

Northern Community Justice Authority

Training and Development Officer's Report (June 09)



Training and Development Officer's Roles and Responsibilities

The purpose of this first 3-monthly report is to outline the progress that has been made within the NCJA since the Training and Development Officer took up post in November 2008. The current priorities of the Training and Development Officer are:

1. Delivery of the national training agenda within the NCJA that supports national training priorities.

- National training priorities include: **Community Sex Offending Groupwork Programme (CSOGP), Risk Matrix 2000 (RM2k), Stable & Acute 2007 (SA07) and Constructs: Positive Steps to Stop Offending** and initiatives around **Community Payback**.
- Provide a more locally focused approach to meeting the learning needs of NCJA staff and to forge close links with partners and practitioners through training delivery and course coordination, endeavouring where possible, to provide equity of access regardless of profession, grade or location.

2. Contribute to the delivery of the national training agenda throughout Scotland.

- Deliver national training initiatives by liaising and working in collaboration with Training Officers from the other Community Justice Authorities, partner agencies, the Learning Network North, local training teams and external providers.

3. Other appropriate training within the NCJA that meets national priorities and is endorsed by the NCJA Training Sub-group.

- These training requirements will be based on the extensive training needs analysis carried out in 2007/ 2008.

The Training and Development Officer has also endeavoured to:

- Provide a more locally focused approach to meeting the learning needs of NCJA staff.
- Participate and continue to be an active member of the NCJA Training Sub-group.
- Provide a link between the national training group, the Training Sub-group and local practitioners.
- Meet with all mainland Local Authority Social Work teams (with the view to meet the Island teams later in the year).
- Develop an NCJA Training Strategy in collaboration with the Training Sub-group and is currently writing a Training Plan; based on the extensive training needs analysis carried out in 2007/ 2008.

Links with Partner Agencies

The NCJA Training and Development Officer has also established links with the following partner agencies, to promote and encourage closer working through current and future learning and development opportunities.

- Action for Children
- Apex Scotland
- Grampian Police
- Learning Network North
- National Training and Development Officer's Group
- Northern Constabulary
- Northern Horizons
- NHS Grampian
- Risk Management Authority
- SACRO
- Skills for Justice
- SPS
- STRADA
- Victim Support Scotland

Training Delivered within the NCJA

▪ **Constructs PSSO: Inverness (08/10/08 – 10/10/08)**

Authority	Number attending
Highland	9
TOTAL	9

▪ **RM2k/ SA07: Aberdeen (09/12/08 – 11/12/08)**

Authority	Number attending
Aberdeenshire	5
Aberdeen City	5
SPS	4
Police	7
Participants from other CJAs	2
TOTAL	23

■ **C-SOGP: Dundee (17/02/09 – 19/02/09)***

Authority	Number attending
Aberdeenshire	2
Aberdeen City	2
Highland	3
Moray	2
TOTAL	9

**Although this event was held in Tayside, a number of staff from the NCJA attended.*

■ **RM2k/ SA07: Inverness (24/02/09 – 26/02/09)**

Authority	Number attending
Aberdeenshire	2
Highland	3
SPS	2
Police	10
TOTAL	17

■ **Community Sentencing Event : Aberdeen (06/04/09)**

Authority	Number attending
Aberdeenshire	21
Aberdeen City	15
TOTAL	36

Staff also attended from:

Northern Horizons	2
SACRO	2
Apex Scotland	1
Learning Network North	1

■ **Community Sentencing Event : Inverness (07/04/09)**

Authority	Number attending
Highland	28
Moray	6
Orkney	1
Shetland	1
Western Isles	1
TOTAL	37

Staff also attended from:

Action for Children	2
SACRO	1

NCJA Training Needs

A full analysis of the NCJA training needs and a plan to meet these demands will be fully outlined in the forthcoming NCJA Training Plan.
A brief outline of current training needs is detailed below.

Authority	CSOGP	Constructs	RM2K/ SA07
Aberdeenshire	11	1	2
Aberdeen City *	39	48	17
Highland	6	13	7
Moray	7	0	0
Orkney	0	0	0
Shetland	4	0	1
Western Isles	0	0	0
Grampian Police	0	0	5
TOTAL	67	62	32

**There is currently a review of the figures submitted by Aberdeen City staff and when complete, this will reduce the total number of staff requiring training. These revised figures will be reflected in the NCJA Training Plan.*