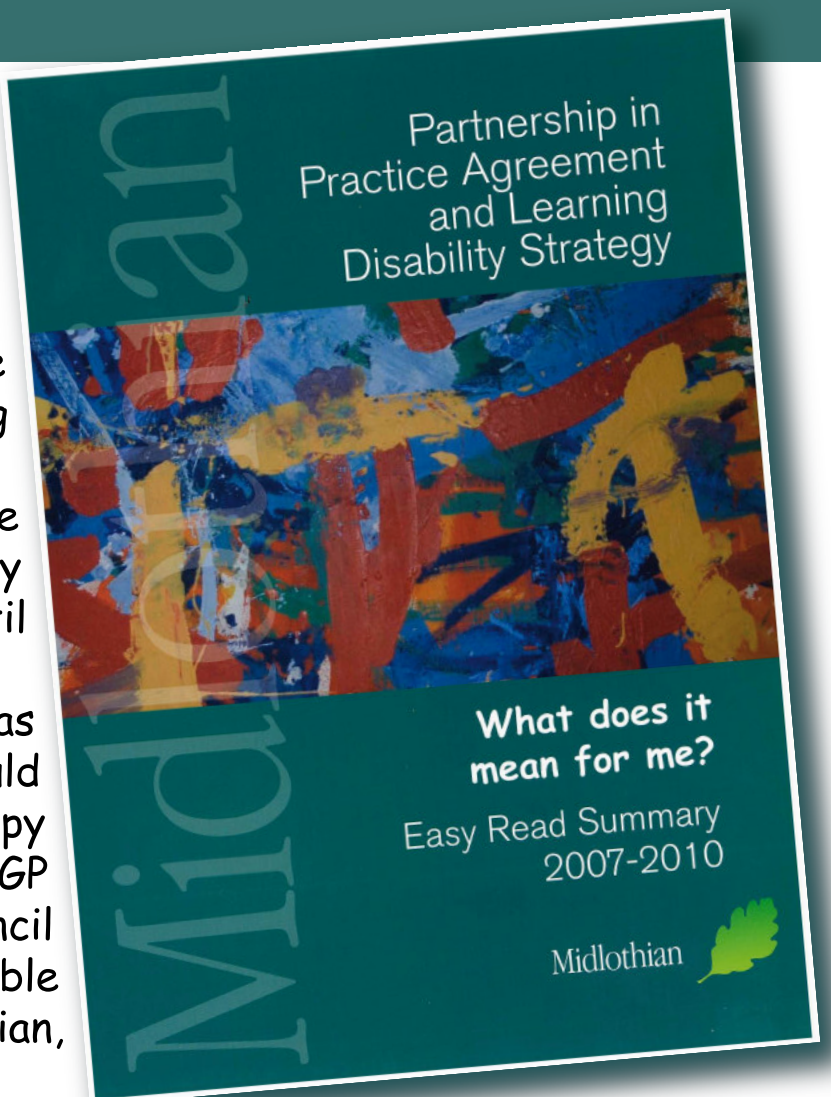
EASY READ SUMMARY

The Midlothian Learning Disability Joint Planning Group has produced an Easy Read version of 'What Does it Mean for Me?', the Midlothian Partnership in Practice Agreement and Joint Learning Disability Strategy.

The agreement describes the plans for Learning Disability Services in Midlothian until 2010.

We are distributing copies as widely as we can, but you should also be able to pick up a copy at your local library, at your GP surgery, or at Midlothian Council reception. Copies are also available through People First Midlothian, Vocal Midlothian, and MVA.

The Easy Read version, the Full Document, and an Executive Summary of 'What Does it Mean for Me?' are also available at: www.midlothian.gov.uk or by writing to: **Midlothian Council Social Work, Fairfield House, 8 Lothian Road, Dalkeith, Midlothian. EH22 3ZH.**



Dalkeith Medical Practice and
Midlothian Community Health Partnership
present:



A New Health Centre for Dalkeith

Information Session
at Dalkeith Older People's Welfare Hall

Thursday 29 January
2-4pm and 6-8pm
Drop in any time

- Come and see the draft plans for your new health centre
- Meet the architects and ask questions
- Find out about the next stages in the project

Everyone welcome – bring your family and friends

TRAINING FROM ARC SCOTLAND

ARC Scotland are pleased to announce our training and development events for the new year as follows:

REHIS Elementary Food Hygiene
22nd January 2009
9am - 5.30pm
ARC Scotland, Eskbank

Cost is £78 per person, which includes the exam and certificate fees. You can book a place on-line at:

<http://tinyurl.com/REHIS-Food-Hygiene>

Team Building & Group Dynamics
27th January 2009
ARC Scotland, Eskbank, Midlothian

Cost is £65 per person, and is for first line managers, supervisors and team leaders. You can book a place on-line at:

<http://tinyurl.com/team-building-group-dynamics>

**Handling Medication in a
Social Care Setting
(Train the trainer to deliver)**
3rd February 2009
Aberdeen

Cost is £225 per person, and is for those responsible for delivering training. The cost includes CD, materials for delivering and training manual. You can book a place on-line at:

<http://tinyurl.com/handling-medication-socialcare>



Supporting providers of services for
people with a learning disability



Tai Chi - Chi Gong Fitness & Relaxation for 50+

King's Park Pavilion, Dalkeith
Starts Monday 19 January
6 - 7pm • entry fee £1

For further information
contact Kath Laing
Project Co-ordinator
01968 66 4088



Opportunities for staff in Midlothian

Courses: 2008-9/311 & 312 *Midlothian Assessment & Planning Staged System (MAPSS) Training*

This one day training takes participants through the process of multi-agency assessment and planning for individual children and young people leading to the completion of a multi-agency plan using the *Getting it right for every child* practice tools and the format devised for recording that multi-agency assessment and plan.

Audience: This training is intended for members of the Forums and practitioners and managers from all agencies who carry out direct work with children/young people.

Dates: Monday 23 February 2009
OR
Wednesday 4 March 2009

Time: 9.30am – 4.30pm

Venue: Greenhall Centre, by Gorebridge

HGIOS Quality Indicators

2.1 Impact on children and young people
5.2 Delivering services that ensure that children and young people are safe, nurtured, healthy, achieving, active, respected and responsible and included

Aims *Understanding of:*

- Overarching *Getting it right for every child* principles
- The system for multi-agency assessment and planning for children and young people in Midlothian
- Importance of fully involving children and families
- Co-ordination & collaboration between agencies and each other's roles & responsibilities
- Role and responsibilities of the named person & lead professional
- How to assess and plan using the following tools: well being indicators (SHANARI), holistic assessment (My World Triangle), analysing information (Resilience Matrix), completing a multi-agency plan (CYP)

Learning Outcomes *Participants will be able to:*

- Identify their contribution to the assessment and planning process
- Use the assessment & planning tools with practitioners from other agencies
- Understand how to co-ordinate work and to draw up a multi-agency plan

For more information please contact:

Caroline Matters - Development Officer, email: caroline.matters@midlothian.gov.uk John Thomson – Development Officer, email: john.thomson@midlothian.gov.uk or Rosemary Gaunt, physiotherapist email: rosemary.gaunt@luht.scot.nhs.uk

MEMBERS OF THE GIRFEC/MAPSS TRAINING SUB GROUP FROM EACH AGENCY ARE RESPONSIBLE FOR DISSEMINATING INFORMATION ABOUT THIS TRAINING; PLACES HAVE BEEN ALLOCTED ACROSS ALL THE AGENCIES. PLEASE BOOK DIRECTLY WITH EDUCATION AS DETAILED BELOW.

Cost: £10

Places: 40

Trainers/methods: Members of the GIRFEC Training Sub Group. Material used will include practical exercises.

Booking: Please apply on-line using the Bookit system. If you do not have access to Bookit or have any enquiries please contact Morag Conner, Staff Development, Education, Fairfield House, 8 Lothian Road, Dalkeith EH22 3ZG (0131 271 3707). E-mail morag.conner@midlothian.gov.uk

CLOSURE OF MIDLOTHIAN BEFRIENDERS

Richard Fairbairn, Chairman of the Board of Midlothian Befrienders said "It is with the deepest regret that we have to close the charity as our financial situation deteriorated in the run up to Christmas. We receive a substantial part of our funding from Midlothian Council and NHS Lothian. We have sought additional funding to allow us to provide a wider range of services than those funded by the Council and NHS. In recent times such funding has been harder to obtain"

"Over the last 21 years, Midlothian Befrienders has helped a significant amount of people, from the most vulnerable groups in society, this would have not been possible without the work of our many volunteers, the dedication of our staff and the support of the funders involved. We would like to thank them all"

Midlothian Befrienders are currently in discussions with Midlothian Council's Social Work Department to see what alternative provision can be made for existing service users.

A formal notice with details of the voluntary liquidation of Midlothian Befrienders Ltd will appear in the local press soon and the office will close on Thursday 22nd January 2009.



Seniors Hour

Radio Black Diamond 107.8 FM

The programme of the elderly, for the elderly, by the elderly. We want your messages, requests, news etc. Ring **Bill Prentice** on 663 6895, or **Ted Comerford** on 663 9769. Let's make the voice of the elderly known in our community.

BRITISH DEAF ASSOCIATION (BDA) SCOTLAND

Deaf Equality Training Sessions

Thursday 26th February, 10am to 1pm

Thursday 26th March, 10am to 1pm

Thursday 30th April, 10am to 1pm

Alternatively we will attend your place of work and deliver Deaf Equality Training at a time convenient to your working environment.

British Sign Language (BSL)

For Frontline Staff

The frontline course is unique as it is specifically designed to introduce staff to British Sign Language relevant to their place of work. Aimed at frontline staff who need to learn basic communication in BSL so they can better facilitate customers who are Deaf.

The BSL Teacher will introduce the frontline staff to basic BSL vocabulary signs that are tailored to meet your precise requirements. For example the everyday work signs you would require to converse with customers to better facilitate communication. There is particular focus on dialogues and conversation skills relating to your mode of business. ALL courses can be adapted to meet the requirements of your specific area of work.

If you are interested in any of these courses or require further information, please do not hesitate to contact

Diane McCabe

British Deaf Association,
Scottish Office,
Suite 58, 1st Floor,
Central Chambers,
93 Hope Street,
Glasgow, G2 6LD
Telephone:

0141 248 5554

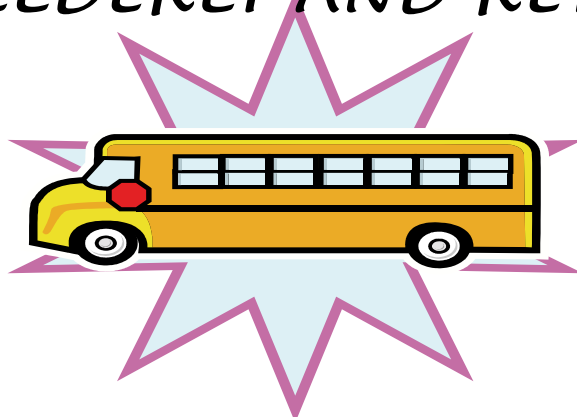
email:

dianem@bda.org.uk



BONNYRIGG & LASSWADE SENIORS FORUM

OUR SHOPPING GROUPS FOR THE ELDERLY AND RETIRED



WE PICK YOU UP AT HOME

**BRING YOU IN TO BONNYRIGG HIGH STREET
AFTER SHOPPING YOU COME TO
ROOM 3 IN BONNYRIGG PUBLIC HALL
FOR TEA OR COFFEE
THEN WE TAKE YOU BACK HOME !!**

ALL FREE OF CHARGE!!

SO WHY NOT COME AND JOIN US ?

phone

MARGARET REID ON 663 5731

BILL PRENTICE ON 663 6895

**OR CALL AT ROOM 3 BONNYRIGG PUBLIC HALL
MON. TO FRIDAY 10.00 TO 11.30 AM.**

CARERS Scotland

the voice of carers

new training programme for black & minority ethnic carers

CARERS Scotland - the Voice of Carers has a new training programme for Black and Minority Ethnic Carers. The training has been designed to assist health, social work and voluntary sector practitioners to develop the skills and knowledge necessary to conduct culturally competent assessments. Dates are:

Thursday 12 February 2009

Thursday 19 March 2009

For further information or to book a place, please contact Rena Friel by e-mail at rena.friel@carerscotland.org.

Get in touch with us to promote your event! Email learning.network@ed.ac.uk.

Voluntary Sector Forum

The next meeting of the Voluntary Sector Forum (VSF) will take place on Thursday 5 February 2009 at 2 pm at MVA.

The VSF meetings give local groups the opportunity to discuss a variety of important issues, including the Voluntary Sector Compact; Community Planning; Community Health Partnership; Funding; Charity Law; and Equalities.

Please note that the main agenda items are:

- o Scottish Government's proposed new infrastructure for Volunteer Centres, Councils for Voluntary Service, and local Social Economy structures - discussion
- o Single Outcome Agreement (SOA) and Community Plan - Update

The VSF is open to all voluntary sector organisations working in/based in Midlothian.

If you wish to attend, contact Margaret Nisbet at MVA, telephone 0131 663 9471, or email margaret.nisbet@mvacvs.org.uk

CARE ACCOLADES 2009

The Scottish Social Services Council (SSSC) is calling for organisations that provide social services across the country to enter this year's prestigious Care Accolades.

They're looking for entries from all social service organisations across the whole range of provision in the voluntary, private and public sectors.

For further information about the Care Accolades, or to request an application pack,

please phone 01382

207248/207267 or

visit the SSSC website

at www.sssc.uk.com



Scottish
Social Services
Council

CONTINUOUS LEARNING FRAMEWORK

On 3 December 2008 the *Continuous Learning Framework (CLF)* was launched. The CLF aims to improve the quality of outcomes for people using social services by supporting the people who are delivering these services to be the best they can be.

The *Continuous Learning Framework* is for all social service workers and their employers. It is not intended to replace the systems and processes which many organisations already have in place but to enhance their effectiveness.

For more information go to <http://www.learningnetworks.org.uk/southeast.php>

CPD SEMINARS IN GALASHIELS AND EDINBURGH

30th January 2009, Galashiels
13th February 2009, Edinburgh

The **Workforce Unit**, in partnership with **Learning Network SE**, are to run two seminars supporting the implementation of the Continuous Learning Framework in the voluntary sector.

The seminars will run from 9.30am until 4pm and lunch will be included.

Venues and programmes will be available soon - check our Events Calendar or email learning.network@ed.ac.uk to find out more.

THE SCOTTISH WOMEN'S CONVENTION

The Scottish Women's Convention communicates and consults with women in Scotland to influence public policy. Through the SWC's policy work, round table and celebratory events, the SWC strives to have contact with women and relevant organisations. The SWC aims to provide an effective way of consulting with a diverse range of women in Scotland. The SWC has a network of over 300,000 women throughout Scotland.

The Scottish Women's Convention currently has three policy working groups - Women in Poverty, Violence Against Women and the Young Women's Advisory Group. If you are interested in finding out more about any of these groups or if you have a "burning desire" to contribute towards the work of these groups and would like to become involved, please contact: isabelle.gray@scottishwomensconvention.org

If you would like to find out more about the organisation please contact:

Scottish Women's Convention, 6th Floor, Blythswood House, 200 West Regent St, Glasgow G2 4DQ Tel: 0141 248 8186

Email: info@scottishwomensconvention.org

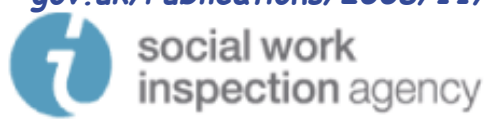
The Scottish Women's Convention is funded by the Scottish Government.

MEMBERSHIP OF THE SWC IS FREE!

www.scottishwomensconvention.org

SOCIAL WORK INSPECTION AGENCY & CARE COMMISSION - PROPOSED MERGER?

The Scottish Government have announced proposals to have a single body that looks at care and social work. This body would take on the functions of the Social Work Inspection Agency, the Care Commission and HMIE's responsibility for child protection. The full press release is on the Scottish Government website at <http://www.scotland.gov.uk/News/Releases/2008/11/06103757>.



MAPPING SCOTLAND'S DISABILITY GROUPS

Quarriers and Lucy Johnston Research have been commissioned by the Scottish Government to develop a clear picture or map of Scotland's disability organisations and groups. Later in the year we will research how disability groups engage with public authorities.

We will do this by identifying existing databases and directories of disability organisations. However, some groups will not be in these directories and we want to identify as many disability organisations and groups in Scotland as possible. We want to know where in Scotland groups are active and more about the work that you do. The details you provide will be used by the Scottish Government to set up an easily accessible database/directory of disability organisations and groups.

You can provide information about your organisation by completing the short form online at http://www.surveymonkey.com/s.aspx?sm=94AHUhg4rIAvIbCewenHQ_3d_3d

Further info from <http://www.quarriers.org.uk/information/survey/index.php>



SELF-EVALUATION GUIDE

The Social Work Inspection Agency have produced a Self-Evaluation Guide for assessing governance in voluntary organisations delivering social care services.

The Guide aims to assist these organisations to self-assess and plan to improve their governance arrangements where needed, and was developed following a review of governance undertaken by the Scottish Government with Turning Point Scotland.

The Guide can be downloaded from the Scottish Government website at <http://www.scotland.gov.uk/Publications/2008/11/07101733/0>

**Sleepless nights because of money worries?
Post unopened or ignored because of all the bills?**



Midlothian Money Advice Service

We have dedicated specialist money advice workers who can provide

**FREE
CONFIDENTIAL
IMPARTIAL
INDEPENDENT
advice and support**

The Midlothian Citizens Advice Bureaux are licensed to give advice on all aspects of debt.

- We discuss **all** your options with you
- We can write to your creditors on your behalf
- We can negotiate with creditors and arrange a payment plan to suit your income.
- We will undertake a full benefit check to maximise your income.
- We deal with repossessions and rent arrears, wage and bank arrestments.
- If they are appropriate, we can advise on and help set up Trust Deeds and Bankruptcy.
- We are also accredited to administer a payment plan under the Government's Debt Arrangement Scheme to stop your home being repossessed.

Citizens Advice Bureaux are registered charities and all of their services are free of charge.

**Penicuik CAB
14a John Street
Penicuik**

01968 675259 or 01968 679918

Scottish Charity no: SCO 14421

**Dalkeith & District CAB
8 Buccleuch Street
Dalkeith**

0131 663 3688 or 454 0166

Scottish Charity no: SCO 00593

Licence no: G900012

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Midlothian Voluntary Action is registered in Scotland as a company limited by guarantee (no. SC219994), and as a charity (no. SC008286)