

# Annual Return 2022/2023

## Provider Information to be published

The following information relates to information CIW held about this provider and its associated services on the 31st March 2023.

This section has been completed for you. There are no actions to complete. This information displayed will be included in the published Annual Return.

Provider name:	Compass Fostering Wales Ltd	
The provider was registered on:	10/09/2020	
The following lists the provider conditions:	There are no imposed conditions associated to this provider	
The regulated services delivered by this provider were:	Compass Fostering Cymru	
	Service Type	Fostering Service
	Type of Care	None
	Approval Date	08/09/2020
	Responsible Individual(s)	Kerry Kane
	Manager(s)	Hellen Taylor
	Service Conditions	There are no conditions associated to this service

## Training and Workforce Planning

Describe the arrangements in place during the last financial year for identifying, planning and meeting the training needs of staff employed by the service provider	Staff supervision/ appraisal/ training feedback helps identify training needs. Annual training needs analysis to inform training programme. Relevant external training/ independent staff / panel/ IRO/ISW/ Induction Training/ Mandatory Training/ Aspiring Leaders Where we identified areas for practice development, workshops for mandatory training have been rolled out- example, GDPR, Advanced Recording/ Panel Preparation, supporting with any gaps in knowledge for the team/ Staff development
Describe the arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider	Our core principles are to have defined roles, responsibilities, and expectations. Have effective line management, Competitive pay & reward and recognise achievement, Establish a work/life culture and climate that is attractive and supportive, Develop and retain the best people by providing the opportunity to reflect, learn and challenge. Communicate openly and share information, not tolerate poor performance "an employer of choice" We live our vision and values, and employees voices are heard

## Service Profile

### Service Details

Name of Service	Compass Fostering Cymru
Telephone Number	01978801081
What is/are the main language(s) through which your service is provided?	English Medium

Other languages used in the provision of the service	<p>If the preferred language was not English or Welsh, then every effort would be made to access language support and information to facilitate engagement either through our Compass Community or external providers.</p> <p>Our Compass Community reflects the rich diversity of the UK, and within other Regions, materials and information is readily available in a range of languages, accessible to us.</p>
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Service Provision

People Supported

How many people in total did the service provide care and support to during the last financial year?	117
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Complaints

What was the total number of formal complaints made during the last financial year?	1
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	1
Number of complaints not upheld	0
What arrangements were made for consulting people who use the service about the operation of the service during the last financial year?	<p>Those who use our services are consulted with through</p> <ul style="list-style-type: none"> <li>Face to Face interactions</li> <li>End of Week newsletters</li> <li>Compass Social Media Bulletins</li> <li>Support Groups</li> <li>Surveys- Compass, 4C's, NAFF and Fostering network</li> <li>Events- External/ Celebration events</li> <li>Timeline of Engagement Events with staff in the service</li> <li>Carer participation with Inspectors/ Stakeholders</li> <li>Annual Review Mechanism ( Feedback from Children, Carers, Education, LA, Health, Birth Family)</li> <li>Carer / Children participation in Recruitment of carers and staff</li> <li>Carer /Children consultation for Event Planning</li> <li>Emails and Letters from HoF/RI</li> <li>Independent Audits and Internal Inspections- Direct consultation ( Children, Carers and Staff)</li> <li>YOUth Council</li> <li>Model of co production with Children- Children's Guides/ Welcome packs, Guide for carers</li> </ul>

Communicating with people who use the service

Identify any non-verbal communication methods used in the provision of the service	
Picture Exchange Communication System (PECS)	No
Treatment and Education of Autistic and related Communication-handicapped Children (TEACCH)	No
Makaton	No
British Sign Language (BSL)	No
Other	No

Statement of Compliance

The Responsible Individual must prepare the statement of compliance.

CIW have published [guidance](#) on completing the quality of care review which provides advice on what could be contained within the statement of compliance.

Set out your statement of compliance in respect to the four well-being areas below.

The extent to which people feel their voices are heard, they have choice about their care and support, and opportunities are made available to them.

Each of our children are encouraged to be active participants in their community and decisions that are made about them. Practice is strengths based and inclusive, and consultation with children a continued priority. Feedback: "They keep me fed, give me stuff and make me go to school, and make sure I'm safe and that I have everything I need. I would talk to them or my school if I had any issues" Children's Rights are embedded throughout practice with opportunities for participation continuous features of delivery. Welcome packs provide information on Advocacy, Awareness raising sessions are available to carers regarding Children's Rights to ensure their rights are upheld by them also. Children's records reflect the lived experiences for children, their achievements their wishes and feelings, and further evidence on child visits, and for CLA reviews and other forums Children's Rights have been a focus of YOUth Council and a copy are included in our Welcome Packs. Feedback: 'I really like playing football and going to the cinema with my friends, spending time with my foster family, walking the dogs with my carer on the mountain and playing on my computer' further highlighting right to exercise choice, having views respected, friendships encouraged and maintained, a positive part of their identity with their fostering family. Children are encouraged to share their views on what a loving fostering family looks like, preparing questions and being directly involved in the recruitment and interview of Social Workers and engaged in Talking Heads which are shared at Skills To Foster- a question from children is also included at our Fostering Panels for new applicants. Through carer review process, consultation with children informs us they are happy and share similar goals and aspirations for all children, validating to us they feel heard and listened to. As a service, we strive to ensure and promote happy childhoods, in safe, nurturing loving homes continuously reviewed by our practitioners encouraging our children to be confident, to share ideas, feelings in an environment that is respectful and safe. Bespoke therapeutic learning opportunities for children focusing on emotional literacy is a feature of our practice, offering wider opportunities for children's wishes, and feelings to be shared. HoF and RI value relationship based practice and facilitate groups for children providing information whilst also giving due regard to messages from research.

<p>The extent to which people are happy and supported to maintain their ongoing health, development and overall wellbeing. For children, this will also include intellectual, social and behavioural development.</p>	<p>A range of methodology is used to capture the views wishes and feelings of those who use our service and inform design. Foster parents' views are sought at regular supervisions, annual review mechanisms and surveys. Qualitative data through engagement activities reaffirms the satisfaction and confidence there is in our service. Structures are in place which support regular oversight and monitoring of the Health and Wellbeing of foster parents and children exercising their right to participate in decision making and inform plans. Children are supported to reach their full potentials socially, emotionally, and academically through the care afforded to them, which is needs led and risk sensible in approach. Additional support is available through our Therapeutic and Education services, should there be gaps or unmet need for children and carers. Each of our children are registered with a Dentist, GP and monitoring updates are provided to the Agency in addition to reviews of care plans led by the LA.</p> <p>Foster parent Health is monitored, and any significant changes reviewed. Wellbeing of children, foster parents and staff are of paramount priority aligned to the National Wellbeing Outcomes that underpin our practice, targeted support services also easily accessible to promote positive health. Children tell us they feel happy, and alive. Art images from children at Youth Councils, displayed in our offices, reflect the ways in which they are kept safe by their foster families. Feedback: "for the life you have given me and the time we spend as a family, are moments I won't ever forget". Feedback: 'spent many beautiful days at the dog beach where I enjoyed swimming and body boarding. I got a life jacket as I love to float' Feedback: 'I don't like cleaning my teeth, my carer reminds me everyday' Feedback from a review: "... I'm so healthy and well in the care of their foster parents, they have achieved so much and continues to do so- they are happy, has a very positive routine and they are there for him- he is such a happy little boy' Feedback: 'My carers keep me fed, give me stuff and make me go to school, and make sure I'm safe and that I have everything I need. I would talk to them or my school if I had any issues. I am happy living with my carers' Each of our children attend school, have access to support they need to achieve their full potentials which is regularly reviewed to ensure progress and identification of timely support where needed</p>
<p>The extent to which people feel safe and protected from abuse and neglect.</p>	<p>Safety &amp; Wellbeing being is paramount, Quality Care &amp; Support facilitates positive relationships with children, foster parents &amp; SSWs, utilise relationships to ensure effective planning in keeping children safe. The service is proactive, responsive in identifying and mitigating risk, recording a good standard. Risks to Children are assessed, understood by FPs and SSWs, robust RA/ SCPs, reviewed regularly, ensure an excellent knowledge of Children. Unplanned endings are few, strong efforts to retain children within the service ensuring continuity for Children and facilitating belonging. Medication appropriately monitored. Missing episodes infrequent, procedures followed, accurate recording and regular reviews. Notifications &amp; external agencies informed. Therapeutic packages of support provided, enabling Children to understand Trauma, supporting therapeutically informed practice, assisting the child to develop healthy behaviours. The effective behaviour management strategies of carers, enable Children to learn that adults keep them safe. The agency has effective Safeguarding Practices, allegations/complaints are made, investigated thoroughly and collaboratively. Feedback: My carer makes me feel safe because she doesn't let people make me sad. Children are listened to, supported to have their voices heard. Records are written directly to/for the child. Welcome packs designed by Children/for children.</p> <p>Learning &amp; Development Programme ensures knowledge/skills helps to keep Children safe. FPs/staff are therapeutically informed. Newly available courses specifically for the Children. Applicant Assessments/ recruitment of staff is robust, ensuring suitability to work with Children. Regular induction, supervision takes place. FP homes are suitable, DBS completed, FP Health &amp; Safety Assessment/Household Safer Caring plan, Children Risk assessments provide additional safeguards. Allegations/Complaints, notifications well managed and timely. Lines of accountability &amp; responsibility between RI and Manager are clear, the Board routinely informed of service quality, safety &amp; effectiveness. Learning/good practice, widely shared across the service, evidenced of practice improvement/service developments recently include increased frequency of Supervision for newly approved FPs, and seeing Child bedroom on all occasions of U/Visits. The service is safe, compliant with continual feedback to inform ongoing service development, supporting the agency learning culture.</p>

The following section requires you to answer questions about the staff and volunteers working at the service.

Number of posts and staff turnover

The total number of full time equivalent posts at the service (as at 31 March)	11.40
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The following section requires you to answer questions about each staff type including information about the number of filled and vacant posts, the training undertaken, the contractual arrangements in place and the qualifications of those staff.

The information entered should relate to the period during which the staff member has been working for the provider only.

Staff Type	Service Manager	
	Does your service structure include roles of this type?	Yes
	<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
	Filled and vacant posts	
	No. of staff in post	1
	No. of posts vacant	0
	<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
	Induction	1
	Health & Safety	1
	Equality, Diversity & Human Rights	1
	Manual Handling	0
	Safeguarding	1
	Dementia	0
Positive Behaviour Management	1	
Food Hygiene	0	

Please outline any additional training undertaken pertinent to this role which is not outlined above.

Management Development Programme Our Management Development Programme (MDP) covers a range of topics that supports managers and leaders. Whether you are the seasoned professional with a wealth of knowledge, or looking to progress your career, the topics covered serve to enhance knowledge and skillset no matter what level you are working at.

MDP consists of 8 workshops over the course of 12 months, typically attending one face to face workshop every 6 weeks.

During each workshop you will gain new knowledge and theories or sharpen your existing knowledge as well as having the opportunity to reflect, practice, and collaborate with other managers across the organisation in all services. These workshops are facilitated to draw upon previous experiences and situations to support the transfer of learning and relating our learnings to our day-to-day roles to ensure maximum effectiveness and implementation.

All colleagues within a Management position who have direct report responsibility will have the opportunity to attend the workshops.

The service manager role in addition to the above is required to attend, participate and disseminate learning from

- Senior Leadership Team Meetings
- Safeguarding Board
- Fostering Development Group
- Practice Reviews/ Learning events

Equality & Diversity The learning and development team are committed to promoting diversity and challenging all forms of discrimination and prejudice. This will take many forms but is underpinned by Compass' GRACE strategy. Measures are introduced to re-enforce this approach. These include:

- Embedding GRACE and Equality and Diversity into all L&D training courses

- Specific courses are in the training programmes focused on awareness raising and tackling discrimination on such as unconscious bias, supporting black, Asian and ethnic minority children, LGBTQ+ etc.

- Quality assurance for all courses to ensure that they deliver on promoting diversity such as relevant case studies, representative image and language usage

Those that take part in training sessions that do not engage with this approach may be asked to leave to ensure that training and learning opportunities are safe spaces

#### Contractual Arrangements

No. of permanent staff	1
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0

#### Outline below the number of permanent and fixed term contact staff by hours worked per week.

No. of full-time staff (35 hours or more per week)	1
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0

#### Staff Qualifications

No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager	1
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No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager	0
Deputy service manager	
Does your service structure include roles of this type?	Yes
<p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p>	
Filled and vacant posts	
No. of staff in post	1
No. of posts vacant	0
<p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p>	
Induction	1
Health & Safety	1
Equality, Diversity & Human Rights	1
Manual Handling	0
Safeguarding	1
Dementia	0
Positive Behaviour Management	1
Food Hygiene	0
Please outline any additional training undertaken pertinent to this role which is not outlined above.	<p>There is an Organisational Development Programme for Compass Staff for the next 12 months ahead. At the heart of the programme are the REACH principles (Resilience, Education, Acceptance, Child Centred, Holistic), based on years of research and work with children and young people with social, emotional and educational difficulties. The courses will provide staff with a range of effective tools involving practical methods and techniques to understand behaviours and how best to support the children and young people in our care</p> <p>This programme has been fully designed following a needs led approach with new courses for staff being introduced. These include: • Blocked care • Cultural needs matching • Assessment skills • Self care and building resilience • Child's voice At Compass, our strategy is to continuously improve staff development and we have created a new programme of courses for many departments.</p> <p>We believe our extensive induction and annual training plan can only enhance the quality of the service we provide to our children by improving staff retention and further developing the attitude, skills and knowledge of our staff teams.</p> <p>This year's group staff training programme is slightly different from previous years and will continue to develop over the next 6 months and beyond into the next 2023-24 programme. There have been significant amounts of training in the past number of months. Alongside the role specific training that is offered, all group staff have access to the extensive online course portfolio and to all organisational programme training sessions to further aid their learning and development. As part of our commitment to personal and professional development we continue to encourage all forms of learning through a variety of ways including: • Classroom training sessions • Online</p>

ways including: • Classroom training session • Online video facilitated training session • Online Training Programme • Relevant reading materials/research/books/articles • Useful and appropriate documentaries • Training provided by the Local Authorities and other external providers There are many different requirements and expectations for learning and skill development, for example different induction programmes for different roles, and a wide range of learning needs across the Compass group. We are working hard to improve links to professional standards such as KSS or CACHE all whilst further embedding our REACH and GRACE approach. Due to the challenges faced this year with delivering a learning programme for all, we have taken a highly needs led approach by working closely with leadership across the group, staff and foster carers to enable us to offer a relevant and time sensitive programme for all

Operational Manager • All new Operations Managers must complete the 7-induction training course programme within their first 6 months • All new staff are required to complete 'General Data Protection Regulation'. This is an online course  
This topic has a required refresher every 2 years • All staff will complete a safeguarding related course each year • Can attend any other training offered in the Foster Carer Development Programme and other relevant staff training courses with approval by their Line Manager • Can access the range of online training that is applicable to their role • All staff expected to complete any training identified as mandatory throughout the year

Operations Managers must also complete 'Safer Recruitment' via the Training Hub Non-Social Work Staff •

To support new and experienced operations managers we have a series of courses written specifically for their role to support bridging the Social Work practice with the management element of the role.

Our Management Development Programme (MDP) covers a range of topics that support in developing as a manager and a leader. Whether you are the seasoned professional with a wealth of knowledge, or looking to progress your career, the topics covered will serve you to enhance your knowledge and skillset no matter what level you are working at. MDP consists of 8 workshops over the course of 12 months, typically attending one face to face workshop every 6 weeks.

These are:

Triangle of Success and Management Oversight  
Turning theory into practice  
Effective social work supervision and Quality Assurance

Professional challenge and Problem Solving.  
Management Development Programme (MDP)

To support and develop managers and leaders, the MDP consists of 8 workshops across 12 months, both Face to face and virtual workshops

Understanding Self

Understanding Others

Clear Communication

Focus and Direction

Coaching for Performance

Feedback and Conflict Management

Maximising Impact

Performance Management.

During each workshop you will gain new knowledge and theories or sharpen your existing knowledge as well as having the opportunity to reflect, practice, and collaborate with other managers across the organisation in all services. These workshops are facilitated to draw upon previous experiences and situations to support the transfer of learning and relating our learnings to our day-to-day roles to ensure maximum effectiveness and implementation. All colleagues within a Management position who have direct report responsibility will have the opportunity to attend the workshops.

Equality & Diversity The learning and development team are committed to promoting diversity and challenging all forms of discrimination and prejudice. This will take many forms over the coming months but will be underpinned by Compass' GRACE strategy. Over the coming months both in the training sessions and behind the scenes a wide range of new measures will be introduced to re-enforce this approach.

These include:

- Embedding GRACE and Equality and Diversity into all L&D training courses
- Specific courses are in the training programmes focused on awareness raising and tackling discrimination such as unconscious bias, supporting black, Asian and ethnic minority children, LGBTQ+ etc.
- Quality assurance for all courses to ensure that they deliver on promoting diversity such as relevant case studies, representative image and language usage

Those that take part in training sessions that do not engage with this approach may be asked to leave to ensure that training and learning opportunities are safe spaces

**Contractual Arrangements**

No. of permanent staff	1
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0

**Outline below the number of permanent and fixed term contact staff by hours worked per week.**

No. of full-time staff (35 hours or more per week)	1
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0

**Staff Qualifications**

No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager	1
No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager	0

**Other supervisory staff**

Does your service structure include roles of this type?	Yes
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**Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.**

**Filled and vacant posts**

No. of staff in post	6
No. of posts vacant	0

**Training undertaken during the last financial year for this role type.**

Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.

Induction	1
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Health & Safety	6
Equality, Diversity & Human Rights	6
Manual Handling	0
Safeguarding	6
Dementia	0
Positive Behaviour Management	3
Food Hygiene	0
Please outline any additional training undertaken pertinent to this role which is not outlined above.	<p>At the heart of the programme are the REACH principles (Resilience, Education, Acceptance, Child Centred, Holistic), based on years of research and work with children and young people with social, emotional and educational difficulties. The courses will provide carers and staff with a range of effective tools involving practical methods and techniques to understand behaviours and how best to support the children and young people in our care</p> <p>This programme has been fully designed following a needs led approach with new courses for staff being introduced. These include: • Blocked care • Cultural needs matching • Assessment skills • Self care and building resilience • Child's voice At Compass, our strategy is to continuously improve staff development and we have created a new programme of courses for many departments. We believe our extensive induction and annual training plan can only enhance the quality of the service we provide to our children by improving staff retention and further developing the attitude, skills and knowledge of our staff teams.</p> <p>All group staff have access to the extensive online course portfolio and to all organisational programme training sessions to further aid their learning and development. As part of our commitment to personal and professional development, we continue to encourage all forms of learning through a variety of ways including: • Classroom training session • Online video facilitated training session • Online Training Programme • Relevant reading materials/research/books/articles • Useful and appropriate documentaries • Training provided by the Local Authorities and other external providers There are many different requirements and expectations for learning and skill development, for example different induction programmes for different roles, and a wide range of learning needs across the Compass group. We are working hard to link to your professional standards such as KSS or CACHE all whilst further embedding our REACH and GRACE approach.</p> <p>Social Work / All new SSW's, Advanced Practitioners must complete the 7-induction training course programme within their first 6 months •  All new staff are required to complete 'General Data Protection Regulation'. This is an online course and this topic has a required refresher every 2 years •  • All staff will complete a safeguarding related course each year •</p> <p>All SSWs are supported through Practice Educator Opportunities and Aspiring Leaders Opportunities when applicable.</p> <p>Policy into Practice  Specified Induction Opportunities for SSWs  Lead roles in National Working Groups which shape policy and practice development.  Staff Development Days.  Best Practice in Matching(FF)  Mental Health First Aid-  Safely Matching  Train the Trainers  Self Care and Building Resilience</p> <p>Whole Organisational Learning that encompasses, Fostering, Education, Residential and Fostering Co leagues</p> <p>Each member of staff has an individual developme</p>

nt plan/ annual appraisal to identify learning needs and supervision.

Departments identify mandatory training requirements dependant on role. All staff have access to face to face training complimented by extensive online directory of Learning and Development opportunities

External learning and Development Opportunities are available.

Embedded in our operations are opportunities for shared Learning adopting a Whole Team Approach with all members of staff- affording peer to peer practice learning opportunities both with internal and external providers.

Learning also takes the form of dissemination of

Updated Policies/ Procedures and Practice Guidance

Operational Handbooks

LSCB/ NSPCC updates

Stakeholder Learning events

Identification of training and development through a range of platforms including

TED talks

YOUtube

Recommended reading and audio/ television

Regular bulletins - Fostering Network/ NAFFI/ Young Commissioners through 4Cs

Lending Library

Reflective practice

Education Support Induction and Training Workshops for Compliance Staff.

Equality & Diversity The learning and development team are committed to promoting diversity and challenging all forms of discrimination and prejudice. This will take many forms over the coming months but will be underpinned by Compass' GRACE strategy. Over the coming months both in the training sessions and behind the scenes a wide range of new measures will be introduced to re-enforce this approach

These include: • Embedding GRACE and Equality and Diversity into all L&D training courses •

Specific courses are in the training programmes focused on awareness raising and tackling discrimination such as unconscious bias, supporting black, Asian and ethnic minority children, LGBTQ+ etc. •

Quality assurance for all courses to ensure that they deliver on promoting diversity such as relevant case studies, representative image and language usage Those that take part in training sessions that do not engage with this approach may be asked to leave to ensure that training and learning opportunities are safe spaces

#### Contractual Arrangements

No. of permanent staff	6
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0

#### Outline below the number of permanent and fixed term contact staff by hours worked per week.

No. of full-time staff (35 hours or more per week)	5
No. of part-time staff (17-34 hours per week)	1
No. of part-time staff (16 hours or under per week)	0

#### Staff Qualifications

No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker	6
No. of staff working towards the required/recommended qualification	0
Senior social care workers providing direct care	
Does your service structure include roles of this type?	No
Other social care workers providing direct care	
Does your service structure include roles of this type?	No
Other types of staff	
Does your service structure include any additional role types other than those already listed?	Yes
List the role title(s) and a brief description of the role responsibilities.	Administrators - to support the social workers with paperwork and to run the office  Family Finding Officers - to consider referrals and support positive and robust matches of children and young people within our Fostering Families in accordance with our Framework Agreement.
Filled and vacant posts	
No. of staff in post	4
No. of posts vacant	0
Training undertaken during the last financial year for this role type.  Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.	
Induction	2
Health & Safety	2
Equality, Diversity & Human Rights	4
Manual Handling	2
Safeguarding	4
Dementia	0
Positive Behaviour Management	0
Food Hygiene	0
Please outline any additional training undertaken pertinent to this role which is not outlined above.	At the heart of the programme are the REACH principles (Resilience, Education, Acceptance, Child Centred, Holistic), based on years of research and work with children and young people with social, emotional and educational difficulties. The courses will provide carers and staff with a range of effective tools involving practical methods and techniques to understand behaviours and how best to support the children and young people in our care  This programme has been fully designed following a needs led approach with new courses for staff being introduced. These include: • Blocked care • Cultural needs matching • Assessment skills • Self care and building resilience • Child's voice At Compass, our strategy is to continuously improve staff development and we have created a new programme of courses for many departments. We believe our extensive induction and annual training plan can only enhance the quality of the service we provide to our children by improving staff retention and further developing the attitude, skills and knowledge of our staff

all teams.

Alongside the role specific training that is offered, all group staff have access to the extensive online course portfolio and to all organisational programme training sessions to further aid their learning and development. As part of our commitment to personal and professional development we continue to encourage all forms of learning through a variety of ways including:

- Classroom training session
- Online video facilitated training session
- Online Training Programme
- Relevant reading materials/research/books/articles
- Useful and appropriate documentaries
- Training provided by the Local Authorities and other external providers

There are many different requirements and expectations for learning and skill development, for example different induction programmes for different roles, and a wide range of learning needs across the Compass group.

We are working hard to improve links to professional standards such as KSS or CACHE all whilst further embedding our REACH and GRACE approach. Due to the challenges faced this year with delivering a learning programme for all, we have taken a highly needs led approach by working closely with leadership across the group, staff and foster carers to enable us to offer a relevant and time sensitive programme for all. Each member of staff has an individual development plan/ annual appraisal to identify learning needs and supervision.

Departments identify mandatory training requirements dependant on role. Family Finding Team also receive enhanced customer services training opportunities.

External learning and Development Opportunities are available.

Embedded in our operations are opportunities for shared Learning adopting a Whole Team Approach with all members of staff- affording peer to peer practice learning opportunities both with internal and external providers.

Learning also takes the form of dissemination of

Updated Policies/ Procedures and Practice Guidance

Operational Handbooks

LSCB/ NSPCC updates

Stakeholder Learning events

Identification of training and development through a range of platforms including

TED talks

YOUtube

Recommended reading and audio/ television

Regular bulletins - Fostering Network/ NAFFPi/ Young Commissioners through 4Cs

Lending Library

Reflective practice

Equality & Diversity The learning and development team are committed to promoting diversity and challenging all forms of discrimination and prejudice. This will take many forms over the coming months but will be underpinned by Compass' GRACE strategy. Over the coming months both in the training sessions and behind the scenes a wide range of new measures will be introduced to re-enforce this approach. These include:

- Embedding GRACE and Equality and Diversity into all L&D training courses
- Specific courses are in the training programmes focused on awareness raising and tackling discrimination such as unconscious bias, supporting black, Asian and ethnic minority children, LGBTQ+ etc.
- Quality assurance for all courses to ensure that they deliver on promoting diversity such as relevant case studies, representative image and language usage

Those that take part in training sessions that do not engage with this approach may be asked to leave to ensure that training and learning opportunities are safe spaces

### Contractual Arrangements

No. of permanent staff	3
No. of Fixed term contracted staff	1
No. of volunteers	0
No. of Agency/Bank staff	0
No. of Non-guaranteed hours contract (zero hours) staff	0

### Outline below the number of permanent and fixed term contact staff by hours worked per week.

No. of full-time staff (35 hours or more per week)	2
No. of part-time staff (17-34 hours per week)	2
No. of part-time staff (16 hours or under per week)	0

### Staff Qualifications

No. of staff who have the required qualification	4
No. of staff working toward required/recommended qualification	0